



## AGENDA

### RETIREMENT BOARD MEETING

FIRST MONTHLY MEETING  
June 11, 2014  
9:00 a.m.

Retirement Board Conference Room  
The Willows Office Park  
1355 Willow Way, Suite 221  
Concord, California

THE RETIREMENT BOARD MAY DISCUSS AND TAKE ACTION ON THE FOLLOWING:

1. Pledge of Allegiance.
2. Accept comments from the public.
3. Approve minutes from the April 2, April 23, May 7 and May 21, 2014 meetings.
4. Routine items for June 11, 2014.
  - a. Approve certifications of membership.
  - b. Approve service and disability allowances.
  - c. Accept disability applications and authorize subpoenas as required.
  - d. Approve death benefits.
  - e. Accept asset allocation report.

#### *CLOSED SESSION*

5. The Board will go into closed session under Gov. Code Section 54957 to consider recommendations from the Medical Advisor and/or staff regarding the following disability retirement applications:

	<u>Member</u>	<u>Type Sought</u>	<u>Recommendation</u>
a.	Matthew Carter	Non-Service Connected	Non-Service Connected
b.	Antoinette Jorge	Non-Service Connected	Non-Service Connected
c.	Clive Savacool	Service Connected	Service Connected
d.	Michael Stralovich	Service Connected	Service Connected

6. The Board will continue in closed session pursuant to Govt. Code Section 54956.9(d)(1) to confer with legal counsel regarding pending litigation:
  - a. *Contra Costa County Deputy Sheriffs Association, et al., v. CCCERA, et al.,* Contra Costa County Superior Court, Case No. N12-1870.

The Retirement Board will provide reasonable accommodations for persons with disabilities planning to attend Board meetings who contact the Retirement Office at least 24 hours before a meeting.

- b. *Board of Retirement of CCCERA v. County of Contra Costa*, Alameda County Superior Court, Case No. RG-11608520.
- 7. The Board will continue in closed session pursuant to Govt. Code Section 54956.9(d)(2) to confer with legal counsel regarding anticipated litigation (one case).

*OPEN SESSION*

- 8. Consider and take possible action regarding the Board's recommendation to increase AFSCME Local 2700 employees' pay.
- 9. Consider and take possible action regarding unrepresented CCCERA staff pay in light of County BOS Resolution 2014/109.
- 10. Legislative update.
- 11. Consider authorizing the attendance of Board and/or staff:
  - a. Modern Investment Theory & Practice for Retirement Systems, SACRS, July 20-23, 2014, Berkeley, CA (note conflict with Board meeting).
  - b. Principles for Pension Management for Trustees, CALAPRS, August 5-8, 2014, Stanford, CA.
  - c. 2014 Public Funds Forum, GMI Ratings, September 2-4, 2014, San Diego, CA.
  - d. Public Employee Policy Forum, IFEBP, September 15-16, 2014, Washington, DC.
  - e. 60<sup>th</sup> Annual Employee Benefits Conference, IFEBP, October 12-15, 2014, Boston, MA.
  - f. 2014 Public Safety Employees Pension & Benefits Conference, NCPERS, October 26-29, 2014, New Orleans, LA.
- 12. Miscellaneous
  - a. Staff Report
  - b. Outside Professionals' Report
  - c. Trustees' comments

The Retirement Board will provide reasonable accommodations for persons with disabilities planning to attend Board meetings who contact the Retirement Office at least 24 hours before a meeting.



Meeting Date  
**06/11/14**  
Agenda Item  
**#3**

MINUTES

RETIREMENT BOARD MEETING

FIRST MONTHLY BOARD MEETING  
9:00 a.m.

April 2, 2014

Retirement Board Conference Room  
The Willows Office Park  
1355 Willow Way, Suite 221  
Concord, California

Present: Debora Allen, Scott Gordon, Brian Hast, Jerry Holcombe, Louie Kroll, Karen Mitchoff, John Phillips, William Pigeon, Gabe Rodrigues, Jerry Telles and Russell Watts

Absent: None

Staff: Timothy Price, Retirement Chief Investment Officer; Karen Levy, Retirement General Counsel; Vickie Kaplan, Retirement Accounting Manager; and Christina Dunn, Retirement Administration Manager

Outside Professional Support:	Representing:
Harvey Leiderman	Reed Smith LLP
Bob Helliesen	Milliman
Marty Dirks	Milliman

1. Pledge of Allegiance

Hast led all in the *Pledge of Allegiance*.

2. Accept comments from the public

Nischit Hegde, UNITE HERE, (a hotel and food service workers' union), spoke on behalf of UNITE HERE Local 1 expressing their concerns about a building in Chicago being converted into a hotel without a labor peace agreement. She stated CCCERA is one of largest investors of the project with real estate manager Angelo, Gordon & Co.'s AG Realty Fund VIII, L.P. and urged CCCERA to ask Angelo, Gordon questions about the lack of a labor peace agreement on the hotel project.

3. Approval of Minutes

It was M/S/C to approve the minutes of the February 12, 2014, meeting with changes to the following: 1) Item 5 on Page 2, third paragraph, to read "Johnson gave a summary of the results of the study noting the study indicated that some of CCCERA's classifications are below the labor market; 2) Item 10, third paragraph, changing the word from to the word form; and, 3) Item 10, Page 3, last paragraph, changing Pigeon's vote from Abstain to No and Hast's vote from Yes to Abstain. (Yes: Allen, Gordon, Hast, Mitchoff, Phillips, Pigeon, Rodrigues, Telles and Watts)

After a discussion on Items 4 and 5, the minutes of the February 26, 2014 meeting were tabled until the next meeting.

**4. Routine Items**

It was M/S/C to approve the routine items of the April 2, 2014 Board meeting. (Yes: Allen, Gordon, Hast, Mitchoff, Phillips, Pigeon, Rodrigues, Telles and Watts)

It was the consensus of the Board to move to Item 15.

**15. Consider and take possible action to contract with Laughlin, Falbo, Levy and Moresi, LLP to provide disability retirement legal services**

Hast reported CCCERA's disability attorney terminated her employment with the County Counsel's Office. CCCERA issued a RFP and received responses from three qualified attorneys. Hast reported he, Levy and Schneider reviewed the responses and felt Susan Hastings of Laughlin, Falbo, Levy and Moresi, LLP provided the best all-around services to meet CCCERA's needs. He introduced Susan Hastings.

Hastings reviewed her background which involves representing insurance carriers and employers in areas such as workers compensation. Her firm currently provides legal counsel and support to SDCERA disability staff. She is familiar with '37 Act systems and with CCCERA's unique Tier 3 disability standards.

It was M/S/C to accept staff's recommendation and enter into a contract with Laughlin, Falbo, Levy & Moresi, LLP to provide CCCERA with disability retirement legal services subject to contract negotiations. (Yes: Allen, Gordon, Hast, Mitchoff, Phillips, Pigeon, Rodrigues, Telles and Watts)

It was the consensus of the Board to move to Item 5.

**5. Presentation from Delaware Investments on creation of Jackson Square Partners – Trevor Blum, Jeff Van Harte, Dan Prislin**

Dirks gave an overview of Delaware Investments and their history with CCCERA noting they have been a good investment manager. He reported the team is now creating their own business noting Jackson Square Partners will be the majority owner. He also reviewed the concerns Milliman has when any changes are made to managing firms.

Prior to their presentation, Jackson Square Partners waived the confidentiality disclaimer on the presentation materials, noting this is a public meeting and any information discussed will be available to the public.

The presenter's introduced themselves and gave a brief overview of their backgrounds.

Blum reviewed the February 18, 2014, press release announcing Delaware Investments and its growth team's joint venture which is scheduled to close on May 1, 2014.

Van Harte reported there will not be many changes occurring on the investment side of the team noting Van Tran will move from Delaware Investments to the CFO of Jackson Square Partners. He also noted they will remain in San Francisco. He reported they will become a fully integrated company with their own operations.

Prislin noted they have negotiated a 2-year transition period with Delaware for a smooth operational transition. He reported the equity ownership of the firm will be 50.1% by Jackson Square and 49.9% will be by Delaware Investments.

Van Harte reported the feedback from current clients has been positive. They believe 60 to 70% of the current Large-Cap Growth clients from Delaware Investments have signed contracts with Jackson Square Partners.

6. **Consider and take possible action to reassign contract from Delaware Investments as Jackson Square Partners**

It was M/S/C to reassign the contract from Delaware Investments to Jackson Square Partners. (Yes: Allen, Gordon, Hast, Mitchoff, Phillips, Pigeon, Rodrigues, Telles and Watts)

Mitchoff was no longer present for subsequent discussion and voting.

7. **Educational presentation from Parametric Clifton on cash overlay strategies** – Justin Henne, Ben Lazarus

Price gave a brief overview of the policy overlay program noting they can be used to securitize cash and help mitigate transaction costs.

Prior to their presentation, Parametric Clifton waived the confidentiality disclaimer on the presentation materials, noting this is a public meeting and any information discussed will be available to the public.

The presenter's introduced themselves and gave an overview of the overlay program strategy noting the presentation is strictly educational.

Lazarus reviewed the difference between a cash overlay and a policy overlay and how to use a policy overlay to enhance performance.

Henne reported each program is tailored for each client. One of the biggest policy shortfalls is the securitized liquidity needs which means that when most plans develop their asset allocation plan, they allocate the majority of their assets and when they get down to cash they usually have a zero allocation to cash. The reality is there is cash at the fund level to pay benefits, there are distributions coming in from private equity managers. There is always a need to carry cash to satisfy short-term liquidity needs.

Transaction cost comparisons and the risks of overlay services were also reviewed.

8. **Presentation from Ocean Avenue Capital Partners** – Jeffrey Ennis, Duran Curis, Brad Williams

Dirks gave a brief overview of Ocean Avenue Capital Partners.

Prior to their presentation, Ocean Avenue Capital Partners waived the confidentiality disclaimer on the presentation materials, noting this is a public meeting and any information discussed will be available to the public.

Williams introduced himself noting he is the third-party marketing representative of the firm.

Ennis gave an overview of his background and reported he and Curis are two of the three co-founders of Ocean Avenue Capital Partners. He introduced the remainder of the team and their talents. He reviewed their investment approach.

Ennis reviewed direct and indirect fees and cost management as well as the Partner Network Sponsors. He briefly gave an overview of the completed investments to date.

9. **Consider and take possible action on consultant recommendation to make commitment to Ocean Avenue Capital Fund II**

Dirks reviewed the Executive Summary and Recommendation to commit up to \$30 million.

It was M/S/C to go forward with a commit to Ocean Avenues Fund II with a minimum of \$25 million up to \$30 million subject to legal review, on-site visits and authorize the Board Chair to sign all the necessary contracts. (Yes: Allen, Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues, Telles and Watts)

It was the consensus of the Board to move to item 17b.

17b. Outside Professionals' Report

Dirks reported there have been personnel changes at Milliman, Ky Hang left and Travis Rego has been hired at the analyst level.

It was the consensus of the Board to move to Item 14.

14. **Presentation of the cash flow report for the period ending December 31, 2013**

Kaplan gave an overview of the cash flow report noting the new format includes an explanation memo.

It was M/S/C to accept the cash flow report as presented for the period ending December 31, 2013. (Yes: Allen, Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues, Telles and Watts)

**CLOSED SESSION**

The Board moved into closed session pursuant to Govt. Code Section 54957, 54956.9(a), 54956.9(b) and 54956.81.

The Board moved into open session.

10. It was M/S/C to accept the Medical Advisor's recommendation and grant the following disability benefits:

Louie Kroll recused himself from 10(a) because he is married to the applicant, and did not participate in the discussion or voting on items 10(a) and 10(b).

(a) Tracy Kroll – Non-service Connected (Yes: Allen, Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues, Telles and Watts).

(b) Steven April – Service Connected (Yes: Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues and Telles Abs.: Allen and Watts)

11. There was no reportable action related to Govt. Code Section 54956.9(d1).

12. There was no reportable action related to Govt. Code Section 54956.9(b).

13. There was no reportable action related to Govt. Code Section 54956.81.

16. **Conference Seminar Attendance**

- a. It was **M/S/C** to authorize the attendance of 3 Board members and 1 staff member at the Client Conference, Energy Investors Fund, May 6-8, 2014, Dana Point, CA. (Yes: Allen, Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues, Telles and Watts)
- b. It was **M/S/C** to authorize the attendance of 1 Board member and 1 staff member at the Client Conference, Siguler Guff, April 30, 2014 – May 1, 2014, New York, NY. (Yes: Allen, Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues, Telles and Watts)
- c. It was **M/S/C** to authorize the attendance of 1 staff member at the 2014 Global Conference, Milken Institute, April 27 - 30, 2014, Los Angeles, CA. (Yes: Allen, Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues, Telles and Watts)

17. **Miscellaneous**

(a) Staff Report –

Kaplan reported the auditors from Brown Armstrong have been here. Accounting is working on the CAFR and held meetings for the employers on GASB 68.

(c) Trustees' comments –

Telles reported the investment consultant committee has met with Cortex Consulting and requested Cortex Consulting be added to a future agenda to present on the consultation services they can provide the Board.

He also requested a discussion on transition costs be included on a future agenda.

Pigeon reported he attended the on-site to Adams Street and LaSalle with Allen, Chu and Dirks. He felt Adams Street had great synergy and collaboration.

Allen reported on the on-site to Adams Street noting all of the staff members they met with. She felt the on-site went fine. She also reported on the on-site to LaSalle noting they visited one of the current investments.

She requested the Board break for lunch by 1:00 p.m.

She also requested the funding policy be placed on a future agenda.

She also requested the total compensation committee begin meeting again.

Gordon reported on an article he read regarding retirement funds and the investments that are made.

It was **M/S/C** to adjourn the meeting. (Yes: Allen, Gordon, Hast, Holcombe, Phillips, Pigeon, Rodrigues, Telles and Watts)

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Brian Hast, Chairman

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Jerry Telles, Secretary



Meeting Date  
**06/11/14**  
Agenda Item  
**#3**

MINUTES

RETIREMENT BOARD MEETING

SECOND MONTHLY MEETING  
9:00 a.m.

April 23, 2014

Retirement Board Conference Room  
The Willows Office Park  
1355 Willow Way, Suite 221  
Concord, California

Present: Debora Allen, Brice Bins, Scott Gordon, Brian Hast, Jerry Holcombe, Louie Kroll, Karen Mitchoff, John Phillips, Jerry Telles and William Pigeon

Absent: Gabe Rodrigues

Staff: Kurt Schneider, Retirement Deputy Chief Executive Officer; Timothy Price, Retirement Chief Investment Officer; and Christina Dunn, Retirement Administration Manager

Outside Professional Support:	Representing:
Harvey Leiderman	Reed Smith LLP
Marty Dirks	Milliman
Nick Collier	Milliman
Daniel Wade	Milliman
Paul Angelo	Segal
John Monroe	Segal

1. **Pledge of Allegiance**

Hast led all in the *Pledge of Allegiance*.

2. **Accept comments from the public**

No members of the public offered comment.

3. **Approval of Minutes**

It was M/S/C to approve the minutes of the February 26, 2014 meeting. (Yes: Allen, Gordon, Hast, Kroll, Mitchoff, Phillips, Pigeon. Abs. Bins)

It was M/S/C to approve the minutes of the March 20, 2014 meeting. (Yes: Gordon, Hast, Mitchoff, Kroll, Phillips and Pigeon. Abs.: Allen and Bins)

It was M/S/C to approve the minutes of the March 26, 2014 meeting. (Yes: Allen, Gordon, Hast, Kroll, Mitchoff, Phillips and Pigeon. Abs. Bins)

The Board requested clarification on the Board Policy relating to the time audio recordings are posted on the website.

4. **Presentation of Actuarial Audit Report by Milliman** – Nick Collier, Daniel Wade



Collier reported they are presenting the results of the December 31, 2012 Actuarial Valuation and the 2010-2012 Experience Study as completed by Segal & Company.

Telles was present for subsequent discussion and voting.

Collier gave an overview of the Purpose and Scope of the Actuarial Audit noting this is not an accounting audit rather it is a review of Segal's actuarial valuation and experience study. He reported there were no material issues encountered with the valuation and there was a good match on liabilities and contribution rates which is very important. They only have one recommended change for future valuations which is to revise the methodology for refundability factor calculations.

Wade reported Milliman performed an actuarial audit of CCCERA as of December 31, 2007. He gave a brief review of the changes noting there have been significant changes since that time. He reviewed the components used in their valuation: 1) Membership Data; 2) Actuarial Value of Assets; 3) Actuarial Liabilities; and 4) Member Contribution Rates. Wade noted they felt the assets used in the valuation are reasonable.

Collier noted they reviewed the Member Contribution Rates and Employer Contribution Rates and felt CCCERA is one of the best funded plans.

Collier reviewed the experience study and the importance of reasonable assumptions and assumption types. He also reported on the Entry Age Actuarial Cost Method and Employer Contribution Rate funding.

Wade reported that any discrepancies from Segal's reports were rectified by Segal providing them with more in-depth information. He reviewed price inflation and wage growth noting wage growth is very reasonable. He also reviewed CCCERA's investment return, demographic assumptions and mortality rates.

Their recommendations were summarized. Their conclusion is the valuation accurately represents the actuarial condition of the fund based on a package of assumption and methods that are reasonable and Segal's recommended member and employer contribution rates are appropriate for funding at CCCERA.

The Board discussed the terminal pay assumption.

It was the consensus of the Board to move to Item 6.

**6. Consider and take possible action on Segal Consulting's recommendation of the investment return assumption to use for financial reporting purposes**

Angelo reviewed their February 19, 2014 letter regarding an adjustment to exclude administrative expenses in developing investment return assumptions for funding purposes in order to maintain consistency with new Governmental Accounting Standards Board (GASB) financial reporting.

He reviewed Segal's recommendation to use an interim approach to use the same investment return assumption for both funding and financial reporting, but have them represent two different expected returns, one net of administrative expense (for funding) and one gross of such expenses (for financial reporting). He noted in their April 17, 2014 letter additional information is provided regarding this interim approach. Angelo noted he has discussed this approach with CCCERA's auditors, Brown Armstrong, and they agree this is an appropriate approach.

Hast clarified that the action to be taken today is an interim action with regards to the GASB reporting assumption and the recommendation is for financial reporting purposes that the investment return assumption be set net of investment expenses but not net of administrative expenses.

It was M/S/C to adopt an investment return assumption for financial reporting purposes that is net of investment expenses and not net of administrative expenses equal to 7.25% per year as recommended by Segal. (Yes: Allen, Bins, Gordon, Hast, Mitchoff, Phillips, Pigeon and Telles)

5. **Consider and take possible action on ad-hoc investment consultant search committee's recommendation to retain Cortex to assist in the search**

Price gave an overview of the ad-hoc committee's search process and the role of the investment consultant. The ad-hoc investment consultant search committee members reported on the reference checks they completed on Cortex noting the responses were positive.

After a discussion, it was M/S/C to enter into a contract with Cortex to provide the services of an outside expert administering the RFP process, while retaining the ultimate due diligence and selection responsibility with CCCERA, and provide the services at approximately \$50,000, including out-of-pocket expenses, subject to legal review and authorize the Board Chair to sign the necessary contracts. (Yes: Allen, Bins, Gordon, Hast, Mitchoff, Phillips, Pigeon and Telles)

7. **Conference Seminar Attendance**

- a. No action was taken on the Emerging Markets Forum, Institutional Investor, May 7-8, 2014, New York, NY.
- b. It was M/S/C to authorize the attendance of 2 Board members and 2 staff members at the Governmental Accounting and Auditing Conference, CalCPA, May 13, 2014, Sacramento, CA. (Yes: Allen, Bins, Gordon, Hast, Mitchoff, Phillips, Pigeon and Telles)
- c. It was M/S/C to authorize the attendance of 2 Board members and 1 staff member at the Client Conference, Adams Street Partners, June 4-5, 2014, Chicago, IL. (Yes: Allen, Bins, Gordon, Hast, Mitchoff, Phillips, Pigeon and Telles)
- d. It was M/S/C to authorize the attendance of 1 Board member at the Advanced Trustee Institute, IFEBP, June 23-25, 2014, Las Vegas, NV. (Yes: Allen, Bins, Gordon, Hast, Mitchoff, Phillips, Pigeon and Telles)
- e. It was M/S/C to authorize the attendance of 4 Board members at the International Investing and Emerging Markets, IFEBP, July 28-30, 2014, San Francisco, CA. (Yes: Allen, Bins, Gordon, Hast, Mitchoff, Phillips, Pigeon and Telles)

8. **Miscellaneous**

(a) Staff Report –

Price reported Pyrford will be funded tomorrow.

Price reported he, Telles and Watts will be attending an on-site visit to Ocean Avenue next Wednesday noting they will also visit a few DLJ Properties in Los Angeles.

Price reported we are still in contract negotiations with Sigular Guff, Adams Street and Ocean Avenue.

Schneider reported benefits statements are scheduled to be sent out next month.

(b) Outside Professionals' Report -

Leiderman provided an update on the AB 197 lawsuit noting a hearing is scheduled for April 30, 2014.

Discussion followed regarding the process of the 60 day stay order issued in the AB 197 lawsuit and notification to members.

Dirks reported Young will be accompanying staff and Board members at the onsite visits to Ocean Avenue next week.

(c) Trustees' comments –

Mitchoff asked for an update on the hiring process of the CEO. Hast reported as soon as the meeting is adjourned the CEO recruitment ad hoc committee will be meeting to discuss the terms of the employment agreement noting the terms of the agreement are under negotiations.

Allen asked about the SACRS voting proxy. It was noted it was on the previous agenda.

Pigeon reported he and Price attended the Pension Bridge Conference and felt it was an excellent conference. He noted it was very fast paced and he learned a lot about risk. He recommended the conference to all.

It was **M/S/C** to adjourn the meeting. (Yes: Allen, Bins, Gordon, Hast, Mitchoff, Phillips, Pigeon and Telles)

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Brian Hast, Chairman

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Jerry Telles, Secretary



Meeting Date  
**06/11/14**  
Agenda Item  
**#3**

MINUTES

RETIREMENT BOARD MEETING

FIRST MONTHLY BOARD MEETING

9:00 a.m.

May 7, 2014

Retirement Board Conference Room

The Willows Office Park

1355 Willow Way, Suite 221

Concord, California

Present: Debora Allen, Brice Bins, Scott Gordon, Brian Hast, Jerry Holcombe, Louie Kroll, Karen Mitchoff, John Phillips and Gabe Rodrigues

Absent: William Pigeon, Jerry Telles and Russell Watts

Staff: Kurt Schneider, Deputy Retirement Chief Executive Officer; Timothy Price, Retirement Chief Investment Officer; Karen Levy, Retirement General Counsel; Vickie Kaplan, Retirement Accounting Manager; and Christina Dunn, Retirement Administration Manager

Outside Professional Support:  
Harvey Leiderman  
Susan Hastings

Representing:  
Reed Smith LLP  
Laughlin, Falbo, Levy & Moresi

**1. Pledge of Allegiance**

Hast led all in the *Pledge of Allegiance*.

**2. Accept comments from the public**

No members of the public offered comment.

Levy reported changes to agenda Item 6 and Item 7b. The Government Code Section on Item 6 (pending litigation) has changed from 54956.9(a) to 54956.9(d)(1). The Government Code Section on Item 7b (significant exposure to litigation) has changed from 54956.9(b) to 54956.9(d)(2).

**3. Routine Items**

It was M/S/C to approve the routine items of the May 7, 2014 Board meeting. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)

**CLOSED SESSION**

The Board moved into closed session pursuant to Government Code Sections 54957, 54956.9(b), 54956.9(d1) and 54956.9(d2).

The Board moved into open session.

4. It was M/S/C to accept the Medical Advisor's recommendation and grant the following disability benefits:
  - (a) Denise Burtis – Service Connected (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)
  - (b) Roberta Haynes – Service Connected (Yes: Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues. Abs: Allen and Bins)
5. It was M/S/C to accept the Hearing Officer's recommendation and deny the service-connected disability retirement for Angela Aquina. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)
6. There was no reportable action related to Government Code Section 54956.9(d)(1).
7. There was no reportable action related to Government Code Section 54956.9(d)(2).
- 7a. There was no reportable action related to Government Code Section 54957.
- 7b. There was no reportable action related to Government Code Section 54956.9(d)(1).
8. **Consider and take possible action to adopt resolution regarding the exclusion of physicians' call-back pay from compensation for retirement purposes**

Leiderman reported the Board had previously requested a presentation on the use of call-back pay in compensation earnable for members of PDOCC. He provided an overview of compensation earnable under the California Employees' Retirement Law ("CERL") and case law prior to AB 197. He noted that CERL Section 31461 excludes overtime pay in compensation earnable if it is outside normal working hours and is voluntary.

He discussed the additional limitations AB 197 added to compensation earnable. He noted AB 197 added Section 31461(b) which clarifies that compensation earnable does not include compensation determined by the Board to have been paid to enhance a member's retirement benefit or payments for additional services rendered outside of normal working hours.

He noted there are three different overtime pay types reported by the County under pay code D16 for PDOCC members. He discussed the three types of overtime and the tasks that are performed during each type of overtime.

He stated his recommendation is for the Board to adopt the proposed resolution affirming the treatment of pay code D16 as excluded from compensation earnable and permit each member seeking inclusion of past D16 pay to provide evidence satisfactory to the Board that the pay received did meet the stated requirements.

In public comment, Arthur Liou, attorney for PDOCC, noted his client's arguments are listed in the attachment contained in the Board's agenda packet. He feels that call back pay is vital and necessary for physicians to perform. He explains that the physicians were not told to report the different types of overtime differently. He feels there has not been any accountability on how this error was discovered. If the Board decides to exclude this pay code from compensation earnable he would like assurance that the contributions collected on this pay code would be paid back to the physicians.

Dr. David MacDonald, Physician at Contra Costa Medical Center and president of PDOCC, stated the twelve months with the highest salary may be for a period of time ten years ago. He would like CCCERA to honor the agreement established between PDOCC and the County to include this pay code in compensation earnable.

After discussion, it was **M/S/C** to adopt the resolution regarding the exclusion of physicians' call-back pay from compensation for retirement purposes. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff and Phillips. Abs: Rodrigues)

In public comment, Daniel Borenstein, Contra Costa Times, stated he would like to request information on the investigation of this pay code. He also requested the Board waive confidentiality of the written report prepared by Reed Smith.

It was **M/S/C** to waive confidentiality of the Reed Smith memorandum dated April 14, 2014. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)

**9. Consider and take possible action regarding the non-service connected disability retirement allowance of deceased member Ronald Galloway**

Schneider reported Ronald Galloway was an active CCCERA Tier 1 member and Central Sanitary District employee when he died on May 19, 2011. Prior to his death he had a valid active death form on file and filed for a disability retirement electing Optional Settlement 2. Typically the Board would have made a determination as to whether the member was permanently incapacitated for the performance of duty, but due to an administrative oversight the matter was not brought to the Board in 2011.

He discussed his recommendation to find that the member was permanently incapacitated from performing his usual and customary duties as a Maintenance Crew Leader and grant a non-service connected Tier I disability retirement, effective May 19, 2011 and to grant his children benefits pursuant to government code section 31762.

It was **M/S/C** to find that the member was permanently incapacitated from performing his usual and customary duties as a Maintenance Crew Leader and grant a non-service connected Tier 1 disability retirement, effective May 19, 2011, grant his children benefits pursuant to Government Code Section 31762 (Optional Settlement 2 allowance for the life of the named beneficiaries) and for staff to provide the Board with a review of the active death form practices. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)

**10. Consider and take possible action to adopt a public statement of Board intent to review past incidents of unusual compensation increases at end of employment**

Levy noted the Board requested staff prepare a proposed public statement of intent to review past incidents of unusual compensation increases at the end of employment for adoption by the Board.

It was **M/S/C** to adopt a public statement of Board intent to review past incidents of unusual compensation increases at the end of employment; disseminate the statement of intent to all interested parties including employers, employee groups and retiree groups; and direct staff to research and compile data regarding past unusual increases in final average salary. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)

**11. Receive report regarding potential compensation enhancement for a retiring member (on call pay)**

Schneider reported during the compensation review of a retiring Deputy Sheriff Lieutenant, staff noted payment of compensation that could be excluded from the calculation of final average compensation were it not for the stay order prohibiting CCCERA from implementing AB 197. The Board has directed staff to report these items to the Board even if the stay order prevents CCCERA from excluding the compensation.

He noted this item is an informational item only.

**12. Receive report regarding potential compensation enhancement for a retiring member (holiday pay and shift differential)**

Schneider reported during the compensation review of a retiring Clerk-Senior Level, staff noted payment of compensation that could be excluded from the calculation of final average compensation were it not for the stay order prohibiting CCCERA from implementing AB 197. The Board has directed staff to report these items to the Board even if the stay order prevents CCCERA from excluding the compensation.

He noted this item is an informational item only.

**13. Review of Budget vs. Actual for 2013**

Schneider distributed detailed Budget vs. Actual reports for 2013 for Administration and for Legal and Investment noting that we are substantially under-budget. He noted we are substantially under budget due to the high amount of vacant positions.

**14. Consider and take possible action on SACRS Board of Directors Elections**

It was M/S/C to accept the SACRS Nominating Committee recommendations for the 2014-2015 Slate. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)

**15. Consider and take possible action regarding the Board's previous request to the County to maintain CCCERA staff wages and benefits at status quo**

Hast reported AFSCME Local 2700 represents the majority of CCCERA's represented staff and is currently in negotiations with the County. AFSCME Local 2700 has requested the Board reiterate its original request made to the County to restore the 2.75% base salary reduction implemented in 2012 to the CCCERA staff members represented by AFSCME Local 2700 and that the restoration would be in addition to whatever base pay increases the County negotiates with AFSCME.

It was M/S/C to reiterate the Board's original request to the County to reinstate the 2.75% salary reduction to CCCERA staff members represented by AFSCME Local 2700 prospectively, in addition to the other negotiated increases. (Yes: Gordon, Hast, Kroll, Phillips and Rodrigues. No: Mitchoff. Abs: Allen and Bins)

**16. Conference Seminar Attendance**

- a. There was no reportable action.
- b. It was M/S/C to authorize the attendance one staff member at the Annual Partners Meeting, DLJ, May 29, 2014, New York, NY. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)
- c. It was M/S/C to authorize the attendance of one staff member at the Annual Meeting, Paladin, June 4, 2014, Washington, D.C. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)
- d. It was M/S/C to authorize the attendance of up to four Board members at the Trustees' Roundtable, CALAPRS, June 13, 2014. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)

**17. Miscellaneous**

- (a) Staff Report –

Schneider reported benefit statements were mailed.

Kaplan reported the final audit was last week and there were not any findings reported during the preliminary exit meeting.

Price reported he attended the Institutional Investors conference, the Milken Global conference, the Ocean Avenue onsite and two real estate visits to DLJ properties.

(b) Outside Professionals' Report -

None

(c) Trustees' comments –

Gordon encouraged Board members to vote yes on measure E.

Allen reported she attended the NCPERS conference and the Siguler Guff conference.

She requested the audio recordings from the Board meetings be placed on the website immediately.

Allen also requested the calculation of termination pay be included on a future agenda for consideration.

It was **M/S/C** to adjourn the meeting. (Yes: Allen, Bins, Gordon, Hast, Kroll, Mitchoff, Phillips and Rodrigues)

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Brian Hast, Chairman

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Jerry Telles, Secretary





Meeting Date  
**06/11/14**  
Agenda Item  
**#3**

MINUTES

RETIREMENT BOARD MEETING

FIRST MONTHLY BOARD MEETING

9:00 a.m.

May 21, 2014

Retirement Board Conference Room

The Willows Office Park

1355 Willow Way, Suite 221

Concord, California

Present: Debora Allen, Scott Gordon, Jerry Holcombe, Louie Kroll, Karen Mitchoff, John Phillips, William Pigeon, Gabe Rodrigues, Jerry Telles and Russell Watts

Absent: Brian Hast

Staff: Kurt Schneider, Deputy Retirement Chief Executive Officer; Timothy Price, Retirement Chief Investment Officer; Karen Levy, Retirement General Counsel; Vickie Kaplan, Retirement Accounting Manager; and Christina Dunn, Retirement Administration Manager

Outside Professional Support:	Representing:
Marty Dirks	Milliman
Bob Helliesen	Milliman
Harvey Leiderman	Reed Smith LLP

1. **Pledge of Allegiance**

Holcombe led all in the *Pledge of Allegiance*.

2. **Accept comments from the public**

No members of the public offered comment.

3. **Approval of minutes**

After a discussion the minutes of the April 2, 2014 meeting were tabled until the next meeting.

4. **Review of total portfolio performance**

Dirks discussed the key points of the quarterly report noting the CCCERA Total Fund returned 2.7% for the quarter and 7.9% for the ten year period ending March 31, 2014. CCCERA Total Fund performance has beaten or matched the policy benchmark over the trailing one through three year periods.

Dirks distributed a Flash Report for the period ending April 30, 2014.

It was M/S/C to accept the Quarterly Report presented by Milliman. (Yes: Allen, Gordon, Mitchoff, Phillips, Pigeon, Rodrigues, Telles, and Watts).

**a. Consideration of any managers already under review or to be placed under review**

Dirks reported on the managers on the watch list. Dirks noted PIMCO was placed on the watch list in February and was not included on the list in the report, a revised list will be sent.

**b. Consideration of any changes in allocations to managers**

There were no changes in allocations to managers.

**5. Presentation of Market Stabilization Account report**

Schneider reported the Board previously requested an educational presentation on the Market Stabilization Account and Contra Tracking. He discussed the different reserve accounts and how interest is credited to these accounts. He noted the interest credited and the administration of excess earnings is determined by the CCCERA Interest Crediting and Excess Earnings Policy.

Kaplan reviewed the Market Stabilization Account's deferred return as of December 31, 2013 noting a new format was used to provide more information on the Market Stabilization Account.

After discussion the Board directed staff to include interest crediting on a future agenda for consideration.

**6. Consider and take possible action to approve proposed CEO employment agreement**

Levy presented the proposed CCCERA Chief Executive Officer employment agreement with Gail Strohl and reviewed the key provisions within the contract noting it set an annual base salary of \$182,000.00. She provided a handout with suggested changes to the employment agreement noting the two proposed changes are:

1) page 3-4, Section 3.4 to read as: Once SB 673 or similar legislation is signed into law and becomes effective, the additional benefits provided to Strohl as set forth in paragraph 3.3 above, including leaves with and without pay, health and dental benefits, executive automobile allowance, executive life insurance, executive professional development reimbursement, and retirement benefits, shall all be subject to the terms of the legislation and action of the Board of Retirement.

2) Page 3, Section 3.3 to add a note that the retirement contribution subvention provision in Reso. 2013/299 does not apply. Resolution 2013/299 grants the Retirement CEO a 50% "subvention," meaning that the County pays 50% of the employee's required retirement contributions. (See Reso. 2013/299, Page 15-16, Section 5.11.) This is no longer allowed under PEPR.A.

It was M/S/C to approve the proposed employment agreement for Chief Executive Officer with Gail Strohl and authorize the Board Chairperson to execute the contract on behalf of the Retirement Board with the proposed changes listed above. (Yes: Allen, Gordon, Mitchoff, Phillips, Pigeon, Rodrigues, Telles, and Watts).

**7. Conference Seminar attendance**

a. There was no reportable action.

**8. Miscellaneous**

(a) Staff Report –

Price reported the contracts have been executed with Ocean Avenue, Cortex and Adams Street. He noted Cortex will be contacting Board members in the next couple weeks to interview the Board members regarding roles and responsibilities.

He reported Jeff Youngman has been hired as the Retirement Investment Analyst and will be starting on June 2, 2014.

Kaplan reported the CAFR is near completion.

She noted meetings regarding GASB 68 will begin shortly with plan sponsors.

She also reported there will be an update to the accounting software this summer.

Levy reported that after a year and a half of litigation, the Superior Court issued a final ruling on May 12, 2014 in the lawsuit regarding AB197. CCCERA has posted an update regarding the ruling on its website for the benefit of its membership. She noted that the 60 day stay expires on July 12, 2014. CCCERA has not experienced a large number of post-ruling retirements thus far.

(b) Outside Professionals' Report –

Leiderman reported Local 1, Local 21 and PDOCC in Contra Costa County filed a notice of appeal on the AB 197 case.

(c) Trustees' comments –

Mitchoff requested an update on SB 673.

Holcombe reported the legislative update at SACRS included a lot of discussion on SB 673. He noted it appeared that many other counties are interested in becoming independent districts.

Pigeon reported that members are worried about the pending lawsuit. He also reported receiving notification from two independent members that they had called the retirement office with general membership questions unrelated to the lawsuit. It was reported to him that the response was that the retirement office was too busy, and they were asked to mail-in their request. He would like the topic of customer service of the CCCERA office to be placed on a future agenda after the new CEO's arrival.

He also reported he attended Wharton and it was very informative.

He noted he was not able to attend the May 7, 2014 Board meeting and he would like to speak about Item #10 and make it clear he does not agree with the statement of Board intent to review past incidents of unusual compensation increases at end of employment.

Discussion followed regarding the concerns Board members have received from retirement system members regarding the statement of Board intent to review past incidents of unusual compensation increases at end of employment.

Allen reported she attended the CalCPA and felt it was very interesting.

She requested a discussion on how termination pay is included in employers and employee retirement contribution rates on a future agenda for consideration.

The Board directed staff to include a discussion on termination pay and its inclusion in contribution rates on a future agenda for consideration.

Telles reported he attended the Ocean Avenue onsite visit and was impressed with the organization.

He also reported he and Watts attended the EIF conference. He noted the advisory board committee meeting was very educational.

He also reported he learned at SACRS that Ventura County has a ballot initiative to approve a defined contribution plan and eliminate the defined benefit plan.

He noted he was not able to attend the May 7, 2014 Board meeting and he would like to speak about Item #10 and was concerned with the examples provided at that Board meeting.

Phillips reported he attended SACRS and noted some of the main points were that the average assumed rate of return of retirement systems is 7.7%, we will continue to see more information on defined contribution plans and there will be continued pressure to reduce the assumed rate of return in the future.

Holcombe noted at SACRS the publisher of the Retirement Journal, Amy Brown is an advocate for defined benefit plans.

Mitchoff noted she has learned that in other states the employer and employee share in the unfunded actuarial accrued liability and this may be something we move towards in the future.

It was **M/S/C** to adjourn the meeting (Yes: Allen, Gordon, Mitchoff, Phillips, Pigeon, Rodrigues, Telles, and Watts).

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Brian Hast, Chairman

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Jerry Telles, Secretary

## BOARD OF RETIREMENT

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June 11, 2014

Items requiring Board Action

**A. Certifications of Membership – see list and classification forms.****B. Service and Disability Retirement Allowances:**

<u>Name</u>	<u>Number</u>	<u>Effective Date</u>	<u>Option Type</u>	<u>Group</u>	<u>Selected</u>
Bailey, Penny	41686A/P	12/31/13	SR	I	Unmod
Banks, Paula	61920	03/29/14	SR	II & III	Unmod
Barger, Joseph	36453	03/29/14	SR	II & III	Unmod
Bell, Jon	D7830	03/30/14	SR	I & S/A	Unmod
Bergum, Virginia	38079	03/29/14	SR	II & III	Unmod
Birdsell, Peggy	27310	03/29/14	SR	I	Unmod
Blancaflor, Angelo	49427	03/01/14	SR	II & III	Unmod
Blasingame, Brenda	50283	03/25/14	SR	I & III	Unmod
Bobino, Mario	64269	03/31/14	SR	S/A	Unmod
Bobrosky, Scott	38276	03/31/14	SR	S/A	Unmod
Bongalos, Susan	43470	03/29/14	SR	III	Unmod
Brown, Milton	38256	03/29/14	SR	II & III	Unmod
Carrasco, Julie	40494	03/29/14	SR	I, II & III	Unmod
Castaneda, Flora	53493	03/01/14	SR	II & III	Unmod
Clay, Dreaner	47506	03/29/14	SR	II & III	Option 1
Daniel, Nancy	D7274	03/31/14	SR	I	Unmod
Daniels, Karen	45340	02/10/14	SR	III	Unmod
Deamer, Sherna	D9500	03/29/14	SR	III	Unmod
DeVoe, Dorsh	46795	03/30/14	SR	I	Unmod
Dick, Eugene	45174	03/31/14	SR	S/A	Unmod
Elder, Michael	57109	03/31/14	SR	III	Unmod
Espinoza, Michael	44219	03/22/14	SR	S/A	Unmod
Francis, Christine	44648	02/03/14	SR	II	Unmod
Garidel, Louis	52625	01/21/14	SR	III	Unmod
Gaunder, Pramilia	46376	03/29/14	SR	II & III	Unmod
Gin, Winnifred	46251	03/29/14	SR	II & III	Option 1

**KEY:****Group**

I = Tier I  
 II = Tier II  
 III = Tier III  
 S/A = Safety Tier A  
 S/C = Safety Tier C

**Option**

\* = County Advance  
 Selected w/option

**Type**

NSP = Non-Specified  
 SCD = Service Disability  
 SR = Service Retirement  
 NSD = Non-Service Disability

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

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Gonzales, Irmina	43978	03/29/14	SR	II & III	Unmod
Grace, Richard	67429	03/29/14	SR	S/A	Unmod
Grantham, Janet	60870	03/27/14	SR	III	Option 1
Green, Stephen	62277	12/21/13	SR	II & III	Unmod
Hatter, Verna	65661	03/28/14	SR	III	Unmod
Hummel, Joyce	66177	02/22/14	SR	II & III	Unmod
Hurd, Rita	67007	03/29/14	SR	III	Unmod
Jewett, Harold	38805	03/28/14	SR	II & III	Unmod
Johnson, Clarence	61341	03/01/14	SR	II & III	Unmod
Jurewicz, William	53867	03/29/14	SR	II & III	Unmod
Kenney, Laura	D9500	03/29/14	SR	III	Unmod
Kipp, John	46905	03/30/14	SR	S/A	Unmod
Klatt, Kathleen	47294	03/01/14	SR	I	Option 1
Krinsky, Marsha	47357	02/18/14	SR	III	Unmod
Kroll, Tracy	52308	03/13/14	NSD	I	Unmod
Lake, Jan	26862	03/29/14	SR	I, II & III	Unmod
Law, Kristy	D9500	02/22/14	SR	II & III	Unmod
Leedom, Marilyn	66061	03/08/14	SR	I	Unmod
Lierly, Richard	36129	03/28/14	SR	III	Unmod
Lovan, Patricia	49913	03/14/14	SR	II & III	Unmod
Lowery, Mark	D3406	07/01/11	SR	I	Unmod
Markison, Neomi	34649	03/29/14	SR	I	Unmod
Martinez, Freddie	38841	03/29/14	SR	II & III	Unmod
Mazur, Peggy	30701	03/29/14	SR	I	Unmod
McCollumn, Yvette	42124	03/29/14	SR	II & S/A	Unmod
McMorris, Bobby	56667	02/02/13	NSD	II & III	Unmod
Melny, Richard	35041	01/01/14	SR	II & III	Unmod
Miller, Antonio	46919	03/29/14	SR	S/A	Unmod
Minutoli, Mary	45418	02/28/14	SR	II & III	Option 2
Moore, Corlis	37288	03/29/14	SR	II & III	Unmod
Moskovitz, Sigmund	43903	03/01/14	SR	II & III	Unmod
Motta, Joseph	43752	01/26/14	SR	II & III	Unmod
Muller, Alison	60470	02/08/14	SR	III	Unmod
Mullnix, Nancy	47603	02/11/14	SR	S/A	Unmod

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CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

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Munley, Phillip	66125	02/24/14	SR	II & III	Unmod
Niemeyer, Nancy	56507	03/29/14	SR	I	Unmod
Nolden, Victoria	45140	03/29/14	SR	II & III	Unmod
Oman, Duane	53585	02/08/14	SR	II & III	Option 1
Ousborn, Gloria	34751	02/11/14	SR	II & III	Unmod
Peck, Raphael	42732	03/29/14	SR	II & III	Unmod
Perkins, David	44223	03/31/14	SR	S/A	Unmod
Piolo, Linda	67873	03/31/14	SR	II & III	Unmod
Poulin, Lise	60294	03/29/14	SR	II & III	Unmod
Powell, Douglas	48472	03/29/14	SR	S/A	Unmod
Radcliffe, Kathleen	38258	03/01/14	SR	II & III	Unmod
Rahi, Surinder	66255	03/29/14	SR	II & III	Unmod
Rhode, Mickey	60802	03/29/14	SR	II & III	Unmod
Rubalcava, Yolanda	33866	02/15/14	SR	II & III	Unmod
Santos, Nidia	52907	02/13/14	SR	III	Unmod
Searle, Floyd	62547	03/01/14	SR	I	Unmod
Seymour, Kimberly	50986	03/31/14	SR	S/A	Unmod
Silva, Kenneth	51297	04/01/14	SR	II & III	Unmod
Smith, Vicki	42679	10/26/13	SR	II & III	Option 1
Snowden, Bettye	60095	03/29/14	SR	S/A	Unmod
Sornia, Asuncion	33749	03/29/14	SR	I	Unmod
Stauder, Judy	54648	03/21/14	SR	III	Unmod
Swanson, Curtis	D3406	03/29/14	SR	I	Option 2
Swenson, William	46560	03/29/14	SR	II & III	Unmod
Thacker, David	44133	03/04/14	SR	II & III	Unmod
Thomas, Rebecca	65403	03/29/14	SR	II & III	Option 1
Thomas-Martin, Hadassah	42751	03/29/14	SR	II & III	Unmod
Valente, Craig	43153	03/14/14	SR	I & S/A	Unmod
Valverde, Jennifer	42727	03/29/14	SR	II & III	Unmod
Walker, Sheryl	63707	03/29/14	SR	II & III	Unmod
Warren, Brent	42378	03/29/14	SR	S/A	Unmod
Yoshioka, Jerry	55631	03/28/14	SR	I & S/A	Unmod
Zonfrello, Catherine	53203	03/31/14	SR	II & III	Unmod

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CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

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**C. Disability Retirement Applications: The Board's Hearing Officer is hereby authorized to issue subpoenas in the following cases involving disability applications:**

<u>Name</u>	<u>Number</u>	<u>Filed</u>	<u>Type</u>
Gmeiner, Kenneth	46940	05/27/14	SCD

**D. Deaths:**

<u>Name</u>	<u>Date of Death</u>	<u>Employer</u>
Archambault, Gary	04/26/14	Contra Costa County
Beam, Gary	01/13/14	Orinda Fire District
Holland, Joanne	04/29/14	Beneficiary
Hurley, Marthe	04/21/14	Beneficiary
Iacona, Vincent	05/05/14	Contra Costa County
Leunser, Carol	05/28/14	Contra Costa County
Lindh-Kowall, Carla	05/13/14	Contra Costa County
Lubker, Lorena	05/29/14	Beneficiary
Lucido, Evelyn	05/16/14	Beneficiary
Marine Jr, John	01/29/14	Beneficiary
Martelle, Jay	05/14/13	Central Sanitary District
Mayer, Henry	04/28/14	Contra Costa County
Meadows, Jesse	05/13/14	Ironhouse Sanitary District
Molinari, Ruby	04/30/14	Contra Costa County
Nakano, Yoshio	04/02/14	Contra Costa County
Norris, Bill	05/02/14	Contra Costa County
Quinci, Marla	04/17/14	Contra Costa County
Robinson, Debbie	04/25/14	Contra Costa County
Robinson, Thomas	04/27/14	Contra Costa County
Sousa, Cheryl	04/25/14	Contra Costa County
Souza, William	05/01/14	Contra Costa County
Thomas, Rebecca	05/08/14	Contra Costa County
Tryon, Cordelia	05/03/14	Contra Costa County
Volpe, Mary	05/09/14	Beneficiary

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## CERTIFICATION OF MEMBERSHIPS

Meeting Date  
**06/11/14**  
Agenda Item  
**# 4a.**

Name	Employee Number	Tier	Membership Date	Employer
Abalos, Septer	75103	S/D	04/01/14	Contra Costa County
Aguilar, Jennifer	79915	P5.3	04/01/14	Contra Costa County
Alvarado, Juan Manuel	79917	P4.3	04/01/14	Children & Families Commision
Bourque, Matthew	79989	P5.2	04/01/14	Contra Costa County
Byrns, Sean Francis	79925	P5.3	04/01/14	Contra Costa County
Cabaddu, Jose C.	79023	P5.3	04/01/14	Contra Costa County
Cameros, Carlana	79991	P5.2	04/01/14	Contra Costa County
Carr, Antonia Frances	77674	P5.3	04/01/14	Contra Costa County
Ceja, Alma Y.	78832	P5.3	03/01/14	Contra Costa County
Dominguez, Claudia L.	79668	P5.3	04/01/14	Contra Costa County
Endow, Kristine Joy	76505	P5.3	04/01/14	Contra Costa County
Fischer, Karl Hermen	78657	P5.3	04/01/14	Contra Costa County
Forkel, Sharayn	79899	III	04/01/14	Contra Costa County
Fries, Michelle Lynn	79944	P5.3	04/01/14	Contra Costa County
Gallego, Michael A.	79020	P5.3	04/01/14	Contra Costa County
Giron, Jennifer Gayle	79937	P5.3	04/01/14	Contra Costa County
Gordon, Valorie	69635	III	04/01/14	Contra Costa County
Hall, Richard R.	69115	P5.3	04/01/14	Contra Costa County
Harper, William C.	79940	P5.3	04/01/14	Contra Costa County
Hasapis, Carlye	79990	P5.2	04/01/14	Contra Costa County
Hester, Jeffery	79977	P5.3	04/01/14	Contra Costa County
Hoshi-Nagamoto, Scott	79992	S/E	04/01/14	Contra Costa County
Jacober, Sarah Anne	79890	P5.3	04/01/14	Contra Costa County
Jaramillo, Daniela	73055	P5.3	04/01/14	Contra Costa County
Jauregui Ornelas, Cecilia	63916	P5.3	04/01/14	Contra Costa County
Kozina, Christina Marie	79930	P5.3	04/01/14	Contra Costa County
Lezcano, Daniela Isabel	79921	P5.3	04/01/14	Contra Costa County
Lira, Evelyn G.	79783	P5.3	04/01/14	Contra Costa County
Lira, John E.	D9500	P5.3	03/01/14	Superior Courts
Lopez, Iris L.	76340	P5.3	04/01/14	Contra Costa County
Loreto-Ashley, Valentina	78119	P5.3	04/01/14	Contra Costa County
Manry, Juliette E.	79938	P5.3	04/01/14	Contra Costa County
McDow, Craig	79969	P5.2	04/01/14	Contra Costa County
McDowell, Ingrid	47141	P5.3	03/01/14	Contra Costa County

**Key:**

<b>I = Tier I</b>	<b>P4.2 = PEPR Tier 4 (2% COLA)</b>	<b>S/A = Safety Tier A</b>
<b>II = Tier II</b>	<b>P4.3 = PEPR Tier 4 (3% COLA)</b>	<b>S/C = Safety Tier C</b>
<b>III = Tier III</b>	<b>P5.2 = PEPR Tier 5 (2% COLA)</b>	<b>S/D = Safety Tier D</b>
	<b>P5.3 = PEPR Tier 5 (3% COLA)</b>	<b>S/E = Safety Tier E</b>

<i>Name</i>	<i>Employee Number</i>	<i>Tier</i>	<i>Membership Date</i>	<i>Employer</i>
Miller, Sarah	69896	III	04/01/14	Contra Costa County
Montoya, Ivan	79999	P5.2	04/01/14	Contra Costa County
Moore, Irionne Nicole	79943	P5.3	04/01/14	Contra Costa County
Morris, Cassidy K.	75721	P5.3	04/01/14	Contra Costa County
Murai, Yoshiko	79904	P5.3	04/01/14	Contra Costa County
Nelson, James D.	79939	P5.3	04/01/14	Contra Costa County
Ocampo, Erika Vanessa	79908	P5.2	04/01/14	Contra Costa County
Pangilinan, Maria Danilyn Bondoc	79907	P5.3	04/01/14	Contra Costa County
Paquette, Lucile A.	79922	P5.3	03/01/14	Contra Costa County
Pastora, Rosario	79959	P5.3	04/01/14	Contra Costa County
Prince, Barbara Maxine	79936	P5.3	04/01/14	Contra Costa County
Ratliff, Eloycsia Ranice	79897	P5.3	04/01/14	Contra Costa County
Renville, Danielle Nicole	75487	P5.3	04/01/14	Contra Costa County
Robinson, Debra	45960	III	04/01/14	Contra Costa County
Rodrigues, Shelly Marie	78412	P5.3	04/01/14	Contra Costa County
Rose, Mario	79978	P5.3	04/01/14	Contra Costa County
Roux, Joan W.	69664	P5.2	04/01/14	Contra Costa County
Russell, Vicki	50449	III	04/01/14	Contra Costa County
Salma, Sana Bassam	74199	P5.3	04/01/14	Contra Costa County
Sandoval-Sullivan, Amber Rae	78994	P5.3	04/01/14	Contra Costa County
Spooner, Elisa T.	79025	P5.3	04/01/14	Contra Costa County
Thompson-Cook, Timothy L.	79910	P5.2	03/01/14	Contra Costa County
Tinklenberg-Mesina, Jennifer	79914	P5.3	04/01/14	Contra Costa County
Tray, Jamie	72420	III	04/01/14	Contra Costa County
Valera, Jericho	73919	P5.3	04/01/14	Contra Costa County
Wagner, Debra Lee	79512	P5.3	04/01/14	Contra Costa County
Walker, Quinn P.	78936	P5.3	03/01/14	Contra Costa County
Wenter, Dana Lynn	79905	P5.3	04/01/14	Contra Costa County
Winn, Roxanne Yvette	79400	P5.3	04/01/14	Contra Costa County
Wood, Rosemary	79942	P5.3	04/01/14	Contra Costa County
Wright, Celeste	76960	III	04/01/14	Contra Costa County
Wright, Norman	79909	P5.3	03/01/14	Contra Costa County

**Key:**

<b>I = Tier I</b>	<b>P4.2 = PEPR Tier 4 (2% COLA)</b>	<b>S/A = Safety Tier A</b>
<b>II = Tier II</b>	<b>P4.3 = PEPR Tier 4 (3% COLA)</b>	<b>S/C = Safety Tier C</b>
<b>III = Tier III</b>	<b>P5.2 = PEPR Tier 5 (2% COLA)</b>	<b>S/D = Safety Tier D</b>
	<b>P5.3 = PEPR Tier 5 (3% COLA)</b>	<b>S/E = Safety Tier E</b>

## TIER CHANGES

<i>Name</i>	<i>Employee Number</i>	<i>Old Tier</i>	<i>New Tier</i>	<i>Effective Date</i>	<i>Employer</i>	<i>Reason for Change</i>
Alvernaz, Mario Joseph	79316	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Amaral, Derek Philip	79327	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Annino, Michael Vincent	79328	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Cardenas, Jose C.	79329	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Duran, Sergio	79303	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Dyer, Jordan Joseph	75764	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Eierman, Kevin Richard	79325	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Espitia, Angelica Raquel	79382	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Filice, Brian Ronny	79304	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Geist, Scott Andrew	79326	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Gonzales II, Dominic Vincent	79299	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Guinn, Kevin Alan	79298	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Hughes, Brock Emery	79302	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Montanez, Luis Manuel	79322	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Reed, Scott Allen	79308	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Rideout, Ariel Helene	79305	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Rodriguez, Alfredo Josue	79339	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Rojas, Cesar Coria	79309	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Salguero, Jimmy Stephen	79312	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Sams, Brian Scott	79318	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Sclater, Amy Melinda	79370	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Shaw, Andrew Robert	79320	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Slotnick, Matthew Joseph	79310	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Thomas, Christopher Robert	79324	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety
Wohn, Rose Veronica	78496	P5.3	S/E	04/01/14	Contra Costa County	DSA Recruit General to Safety

**Key:**

<b>I = Tier I</b>	<b>P4.2 = PEPR Tier 4 (2% COLA)</b>	<b>S/A = Safety Tier A</b>
<b>II = Tier II</b>	<b>P4.3 = PEPR Tier 4 (3% COLA)</b>	<b>S/C = Safety Tier C</b>
<b>III = Tier III</b>	<b>P5.2 = PEPR Tier 5 (2% COLA)</b>	<b>S/D = Safety Tier D</b>
	<b>P5.3 = PEPR Tier 5 (3% COLA)</b>	<b>S/E = Safety Tier E</b>

**ASSET ALLOCATION**

Current Assets (Market Value)

\$6,636,576,000

Reporting Month End: April 30, 2014

Prepared By: Chih-Chi Chu

Meeting Date  
08/11/14  
Agenda Item  
#4e.

Robeco  
Jackson Square Partners (fka Delaware)  
Emerald Advisors  
Intech (Core)  
PIMCO Stock +  
Ceredex

**Total Domestic Equity**

Pyford (BMO)  
William Blair

**Total International Equity**

JPMorgan Global Opportunities  
First Eagle  
Artisan Global Opportunities  
Intech (Global Low Volatility)

**Total Global Equity**

**Total Equity**

AFL-CIO Housing Investment Trust  
PIMCO Total Return

**GSAM "Park" Portfolio**

Goldman Sachs Asset Management  
Lord Abbett  
Torchlight Debt Opportunity Fund II  
Torchlight Debt Opportunity Fund III  
Torchlight Debt Opportunity Fund IV

**Total Domestic Fixed Income**

Lazard Asset Management

**Total Global Fixed Income**

Allianz Global Investors (fka Nicholas Applegate)

**Total High Yield Fixed Income**

Wellington Real Total Return  
PIMCO All Asset  
Private Real Asset

**Total Real Asset**

**Total Real Estate**

**Total Alternative Investments**

County Treasurer  
State Street Bank

**Total Cash & Equivalents**

Oaktree 2009

**Total Market Opportunities**

**TOTAL ASSETS**

**UNDER REVIEW:**

Adelante - Performance, Board Action 05/22/13  
Nogales Investors - Performance, Board Action 05/28/08  
Lord Abbett - Personnel, Board Action 10/20/13  
PIMCO - Organization & Personnel, Board Action 2/12/14

A	B	C	D	C-B	D-A	Range
% of Target	Target Assets	Market Value	Actual Assets	Over (Under)	Over (Under)	
4.5%	298,645,920	297,648,000	4.48%	(997,920)	(0.02%)	
4.5%	298,645,920	292,196,000	4.40%	(6,449,920)	(0.10%)	
3.0%	199,097,280	186,128,000	2.80%	(12,969,280)	(0.20%)	
4.3%	285,372,768	284,831,000	4.29%	(541,768)	(0.01%)	
4.2%	278,736,192	266,824,000	4.02%	(11,912,192)	(0.18%)	
3.0%	199,097,280	192,727,000	2.90%	(6,370,280)	(0.10%)	
23.5%	1,559,595,360	1,520,354,000	22.91%	(39,241,360)	(0.59%)	
5.3%	351,738,528	353,349,000	5.32%	1,610,472	0.02%	
5.3%	351,738,528	344,633,000	5.19%	(7,105,528)	(0.11%)	
10.6%	703,477,056	697,982,000	10.52%	(5,495,056)	(0.08%)	
4.0%	265,463,040	260,941,000	3.93%	(4,522,040)	(0.07%)	
4.0%	265,463,040	270,249,000	4.07%	4,785,960	0.07%	
4.0%	265,463,040	256,536,000	3.87%	(8,927,040)	(0.13%)	
0.3%	19,909,728	22,344,000	0.34%	2,434,272	0.04%	
12.3%	816,298,848	810,070,000	12.21%	(6,228,848)	(0.09%)	
<b>46.4%</b>	<b>3,079,371,264</b>	<b>3,028,406,000</b>	<b>45.63%</b>	<b>(50,965,264)</b>	<b>(0.77%)</b>	<b>40% TO 55%</b>
3.2%	212,370,432	213,207,000	3.21%	836,568	0.01%	
5.0%	331,828,800	334,957,000	5.05%	3,128,200	0.05%	
0.0%	0	4,000	0.00%	4,000	0.00%	
4.2%	278,736,192	280,710,000	4.23%	1,973,808	0.03%	
4.2%	278,736,192	282,334,000	4.25%	3,597,808	0.05%	
1.2%	79,638,912	76,045,000	1.15%	(3,593,912)	(0.05%)	
0.8%	53,092,608	50,987,000	0.77%	(2,105,608)	(0.03%)	
1.0%	66,365,760	38,395,000	0.58%	(27,970,760)	(0.42%)	
19.6%	1,300,768,896	1,276,639,000	19.24%	(24,129,896)	(0.36%)	
4.0%	265,463,040	269,783,000	4.07%	4,319,960	0.07%	
<b>23.6%</b>	<b>1,566,231,936</b>	<b>1,546,422,000</b>	<b>23.30%</b>	<b>(19,809,936)</b>	<b>(0.30%)</b>	<b>20% TO 30%</b>
5.0%	331,828,800	331,764,000	5.00%	(64,800)	(0.00%)	
<b>5.0%</b>	<b>331,828,800</b>	<b>331,764,000</b>	<b>5.00%</b>	<b>(64,800)</b>	<b>(0.00%)</b>	<b>2% TO 9%</b>
0.8%	49,774,320	202,962,000	3.06%	153,187,680	2.31%	
1.8%	116,140,080	114,385,000	1.72%	(1,755,080)	(0.03%)	
2.5%	165,914,400	15,116,000	0.23%	(150,798,400)	(2.27%)	
<b>5.0%</b>	<b>331,828,800</b>	<b>332,463,000</b>	<b>5.01%</b>	<b>634,200</b>	<b>0.01%</b>	<b>0% TO 10%</b>
<b>12.5%</b>	<b>829,572,000</b>	<b>865,087,000</b>	<b>13.04%</b>	<b>35,515,000</b>	<b>0.54%</b>	<b>10% TO 16%</b>
<b>6.5%</b>	<b>431,377,440</b>	<b>442,391,000</b>	<b>6.67%</b>	<b>11,013,560</b>	<b>0.17%</b>	<b>5% TO 12%</b>
		55,839,000	0.00%			
		55,839,000	0.84%			
<b>0.5%</b>	<b>33,182,880</b>	<b>55,839,000</b>	<b>0.84%</b>	<b>22,656,120</b>	<b>0.34%</b>	<b>0% TO 1%</b>
0.5%	33,182,880	34,204,000	0.52%	1,021,120	0.02%	
<b>0.5%</b>	<b>33,182,880</b>	<b>34,204,000</b>	<b>0.52%</b>	<b>1,021,120</b>	<b>0.02%</b>	<b>0% TO 5%</b>
<b>100.0%</b>	<b>6,636,576,000</b>	<b>6,636,576,000</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	

**Real Estate & Alternative Investments**  
As of April 30, 2014

REAL ESTATE INVESTMENTS	Inception Date	Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
DLJ Real Estate Capital Partners, L.P. II	04/00/99	7/14/2009	40,000,000	3,722,000	0.06%	
DLJ Real Estate Capital Partners, L.P. III	06/01/05	1/1/2014	75,000,000	47,196,000	0.71%	18,958,000
DLJ Real Estate Capital Partners, L.P. IV	12/26/07	1/1/2016	100,000,000	84,066,000	1.27%	19,476,000
DLJ Real Estate Capital Partners, L.P. V	09/30/13	9/30/2020	75,000,000	12,306,000	0.19%	62,694,000
Hearthstone Partners I	06/15/95	12/31/2003	3,750,000	74,000	0.00%	
Hearthstone Partners II	06/17/98	12/31/2009	6,250,000	(13,000)	0.00%	
Invesco IREF I	10/22/03	4/30/2011	50,000,000	9,665,000	0.15%	
Invesco IREF II	05/30/07	12/31/2015	85,000,000	41,942,000	0.63%	
Invesco IREF III	08/01/13	8/1/2021	35,000,000	24,522,000	0.37%	12,958,000
Long Wharf FREG II	02/26/04	2/26/2012	50,000,000	3,942,000	0.06%	
Long Wharf FREG III	03/31/07	3/31/2015	75,000,000	32,321,000	0.49%	
Long Wharf FREG IV	07/16/13	7/31/2021	25,000,000	9,649,000	0.15%	16,145,000
Oaktree Real Estate Opportunities Fund V	12/15/11	12/31/2016	50,000,000	58,344,000	0.88%	
Oaktree Real Estate Opportunities Fund VI	09/30/13	9/30/2020	80,000,000	57,719,000	0.87%	29,682,000
Siguler Guff Distressed Real Estate Opp. Fund	12/31/11	12/31/2016	75,000,000	69,277,000	1.04%	22,518,000
Siguler Guff Distressed Real Estate Opp. Fund II	08/31/13	8/31/2020	70,000,000	12,600,000	0.19%	68,600,000
Paulson Real Estate Fund II	11/10/13	11/10/2020	20,000,000	11,476,000	0.17%	8,524,000
Angelo Gordon Realty Fund VIII	12/31/11	12/31/2018	80,000,000	58,223,000	0.88%	25,145,000
LaSalle Income & Growth Fund VI	01/31/12	1/31/2019	75,000,000	40,067,000	0.60%	34,485,000
Adelante Capital Management (REIT)			0	187,868,000	2.83%	
INVESCO International REIT			0	92,121,000	1.39%	
Willows Office: \$10,774,100 ***			0	8,000,000	0.12%	
			<b>1,175,000,000</b>	<b>865,087,000</b>	<b>13.04%</b>	<b>319,185,000</b>

\*\*\* Purchase price \$10,600,000 plus acquisition cost and fees \$174,100.

Outstanding Commitments	319,185,000
<b>Total</b>	<b>1,184,272,000</b>

PRIVATE DEBT INVESTMENTS	Inception Date	Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
ING Clarion Commercial Mortgage Fund II	09/28/06	9/30/2014	128,000,000	76,045,000	1.15%	
ING Clarion Commercial Mortgage Fund III	09/30/08	9/30/2016	75,000,000	50,987,000	0.77%	
Torchlight Commercial Mortgage Fund IV	08/01/12	8/30/2020	60,000,000	38,395,000	0.58%	27,072,000
			<b>263,000,000</b>	<b>165,427,000</b>	<b>2.49%</b>	<b>27,072,000</b>

Outstanding Commitments	27,072,000
<b>Total</b>	<b>192,499,000</b>

ALTERNATIVE INVESTMENTS	Inception Date	Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
Adams Street Partners	12/22/95	INDEFINITE	180,000,000	101,353,000	1.53%	76,681,000
Adams Street Secondary II	12/31/08	12/31/2012	30,000,000	30,196,000	0.45%	13,552,000
Adams Street Secondary V	10/31/12	10/31/2016	40,000,000	6,569,000	0.10%	33,132,000
Pathway	11/09/98	11/9/2013	125,000,000	73,939,000	1.11%	18,249,000
Pathway 2008	07/31/09	12/31/2016	30,000,000	18,989,000	0.00%	12,896,000
Pathway 6	08/31/11	12/31/2018	40,000,000	10,109,000	0.00%	31,701,000
Pathway 7	07/10/13	7/31/2020	70,000,000	3,952,000	0.00%	66,407,000
EIF USPF I	11/26/03	6/30/2011	30,000,000	850,000	0.01%	0
EIF USPF II	07/13/05	6/30/2015	50,000,000	42,099,000	0.63%	0
EIF USPF III	05/30/07	3/31/2017	65,000,000	49,216,000	0.74%	0
EIF USPF IV	08/31/10	9/1/2020	50,000,000	16,681,000	0.25%	28,979,000
Nogales Investment	02/15/04	2/15/2014	15,000,000	3,346,000	0.05%	1,651,000
Bay Area Equity Fund	06/14/04	12/31/2012	10,000,000	22,630,000	0.34%	0
Bay Area Equity Fund II	2/29/09	12/31/2017	10,000,000	7,471,000	0.11%	2,540,000
Paladin III	11/30/07	12/31/2017	25,000,000	17,332,000	0.26%	2,603,000
Carpenter Community BancFund	01/31/08	1/31/2016	30,000,000	37,659,000	0.57%	6,032,000
			<b>800,000,000</b>	<b>442,391,000</b>	<b>6.17%</b>	<b>294,423,000</b>

Outstanding Commitments	294,423,000
<b>Total</b>	<b>736,814,000</b>

OPPORTUNISTIC INVESTMENTS	Inception Date	Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
Oaktree Private Investment Fund 2009	02/28/10	1/31/2017	40,000,000	34,204,000	0.52%	5,163,000

Outstanding Commitments	5,163,000
<b>Total</b>	<b>39,367,000</b>

REAL ASSET INVESTMENTS	Inception Date	Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
Commonfund Capital Natural Resources IX	06/30/13	06/30/20	50,000,000	6,034,000	0.09%	43,500,000
Aether III & III Surplus	11/30/13	11/30/20	75,000,000	9,082,000	0.14%	65,918,000
			<b>125,000,000</b>	<b>15,116,000</b>	<b>0.23%</b>	<b>109,418,000</b>

Outstanding Commitments	109,418,000
<b>Total</b>	<b>124,534,000</b>

Market value column is the latest ending quarter plus any additional capital calls after the ending quarter.  
The Target Termination column is the beginning of liquidation of the fund, however, some funds may be extended for an additional two or three years.



Meeting Date  
**06/11/14**  
Agenda Item  
**#8**

## **MEMORANDUM**

Date: June 11, 2014  
To: Board of Retirement  
From: Brian Hast, Retirement Board Chairperson  
Subject: County's Response to the Retirement Board's Request to Increase by 2.75% the Base Pay For AFSCME Local 2700 Staff Working At the Retirement Office

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### **Background:**

Pursuant to the Settlement Agreement entered into between the Retirement Board and the County in May of 2013, CCCERA may make recommendations for consideration by the County Board of Supervisor as to changes in the salaries and benefits of CCCERA's represented staff. The Retirement Board voted on May 7, 2014 to recommend to the County Board of Supervisors to grant a 2.75% prospective increase in base pay to the AFSCME Local 2700 staff members who work at CCCERA. This increase would be in addition to whatever increases are otherwise negotiated between the County and AFSCME Local 2700. The reason for this recommendation is that the Retirement Board has consistently taken the position that its staff should not have been subjected to the 2.75% reduction in base pay and other reductions in benefits implemented by the County in response to the County's fiscal constraints in 2011. Despite the Board's requests in 2011, the County implemented the pay reductions as to all CCCERA represented and unrepresented staff, with the exception of the Retirement CEO. That unilateral action by the County resulted in litigation between CCCERA and the County, which culminated in a Settlement Agreement.

The County has responded on May 27, 2014 that, after careful consideration, it has decided to decline the Board's request due to its potential negative impact on the County's labor negotiations with AFSCME Local 2700 and other labor organizations. The Board's request and the County's response are enclosed, for the Board's information and consideration of future action.

### **Recommendation:**

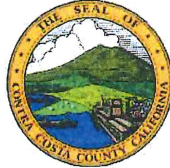
I respectfully request that the Retirement Board determine how it would like to proceed on this matter.

# County Administrator

County Administration Building  
651 Pine Street, 10th Floor  
Martinez, California 94553-1229  
(925) 335-1080  
(925) 335-1098 FAX

**David J. Twa**  
County Administrator

# Contra Costa County



## Board of Supervisors

**John M. Gioia**  
1<sup>st</sup> District

**Candace Andersen**  
2<sup>nd</sup> District

**Mary N. Piepho**  
3<sup>rd</sup> District

**Karen Mitchoff**  
4<sup>th</sup> District

**Federal D. Glover**  
5<sup>th</sup> District

May 27, 2014

Mr. Brian Hast  
Retirement Board Chair  
Contra Costa County Employees' Retirement Association  
1355 Willow Way, Ste. 221  
Concord, CA 94520

### **RE: May 7, 2014, Recommendation**

Dear Mr. Hast:

The Board of Supervisors reviewed the Retirement Board's May 7, 2014, recommendation that the County propose a prospective 2.75% increase in base pay for those members of AFSCME Local 2700 in classifications working at CCCERA, in addition to the other negotiated increases. After careful consideration, the Board of Supervisors must decline this request due to its potential negative impact on pending negotiations with AFSCME Local 2700 and other employee organizations.

Should our jointly sponsored bill, SB 673, become law, CCCERA, as an independent employer, will have the opportunity to grant such a salary increase early next year. We appreciate your continued efforts to work with us in support of the bill.

Sincerely,

A handwritten signature in black ink, appearing to read "David J. Twa", is written over a faint, larger version of the same signature.

David J. Twa  
County Administrator

cc: Board of Supervisors



May 8, 2014

Contra Costa County  
Board of Supervisors  
651 Pine Street  
Martinez, CA 94553

Honorable Members of the Board of Supervisors:

As you know, the CCCERA Board has consistently taken the position that its staff should not have been subjected to the 2.75% reduction in base pay and other reductions in benefits implemented by the County in response to the County's fiscal constraints in 2011. That unilateral action by the County resulted in litigation between CCCERA and the County, which culminated in a court-approved Settlement Agreement.

Pursuant to Section 6.B of the Settlement Agreement, the CCCERA Board of Retirement voted on May 7, 2014 to recommend to the County Board of Supervisors the following with regard to staff represented by AFSCME Local 2700 who work at CCCERA: To grant a 2.75% prospective increase in base pay in the AFSCME contract currently under negotiation. This increase would be in addition to whatever increases are otherwise negotiated between the County and AFSCME Local 2700. The total employee compensation would be paid entirely by CCCERA.

We expect that our jointly sponsored bill, SB 673, will become law and effective on or about January 1, 2015, at which time CCCERA will assume all responsibilities as the direct employer of its entire staff.

Thank you for your careful consideration of our recommendation.

Sincerely,

A handwritten signature in blue ink that reads "Brian Hast". The signature is written in a cursive, flowing style.

Brian Hast  
Retirement Board Chair

Copy: Suzie Griffith, AFSCME





Meeting Date  
**06/11/14**  
Agenda Item  
**#9**

## ***MEMORANDUM***

Date: June 11, 2014

To: Board of Retirement

From: Brian Hast, Retirement Board Chairperson

Subject: Exclusion of CCCERA Unrepresented Staff From County's (1) Change of Effective Date of Previously Approved 2% Cost-of-Living Adjustment; and (2) \$500 Lump Sum Payment Effective April 1, 2015

---

### **Background:**

Pursuant to the Settlement Agreement entered into between the Retirement Board and the County in May of 2013, CCCERA shall decide the compensation of its unrepresented staff. On July 24, 2013, the Retirement Board approved the inclusion of CCCERA unrepresented staff in the County's 2% cost-of-living adjustment for all unrepresented staff set forth in Board of Supervisors Resolution 2013/318. On April 22, 2014, the County Board of Supervisors (1) changed the effective date of the previously approved adjustment from July 1, 2014 to April 1, 2014 and (2) approved a \$500 lump sum to all unrepresented staff as of April 1, 2015. (See enclosed Exhibit A, Item D. 10, April 22, 2014 BOS Agenda; BOS Resolution 2014/109.) The County's April 22, 2014 action applied to all county unrepresented staff, with the exception of unrepresented CCCERA staff members. The County has asked whether CCCERA would like its unrepresented staff included in these changes. It is within the province of the Retirement Board to decide whether these changes are to apply to unrepresented CCCERA staff. A list of CCCERA unrepresented job classifications is enclosed as Exhibit B.

### **Recommendation:**

I respectfully request that the Retirement Board determine how it would like to proceed on this matter.

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA  
and for Special Districts, Agencies and Authorities Governed by the Board

Adopted this Resolution on 04/22/2014 by the following vote:

AYES:  5      
NOES:   
ABSENT:   
ABSTAIN:   
RECUSE:

John Gioia  
Candace Andersen  
Mary N. Piepho  
Karen Mitchoff  
Federal D. Glover



Resolution No. 2014/109

**In the Matter of:** Amending Resolution No. 2013/318 to provide for General Salary Increases for Appointed Department Heads, Management Employees, Exempt Employees, and Unrepresented Employees excluding Contra Costa County Employees' Retirement Association employees (CCCERA)

WHEREAS the County of Contra Costa has maintained a historic salary tie between represented and unrepresented employees; and

WHEREAS employees in the classifications of DA Chief of Inspectors, DA Lieutenant of Inspectors, and Lieutenant of Inspectors Welfare Fraud did not receive the general unrepresented management wage increase nor the lump sum payment received by unrepresented managers; and

WHEREAS the District Attorney Investigators' Association has recently negotiated a new Memorandum of Understanding including wage increases; and

WHEREAS Professional & Technical Engineers Local 21, AFL-CIO has recently negotiated a new Memorandum of Understanding including wage increases;

The Contra Costa County Board of Supervisors acting in its capacity as the Governing Board of the County of Contra Costa and all districts of which it is the ex-officio governing Board

**RESOLVES THAT:**

1. The base rate of pay for the classifications of DA Chief of Inspectors-Exempt (6KD1), DA Lieutenant of Inspectors (6KNB), and Lieutenant of Inspectors Welfare Fraud (6KWG) will be increased as follows:

- Effective April 1, 2014, a 3% wage increase
- Effective July 1, 2014, a 3% wage increase
- Effective July 1, 2015, a 3% wage increase

2. Effective April 1, 2014, the base rate of pay for classifications listed on Exhibit A will be increased by two percent (2%)

3. Effective upon adoption of this Resolution, the two percent (2%) base rate of pay increase for classifications listed on Exhibit A previously approved for July 1, 2014 is rescinded.

4. Effective April 1, 2014, employees #35313 and 52452 will be paid a one-time lump sum payment of one thousand dollars (\$1000). The employee's lump sum payment will be subject to the employee's required deductions, such as taxes and wage garnishments.

5. Permanent full time employees, including project employees, who meet all of the following criteria will be paid a one-time

lump sum payment of five hundred dollars (\$500). Permanent part-time employees, including project employees, who meet all the following criteria will be paid a prorated one-time lump sum payment. The prorated one-time lump sum payment for permanent part time employees will be calculated by multiplying five hundred dollars (\$500) by the employee's approved position hours (For Example:  $\$500 \times (20/40) = \$250$ ). The payment will be made on May 10, 2015. The employee's lump sum payment will be subject to the employee's required deductions, such as taxes and wage garnishments. The above referenced employee criteria to receive the one time lump sum payment are:

- The employee must be employed by the County on April 1, 2015.
- The employee must be in a classification listed on Exhibit B.
- Temporary and per diem employees are not eligible for the lump sum payments.

6. Effective July 1, 2015, the base rate of pay for classifications listed on Exhibit A will be increased by three percent (3%)

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

**Contact: Lisa Driscoll, (925) 335-1023**

**ATTESTED: April 22, 2014**

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

**cc:** Robert Campbell, Auditor-Controller, Contra Costa County Employees' Retirement Association

Exhibit B  
 CCCERA Unrepresented Job Classifications

Job Code	Job Title
97B1	Deputy Retirement Chief Executive Officer
97DA	Retirement Accounting Manager
97HD	Retirement Admin/HR Coordinator (Currently Vacant)
97HA	Retirement Administration Manager
97GA	Retirement Benefits Manager (Currently Vacant) <sup>1</sup>
97HB	Retirement Benefits Program Coordinator
97B2	Retirement Chief Investment Officer
97A1	Retirement Chief Executive Officer (Currently Vacant)
97SA	Retirement Communications Coordinator (Currently Vacant)
97SD	Retirement Compliance Officer
97B3	Retirement General Counsel
97SC	Retirement Information Technology Coordinator II
97TF	Retirement Investment Analyst
97HE	Retirement IT Manager

<sup>1</sup> Benefits coordinators are filling-in on an interim basis.



Meeting Date  
**06/11/14**  
Agenda Item  
**#10**

## MEMORANDUM

Date: May 30, 2014  
To: Board of Retirement  
From: Karen Levy, General Counsel  
Subject: Legislative Update

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### Recommendation

Receive and File.

### Legislative Update

The California State Legislature is currently in the 2013–14 legislative session. February 21, 2014 was the last day for bills to be introduced. August 31, 2014 is the last day for the legislature to pass bills, and September 30, 2014 is the last day for the Governor to sign or veto bills passed by the Legislature.

Below is a summary of legislation that is relevant to CCCERA and its Board of Retirement. The legislation includes topics such as federal law compliance, Public Employees' Pension Reform Act of 2013 ("PEPRA") clarifications, and Contra Costa County's independent district status for its retirement system.

#### **AB 2473 County Employees Retirement Law of 1937: federal law compliance.**

AB 2473 is a SACRS<sup>1</sup> sponsored bill that would add language to the CERL in order to comply with federal law requirements. The legislation is a response to the IRS Letter of Determination requirements for several of the SACRS systems. AB 2473 would revise various provisions of CERL to expressly conform with IRS requirements. The bill would:

- Prohibit early distributions from a retirement system as mandated by federal law;

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<sup>1</sup> State Association of County Retirement Systems.



- Provide that a member's accrued retirement benefits are not forfeitable, as mandated by federal law, once the member attains normal retirement age, except as provided in the PEPRA felony forfeiture provisions (Govt. Code Sections 7522.70, 7522.72, or 7522.74) ;
- Require that any payments authorized by the retirement board to be paid from the county advance reserves to designated health benefits (pursuant to Section 31592.2) comply with federal law requirements;
- Mandate providing retirement service credit to a member for all or part of military service in accordance with federal law if the member makes the statutorily required member contributions;
- Require that those counties that elected to provide optional long-term care or vision benefits comply with applicable federal law including maintaining a separate trust fund for those benefits.

*Status:* Senate Committee on Public Employment and Retirement.

#### **AB 2474 - County employees retirement: benefits.**

AB 2474 would clarify the PEPRA definition of final compensation as it applies to PEPRA members who have less than three years of service, and require that the final compensation be determined by dividing the total compensation by the number of months of service credited to the member and multiplying by 12. The bill would also clarify that, when determining final compensation for PEPRA members, the computation for any absence shall be based on the pensionable compensation earned by the member during the absence. In the event the PEPRA member does not have three years of earned pensionable compensation, the computation shall be determined by dividing the total pensionable compensation by the number of months of service credited to the member and multiplying by 12. This bill will also amend certain parts of CERL to include references to the PEPRA "pensionable compensation" where the CERL makes reference to "compensation earnable."

*Status:* Senate Committee on Public Employment and Retirement.

#### **SB 673 - County employees' retirement: Contra Costa County.**

SB 673 would make the CCCERA retirement system an independent "district" and the employer for its entire staff, subject to terms and conditions of employment established by the board of retirement.

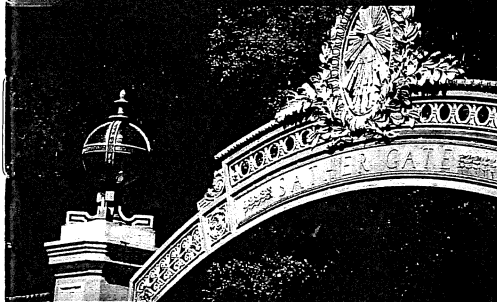
*Status:* Assembly Committee on Public Employees, Retirement and Social Security Committee.



# Modern Investment Theory & Practice for Retirement Systems

SACRS PUBLIC PENSION  
INVESTMENT MANAGEMENT PROGRAM 2014

*Meeting Date*  
06/11/14  
*Agenda Item*  
# 11a.



July 20-23, 2014  
UC Berkeley  
Center for Executive Education

center for  
UC Berkeley  
executive education



## PROGRAM SCHEDULE\*

Much has changed in finance in the last 50 years; this three-day program will bring you to the frontier of current investment theory and practice. The program is presented on the beautiful and dynamic campus of UC Berkeley and taught by its world renowned Finance faculty.

<b>SUNDAY</b> <b>July 20, 2014</b> <b>INVESTING FUNDAMENTALS</b> <b>FOR NEW TRUSTEES</b>	<b>MONDAY</b> <b>July 21, 2014</b> <b>CONSTRUCTING</b> <b>THE PORTFOLIO</b>	<b>TUESDAY</b> <b>July 22, 2014</b> <b>MAKING THE</b> <b>DIFFICULT DECISIONS</b>	<b>WEDNESDAY</b> <b>July 23, 2014</b> <b>MEASURING</b> <b>PERFORMANCE</b>
	8:00am <b>Depart Hotel</b>	8:00am <b>Depart Hotel</b>	8:00am <b>Depart Hotel</b>
<b>Opening Remarks</b> 8:30am-9:00am	<b>Opening Remarks</b> 8:30am-9:00am	<b>Building the Investment Portfolio</b> 9:00am-10:30am	<b>Team Presentations</b> 9:00am-10:30am
<b>Pension Fund Basics</b> 9:00am-10:30am	<b>Review of Pension Fundamentals</b> 9:00am-10:30am		
10:30am <b>Break</b>	10:30am <b>Break</b>	10:30am <b>Break</b>	10:00am <b>Break</b>
<b>Return, Risk and Diversification</b> 11:00am-12:30pm	<b>Portfolio Management Simulation: Introduction</b> 11:00am-12:30pm	<b>Real Assets: Real Estate</b> 11:00am-11:45am <b>Real Assets: Alternative Investment Strategies</b> 11:45am-12:30pm	<b>Portfolio Management Simulation: Debrief</b> 11:00am-12:30pm
12:30-1:30pm <b>Lunch</b>	<b>Lunch and Group Photo</b> 12:30pm-1:30pm	12:30-1:30pm <b>Lunch</b>	12:30-1:30pm <b>Lunch</b>
<b>Risks, Assets, and Liabilities</b> 1:30pm-3:00pm	<b>Active and Passive Management</b> 1:30pm-3:00pm	<b>Portfolio Management Simulation: Implementation</b> 1:30pm-3:00pm	<b>Behavioral Finance: Overconfidence and Expertise, Implications for Trustees</b> 1:30pm-3:30pm
3:00pm <b>Break</b>	3:00pm <b>Break</b>	3:00pm <b>Break</b>	3:30 – 4:00 <b>Conferral of Certificates</b>
<b>The Total Investment Portfolio</b> 3:30pm-5:00pm	<b>Forecasting Liabilities: Actuarial Science</b> 3:30pm-5:00pm	<b>Team Break Out</b> 3:30pm-5:00pm	<b>Adjourn at 4:00pm</b>
<b>Summary and Wrap Up</b> 5:00pm	<b>Summary and Wrap Up</b> 5:00pm	<b>Summary and Wrap Up</b> 5:00pm	
<b>Reception at Claremont Hotel</b>	<b>Reception at Claremont Hotel</b>	<b>Reception at Claremont Hotel</b>	*AGENDA SUBJECT TO CHANGE





SACRS Class of 2013

## Join Us for SACRS Public Pension Investment Management Program 2014

Public pension trustees and retirement staff won't want to miss the 2014 SACRS Public Pension Investment Management Program, taking place July 20 – 23, 2014. Entitled "Modern Investment Theory and Practice for Retirement Systems," the event is presented in partnership with UC Berkeley's Haas School of Business, whose world-renowned faculty has developed a four-day program designed for trustees and staff who are ready to take their education to the next level.

The SACRS Public Pension Investment Management Program blends the expertise of UC Berkeley's distinguished faculty with a network of industry experts to teach the fundamentals of public pension management. As the spotlight on public pensions grows hotter, trustees and staff are increasingly challenged to grapple with alternative investments, policy and governance changes, cost pressures, and much more. After completing this program, attendees will understand the larger context and history of public pension funds and have the skills and knowledge to make better decisions.

Day 1 features a public pension primer that provides both a sturdy foundation for new trustees and staff and a valuable refresher for veteran fiduciaries. The basic language of finance and portfolio management will be introduced, and participants will explore the building blocks of portfolio construction, time value of money, the tradeoff between risk and return, liability forecasting, and asset-liability matching. On Day 2, attendees will explore more deeply the financial concepts that underlie pension fund management. In a session on real assets, participants will take a deep dive into real estate investments and learn how world events might affect risk and return.

On Days 3 and 4 we put theory into practice: participants will see how different choices and assumptions impact portfolio performance. Working in a team simulation, participants will create investment policy for a retirement system and get real-time performance feedback.

Located in one of the most stimulating business environments in the world, the Berkeley campus is at the intersection of business and academia. Berkeley-Haas is renowned for developing innovative business leaders – individuals who redefine the business landscape by putting new ideas into action in all areas of their organizations.

Education is the cornerstone of SACRS' mission. The Berkeley Executive development staff along with the SACRS Affiliate team is committed to the continual development and delivery of content that is current, innovative, results-driven, and responds to the needs of public pension trustees and staff. Participants in this program will not only gain new insight and knowledge, but will add to the core strengths of our organization; the range of expertise and the diversity of perspective found in the public pension community.

Thank you. We look forward to your participation.

Sincerely,

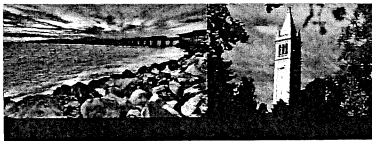
*Doug Rose*

Doug Rose  
SACRS President  
San Diego County

*Sulema H. Peterson*

Sulema H. Peterson  
SACRS Administrator





## Day 1

# Investing Fundamentals for New Trustees

Day 1 will provide a primer on the basics of public pensions for new trustees. The basic language of finance and portfolio management will be introduced, and participants will explore the basic building blocks of portfolio construction, time value of money, and the tradeoff between risk and return. We also will introduce liability forecasting and asset-liability matching.

### SESSION 1: PENSION FUND BASICS

In this session, participants will discuss the mission of the public pension system, receive a primer on the origins and evolution of the public pension system, and learn about the main challenges faced by public pension systems.

### SESSION 2: RETURN, RISK, AND DIVERSIFICATION

Here, the basic building blocks of finance will be introduced.

- How to compute returns
- How to measure risk in respect to the CAPM
- Meaning of risk and return
- Present value and future value
- How to measure and track relationships between assets
- What is diversification and how can it be achieved

### SESSION 3: RISKS, ASSETS, AND LIABILITIES

In this session, the basic pension balance sheet will be introduced.

- The basic asset classes
- History of basic asset class returns
- Common measures of risk and return performance
- The actuarial problem
- The pension fund matching problem

### SESSION 4: THE TOTAL INVESTMENT PORTFOLIO

Here, we will discuss the challenge of funding.

- Asset-liability matching
- Fully funding versus underfunding
- The importance of return assumptions

Throughout day 1, all of the concepts will be explored through participatory, hands-on exercises, to be done in small groups, using both simple computation and Excel applets.

## Day 2

# Constructing the Portfolio

On day 2, the experienced trustees will join the new trustees to explore more deeply the financial concepts that underlie pension fund management.

### SESSION 1: REVIEW OF PENSION FUNDAMENTALS

Participants will discuss the responsibilities of county trustees and the key decisions made by trustees and fund managers.

- What is the most important responsibilities of county trustees?
- What knowledge and information is needed to discharge those responsibilities?
- Review of concepts of risk and return, assets, and liabilities

### SESSION 2: PORTFOLIO MANAGEMENT SIMULATION: AN INTRODUCTION

A portfolio modeling tool will be introduced that will form the basis of a simulation.

- The basic concepts will be mapped into the simulation tool
- Brief exercises to cement concepts
- Mini-case covering key concepts

### SESSION 3: ACTIVE AND PASSIVE MANAGEMENT

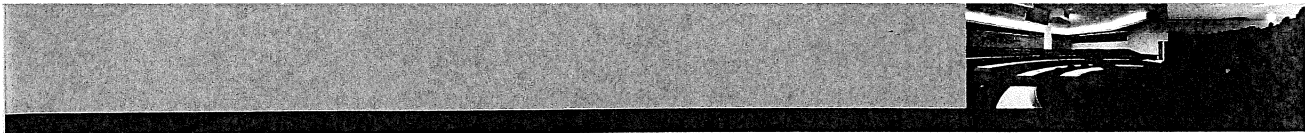
In this session, we will discuss the role of the asset manager.

- How do you define the “risky” portfolio? How do you construct it?
- How do you introduce “active” management into the risky portfolio?

### SESSION 4: FORECASTING LIABILITIES

Here, we tie together the two sides of the balance sheet. Participants will use interactive exercises to cement concepts

- What role do the system’s liabilities play? How can one get a handle on current and projected liability projection?
- Does the concept of a liability-hedge portfolio make sense? If you believe it does, how would you construct it? If it doesn’t, how do you decide on asset allocation?



## Day 3

### Making the Difficult Decisions

On day 3 we put theory into practice. Participants will see how different choices and assumptions impact portfolio performance. Participants will use interactive exercises to cement concepts.

#### SESSION 1: BUILDING THE INVESTMENT PORTFOLIO

- How do you decide how much of the total portfolio should be in the risky portfolio? How does/should your assumption about active management affect this decision?
- What role does funded status play in this decision?
- How should changes in funded status be fed back into the risky fraction decision?

#### SESSION 2: ALTERNATIVE INVESTMENT STRATEGIES

- The rationale for alternatives
- Advanced topics in asset allocation
- Nontraditional asset classes
- The promise and peril of derivatives
- The allure of exotic alternatives

#### SESSION 3: SIMULATION IMPLEMENTATION

The simulation tool will be used to illustrate different outcomes that result from different liability assumptions and asset mixes. Simulations of various mixes of risky and liability-hedging portfolios will be performed to show the effect of the risky portfolios on annual contributions and funded status. Participants will be provided with a portfolio construction assignment.

#### SESSION 4: TEAM BREAK OUTS

Participants will work in teams to create investment policy for the case retirement system. Teams meet and decide on risky/liability-hedge mix and use of active management.

## Day 4

### Evaluating Performance

Today, the teams will present their investment policies, discuss their approaches and test them in a simulation.

#### SESSION 1: TEAM PRESENTATIONS

- Teams will present their investment policies to the group.
- Groups will debate relative merits of investment policies

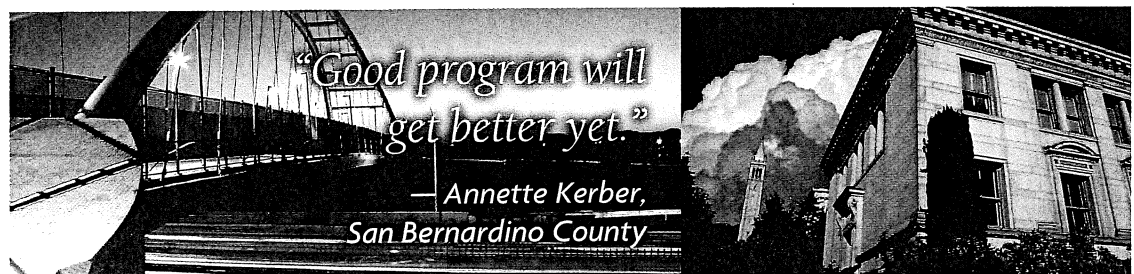
#### SESSION 2: SIMULATION DEBRIEF

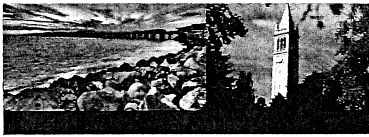
- Results of simulation exercise will be presented to the participants.
- Evaluating the overall performance of the investment program

#### SESSION 3: BEHAVIORAL FINANCE: OVERCONFIDENCE AND EXPERTISE

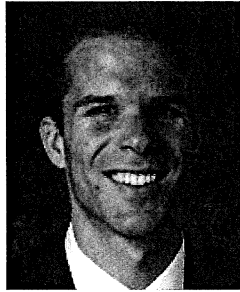
In this session, we will discuss the major psychological barriers to prudent decision making by trustees and fund managers.

- Overconfidence
- Heuristics and biases
- Trend following
- Groupthink and herding





### THOMAS GILBERT



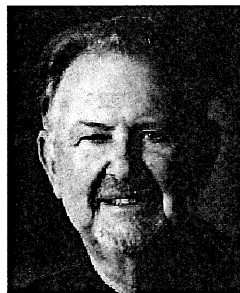
**Thomas Gilbert** graduated from the Finance Ph.D. Program at the Haas School of Business in May 2008. Thomas is currently an Assistant Professor of Finance and Business Economics at the Michael G. Foster School of Business, University of Washington. His research lies in the area of information aggregation and the role of macroeconomic announcements on stock prices. Since 2003, he has taught parts of the Certified Investment Management Analyst program (CIMA®) and the Berkeley Finance Series within the Finance Executive Programs at the Haas School of Business. He has also taught in the Undergraduate, Full-Time MBA, and Evening & Weekend MBA programs at Haas, for which he won the Best Graduate Student Instructor Award in 2005, 2006, and 2007. He holds a Masters in Finance from U.C. Berkeley and a Masters in Physics from Imperial College (United Kingdom).

### GREGORY LABLANC



**Gregory LaBlanc** has been a lecturer at UC Berkeley since 2004, teaching courses in Finance, Accounting, Law, and Strategy in the Haas School, the Law School (Boalt Hall) and the department of Economics. Prior to joining the Berkeley faculty, he studied Economics, Business, and Law at the Wharton School of the University of Pennsylvania, George Mason University Law School, Duke Law School, and Berkeley Law (Boalt Hall). He has previously taught Finance, Management, Law and Economics at the Wharton School, Duke University and the University of Virginia and has been a consultant in the fields of IP litigation and competitive intelligence. His research focuses on the impact of tax policy on organizational design, capital formation, and innovation. He has received several teaching awards and has previously been involved in executive education programs at the Wharton School and Darden School.

### JOHN O'BRIEN



**John O'Brien** is the Executive Director of the Master's in Financial Engineering (MFE) program at UC Berkeley, Haas School of Business. He assisted in developing the MFE program, and became its first Executive Director in July 2000. The Haas MFE is ranked number one in the world. Mr. O'Brien also is adjunct professor of finance at Haas; he created and teaches the MFE course in financial innovation. Professor O'Brien is the Haas faculty director for the Investment Management Consultants Association's preparatory course for its Certified Investment Management Advisor designation.

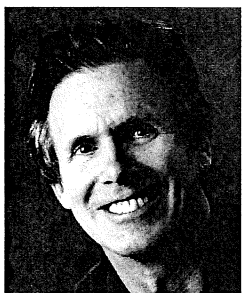
Prior to joining Haas, Mr. O'Brien was a managing director at Credit Suisse Asset Management in New York. At Credit Suisse, Mr. O'Brien had a series of responsibilities: creating and managing the performance measurement and risk management function, the client service function and the e-commerce effort.

Prior to Credit Suisse, Mr. O'Brien was co-founder, Chairman and CEO of Leland O'Brien Rubinstein (LOR) Associates, and Chairman of the Capital Market Fund, and the S&P 500 SuperTrust – the first exchange traded fund (ETF). LOR is credited with a series of financial market innovations and product offerings – a process that now is called “financial engineering”. Mr. O'Brien co-founded Wilshire Associates (originally operated as O'Brien Associates), and co-developed the Wilshire 5000 common stock index (originally named and published as the O'Brien 5000 Index).

Mr. O'Brien has received various awards, including the Financial Analyst's Graham and Dodd Scroll Award, the Matthew R. McArthur Award from the Investment Management Consultants Association for lifetime contributions to investment consulting. Mr. O'Brien was named among Fortune Magazine's ten Businessmen of the Year in 1987. Mr. O'Brien holds a S.B. in economics from MIT, and an M.S. in operations research from UCLA. He served as a Lieutenant in the United States Air Force.

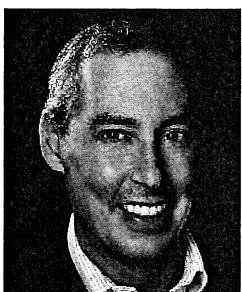


### TERRANCE ODEAN



**Terrance Odean** is the Willis H. Booth Professor of Banking and Finance at the Haas School of Business at the University of California, Berkeley. He earned a B.A. in Statistics at the University of California, Berkeley in 1990 and a Ph.D. in Finance from the Haas School of Business at the University of California, Berkeley in 1997. He is the former director of UC Berkeley’s Experimental Social Science Laboratory and a former editor of *The Review of Financial Studies*. As an undergraduate at Berkeley, Odean studied Judgment and Decision Making with the 2002 Nobel Laureate in Economics, Daniel Kahneman. This led to his current research focus on how decision making biases affect investor welfare and securities prices. His research has been cited in *The Wall Street Journal*, *The New York Times*, *Time*, *Newsweek*, *Business Week*, and many other publications. While studying for his Ph.D., Odean worked at Wells Fargo Nikko Investment Advisors and IRIS Financial Engineering, and co-owned a seat on the Pacific Stock Exchange. During the summer of 1970, he drove a yellow cab in New York City.

### DAN SCHNUR

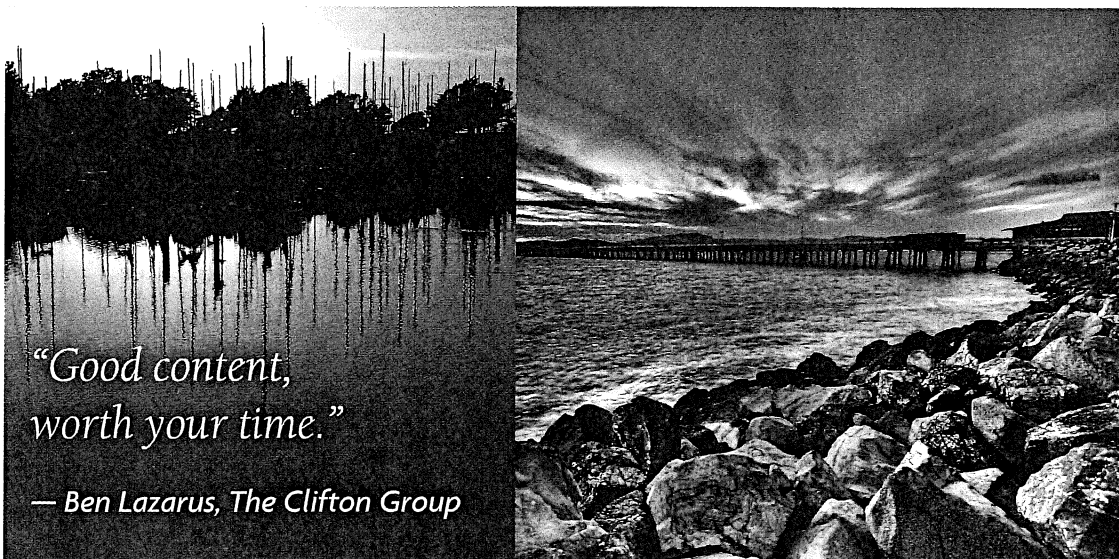


**Dan Schnur** is the Director of the Jesse M. Unruh Institute of Politics at The University of Southern California where he works to motivate students to become active in the world of politics and encourage public officials to participate in the daily life of USC.

For years, Dan was one of California’s leading political and media strategists, whose record includes work on four presidential and three gubernatorial campaigns. Schnur served as the national Director of Communications for the 2000 presidential campaign of U.S. Senator John McCain and spent five years as chief media spokesman for California Governor Pete Wilson. In 2012, Schnur was

appointed as Chairman of the California practices Commission, a position he held through that year’s elections and until spring of 2011.

In addition to his position at USC, Schnur is an Adjunct Instructor at the University of California at Berkeley’s Institute of Governmental Studies. Schnur has also held the post of Visiting Fellow at the John F. Kennedy School of Government’s Institute of Politics at Harvard University and taught an advanced course in political campaign communications at George Washington University’s Graduate School of Political Management. He writes regular political commentary for the *Washington Post*, the *New York Times*, and *The Politico* websites, and has also been an analyst and political commentator for CNN, MSNBC, Fox News, and National Public Radio.



**DANIEL LASS, JD, SENIOR VICE PRESIDENT,  
STANDISH**



**Dan** is a Senior Vice President of Standish, responsible for sales and marketing to US Public Funds. Dan joined Standish in 2009 directing marketing and sales for Coefficient Global Macro Funds. Prior to joining Standish, Dan was a Partner and Managing Director of Pareto Partners in London and in New York. Previous to Pareto, Dan was

Vice President at Bankers Trust Company in Los Angeles and London and began his professional career as Deputy Director and in-house counsel to the Minneapolis Employees' Retirement Fund. Dan earned his J.D. from the University of Notre Dame and his B.S. from the University of Minnesota. Dan has over 30 years of investment industry experience and holds his Series 30, 7 and 65 securities licenses.

**BEN LAZARUS, PARAMETRIC CLIFTON**



**Ben Lazarus**, Director, Institutional Relationships - Western North America, joined Parametric Clifton in 2004. He is responsible for developing, coordinating, and executing the business development and client services plan for Parametric Clifton's unique family of products with emphasis on the Western region of the United

States and Canada. In addition, Ben works on developing new strategies for Parametric Clifton and has presented on the use of derivatives at different industry events. Prior to joining Parametric Clifton, he was the Director of Sales Strategy at Deluxe Corporation in St. Paul, Minnesota. Ben holds a B.A. in Psychology from the University of California, San Diego and an M.B.A. in Marketing and Strategic Management from the University of Minnesota. He is a CFA charterholder and a member of the CFA Society of Minnesota.

**TERI NOBLE, AMERICAN REALTY ADVISORS**



**Teri Noble** is responsible for marketing American Realty Advisors' full line of real estate investment management services, including commingled fund and separate account investment programs to institutional clients in the Western United States. Most recently, Ms. Noble served as the Senior Vice President of Relationship Management at

Convergex where she was responsible for relationship management with plan sponsors and consultants and developing new business opportunities throughout the in-



*“Yes, I feel that all staff and board members should take advantage of this course. This course has been a refresher and update on many of the concepts used at board meeting level.”*

*— Sharon Naramore,  
Contra Costa County Employees  
Retirement Association*

stitutional investor and investment consultant community. Ms. Noble is the Vice President of the National Association of Securities Professionals - San Francisco Chapter and recently served as Board Director for the Financial Women's Association of San Francisco and as Vice President for the NASP (San Francisco Chapter).

### **DELIA M. ROGES, INVESCO**



Delia Roges is a member of the Invesco US Institutional Sales & Service team. As managing director, she is responsible for relationship management and new business generation for institutional investors in public funds in the western United States. Mrs. Roges has been in the institutional investment management business since 1991. Prior to joining Invesco in 2011, she was a senior member of a boutique investment banking and private placement firm focused on securing capital for private equity and real estate general partnerships.

Previously, she served nearly 14 years as a senior vice president for Trust Company of the West (TCW) where she was responsible for advising institutional clients and developing product solutions primarily for new business development. She joined TCW in 1994 from Southern California Edison Company (SCE) where she held various investment responsibilities in the Corporate Treasurer's Department.

Mrs. Roges presently serves on the Board of Regents to Loyola Marymount University (LMU) and on the Board of Visitors at the School of Education at LMU. She earned an MBA from the University of Southern California and a Bachelors in Business Administration from Loyola Marymount University.

### **GRAHAM SCHMIDT, CHEIRON**



Graham Schmidt (Associate-SOA, Member-AAA, Fellow-CCA) served as the Senior Vice President of EFI Actuaries for ten years before joining Cheiron as a consulting actuary upon the merger of EFI and Cheiron in 2013. Graham is a frequent speaker at public employer conferences, on topics including actuarial funding policies, asset-liability management and GASB-related issues. In recent years, he has spoken at national meetings sponsored by NCPERS, the Society of Actuaries, the Academy of Actuaries and other regional organizations, such as SACRS and CALAPRS. Graham is the SACRS-appointed representative to the California Actuarial Advisory Panel (CAAP), and is also a member of the Academy of Actuaries Public Plans Subcommittee and the Conference of Consulting Actuaries Public Plans Committee, the primary actuarial committees dealing with public sector retirement issues in the US.

### **KRISTIN V. SHOFNER, PYRAMIS GLOBAL ADVISORS**



Kristin Shofner, is senior vice president, Business Development at Pyramis Global Advisors, a Fidelity Investments company. In this role, she leads the development of relationships with public pension plans.

Prior to joining Pyramis in 2013, Kristin was a director of Institutional Sales and Marketing at Lord Abbett & Co, Inc since June 2003. Her previous positions include serving as a manager of Institutional Sales and Client Services from 2000 to 2003 and as a manager research associate from 1998 to 2000 at Asset Strategy Consulting/InvestorForce, Inc. She has been in the industry since 1998.

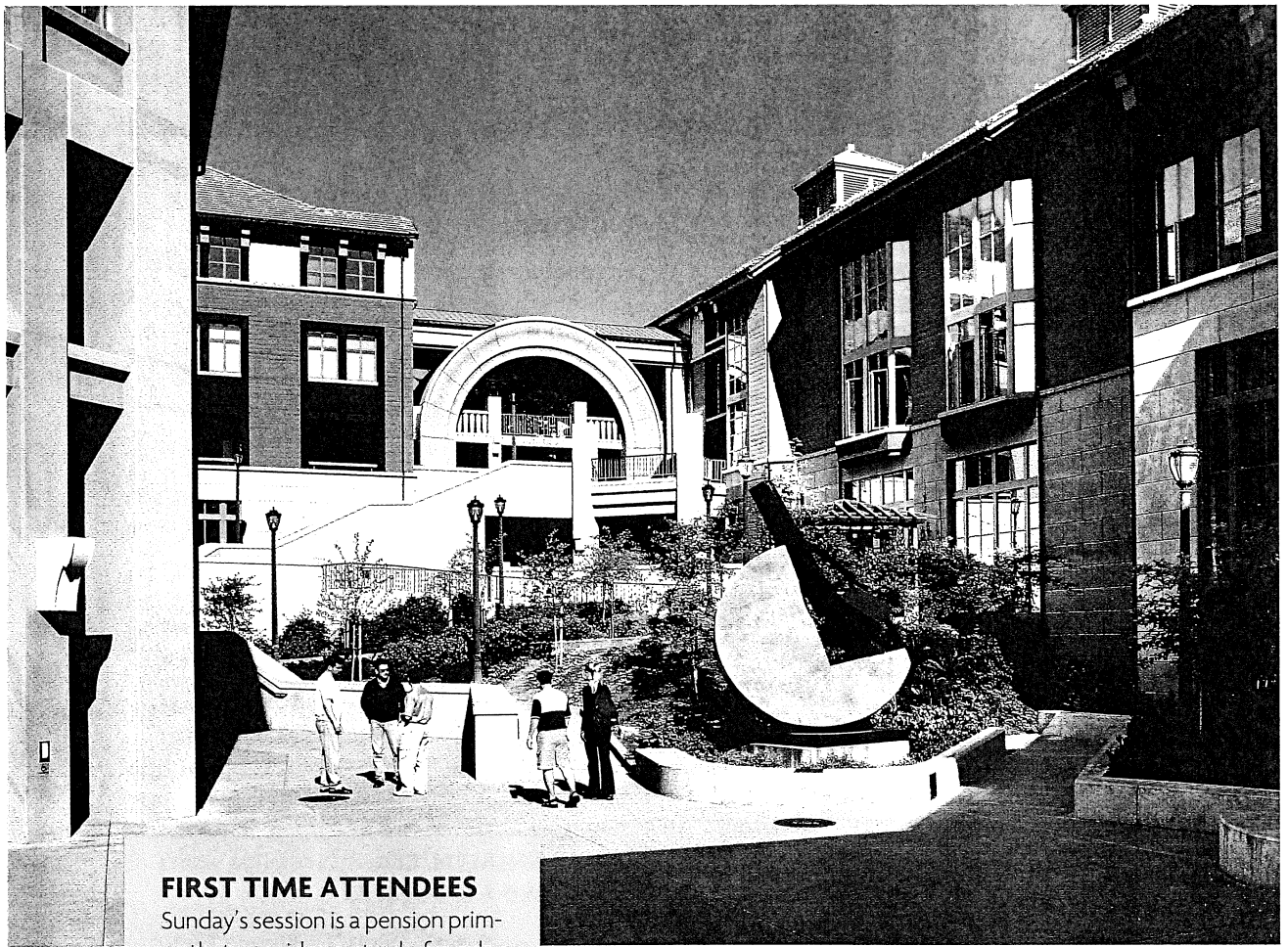
Kristin earned her bachelor of arts degree in history and sociology from the University of California at Santa Barbara.

### **SCOTT J. WHALEN, CFA, WURTS AND ASSOCIATES**



Scott J. Whalen, Executive Vice President and Senior Consultant, serves primarily to provide high quality strategic investment advice and ensure his clients meet their long-term investment objectives. In addition, Mr. Whalen is a key member of the Wurts & Associates leadership team. He sits on the Management Committee and oversees the Los Angeles consulting staff. Prior to joining Wurts & Associates, Mr. Whalen built a distinguished career in management consulting with McKinsey & Company and Ernst & Young, where he led corporate and public sector institutions to increase efficiency and improve operational performance.

Through his vast experience working with multiple stakeholders across industries, Mr. Whalen has honed his ability to drive effective decision-making, often in challenging environments. He is a recognized speaker at industry conferences, where he has presented on a broad range of investment topics including asset allocation, alternative investing, investment manager oversight, attaining operational efficiencies in investment programs, the challenges and potential benefits of dynamic asset allocation, and the importance of maintaining a long-term perspective.

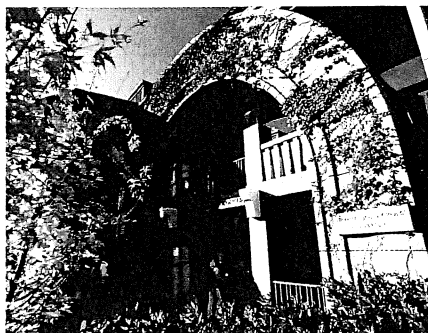


### **FIRST TIME ATTENDEES**

Sunday's session is a pension primer that provides a sturdy foundation for new trustees and staff. The basic language of finance and portfolio management will be introduced, and participants will explore the building blocks of portfolio construction, time value of money, the tradeoff between risk and return, liability forecasting, and asset-liability matching.

### **RETURNING ATTENDEES**

We encourage returning attendees, trustees and staff, to participate during Sunday's session to give you both a valuable refresher on the basics and an opportunity to share your experiences as veteran fiduciaries with your fellow classmates.

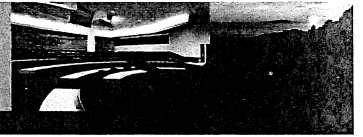


The strength of the Haas School of Business is expressed in their philosophy "Leading through Innovation." Successful Retirement Plan Managers recognize innovation as an opportunity to maximize the creation of value. This program focuses on individual, team, and organizational levels of innovative potential.

The Public Pension Retirement Management Program is carefully designed to give participants access to the tools, the knowledge and the networks they need to master their particular challenges. Participants will bring a strategic challenge from their own Retirement Plans to the program. They will have the opportunity to further define and develop their knowledge and objectives under faculty guidance.

The programs are taught by the very same top faculty who teach in the UC Berkeley's Business Program—ranked Number 1 in the world. Outstanding faculty includes the top names of classical finance, Thomas Gilbert, and of behavioral finance, Terrance Odean. The programs are on the absolute cutting edge of today's research.





## CONFERENCE REGISTRATION

Registration online at [www.sacrs.org](http://www.sacrs.org)  
JULY 20–23, 2014

All conference activities will take place on the campus of **UC Berkeley Center for Executive Education**. The host hotel is the **Claremont Resort and Spa**. Both locations are tucked away in the beautiful Berkeley hillside. Price for the session is \$2500 per person. (Price includes registration, training materials, food and beverage and daily transportation to and from the Claremont Hotel/UC Berkeley.)

### PROGRAM LOCATION

UC Berkeley Center for Executive Education  
2220 Piedmont Ave., Berkeley, CA 94720-1900

In order to receive a refund, you must cancel your registration by June 30, 2014. After June 30, 2014 no refunds will be permitted.

### Participation is limited.

Register early by visiting [www.sacrs.org](http://www.sacrs.org). To submit your registration, complete the enclosed form and:

**MAIL TO:** **SACRS**  
C/O Sulema Peterson  
1415 L Street, Suite 1000  
Sacramento, CA 95814

**OR E-MAIL TO:** [Sulema@sacrs.org](mailto:Sulema@sacrs.org)

**OR VISIT:** [www.sacrs.org](http://www.sacrs.org)  
and submit online

## HOTEL RESERVATIONS

**Claremont Resort and Spa**  
41 Tunnel Road, Berkeley, CA 94705  
Tel: (510) 843-3000

Accommodations will be made for confirmed attendees at the **Claremont Resort and Spa** located just minutes away from UC Berkeley in the beautiful Berkeley Hills. Shuttle service between the hotel and UC Berkeley will be provided. **SACRS room rate is \$199 per room (not including tax)**. Overnight parking is available at \$18.00 per day per vehicle. Additionally, the hotel charges guests a \$10.00 (plus tax) resort fee per room/per day. This fee is to cover use of the computers and internet in the Business Center, High Speed Internet access in guest room, access to the Private Club & Fitness Center and all fitness classes, local calls, newspaper delivery and in-room coffee.

Cancellation with no penalties is 72 hours prior to arrival. **All hotel reservations will be made through SACRS. Please do not call the hotel directly to make reservations!** To reserve your hotel accommodations, contact Sulema H. Peterson, SACRS Administrator at the following: [Sulema@sacrs.org](mailto:Sulema@sacrs.org) or (916) 441-1850.

*The UC Berkeley faculty members and participants enjoy meals together during the 3 day course. Topics from daily discussions are very often reinforced, vetted and simplified. During the evening, participants often enjoy dinner together as a group, taking in Berkeley's local restaurants within walking distance from the hotel. The informal and collegial atmosphere that develops at the SACRS UC Berkeley Program is one that is very special and unique compared with any other course and conference setting.*

## ATTENDEE INFORMATION



PLEASE COMPLETE ONE REGISTRATION PER ATTENDEE AND RETURN TO SACRS.

Name: \_\_\_\_\_  
(Print exactly for name badge)

Company: \_\_\_\_\_ Position Title: \_\_\_\_\_

Address (No P.O. Boxes Please): \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Business Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

Home Telephone: \_\_\_\_\_ E-mail address: \_\_\_\_\_

List any special needs you may require during your stay:

(Dietary, Handicap Accessible, etc.) \_\_\_\_\_

Emergency Contact Name: \_\_\_\_\_ Emergency Phone: \_\_\_\_\_

### HOTEL ACCOMMODATIONS

Arrival Date: \_\_\_\_\_ Departure Date: \_\_\_\_\_

KING       DOUBLE BED       SMOKING       NON SMOKING

### BILLING INFORMATION

CREDIT CARD       BILL ME       SEND INVOICE TO THE FOLLOWING INDIVIDUAL

Name: \_\_\_\_\_

Address (No P.O. Boxes Please): \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

### MEMBERSHIP INFORMATION

Type of Member: \_\_\_\_\_ Name of County or Firm: \_\_\_\_\_

Principal Activity of the Firm (e.g. Retirement, Marketing, Consulting, Non-Profit): \_\_\_\_\_

Organization Type:      Other      Government      Non-Profit      Public      Private

Name of Parent Company: \_\_\_\_\_

How long have you been a trustee/employed by your present company? \_\_\_\_\_

How long have you held your present position? \_\_\_\_\_

Date of Birth (MM/DD/YYYY): \_\_\_\_\_

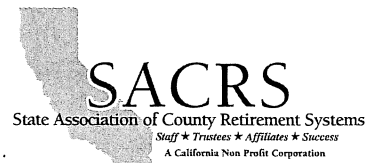
What function best describes your position? (e.g. Marketing, Consulting, Trustee) \_\_\_\_\_

Most Recent Degree or Certification: \_\_\_\_\_

Year earned: \_\_\_\_\_

School | University | Association: \_\_\_\_\_

**ATTENDEE INFORMATION**



PLEASE BE SURE TO PROVIDE INFORMATION FOR THE FOLLOWING 4 QUESTIONS.

PLEASE PROVIDE A BRIEF BIOGRAPHICAL SKETCH.

This information will appear to your classmate's as part of your personal profile.

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PLEASE PROVIDE A DETAILED DESCRIPTION OF YOUR RESPONSIBILITIES.

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WHAT SPECIFIC INDUSTRY TRENDS, COMPANY INITIATIVES, AND/OR PERSONAL DEVELOPMENT NEEDS  
HAVE PROMPTED YOU TO ENROLL IN THE PROGRAM?

Be sure to include functions you will be managing in the future.

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WHY DID YOU SELECT SACRS/UC BERKELEY?

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**THANK YOU FOR YOUR INFORMATION, WE LOOK FORWARD TO A SUCCESSFUL PROGRAM.**

PARTICIPATION IS LIMITED. REGISTER EARLY BY VISITING [WWW.SACRS.ORG](http://WWW.SACRS.ORG)

TO SUBMIT YOUR REGISTRATION, COMPLETE THIS FORM AND

**MAIL TO:**

**SACRS**

C/O SULEMA PETERSON

1415 L Street, Suite 1000

Sacramento, California 95814

**E-MAIL TO:**

[sulema@sacrs.org](mailto:sulema@sacrs.org)

**OR VISIT [WWW.SACRS.ORG](http://WWW.SACRS.ORG)**

**AND SUBMIT ONLINE**

**Meeting Date**  
**06/11/14**  
**Agenda Item**  
**# 11b.**

## Principles of Pension Management for Trustees at Stanford

August 5-8, 2014

Stanford University Law School  
559 Nathan Abbott Way  
Stanford, CA 94305

Registration Deadline: June 25, 2014

[DOWNLOAD THE APPLICATION \[PDF\]](#)

### Agenda

[Click here to download the agenda \[PDF\]](#)

### About the Course

Public Pension Fund Trustees bear a heavy fiduciary burden. On a cumulative basis, California's Constitution holds our members' 350 Trustees accountable for the stewardship of more than \$450 Billion in retirement fund assets. 40 California public pension systems belong to CALAPRS. Over the past fifteen years, Trustees of our member retirement systems have participated in this unique training program presented exclusively for California public retirement system board members. This training focuses on the practical aspects of our Trustees' duties.

### Why attend?

- To gain insight into public pension policy issues
- To discuss alternative solutions to common problems
- To understand the complexities involved in administering public pension plans
- To appreciate the differences and similarities among California public pension plans
- To network with other Trustees and pension professionals
- To increase familiarity with pension terminology and concepts
- To receive the ethics training required for new Trustees

### Who should attend?

The course is for new trustees. Attendance is recommended within the first few years after assuming office. Experienced Trustees will use the program as a comprehensive refresher course. **This course is a prerequisite to the CALAPRS Advanced Principles of Pension Management for Trustees at UCLA.**

### Registration

Registration Deadline: June 25, 2014

[Download the Application Form \[PDF\]](#)

Registration includes lodging, meals, and materials. Each system may enroll one Trustee as a "Delegate" and designate one additional Trustee as "1st Alternate" with the remainder as "2nd Alternate". Delegates will be admitted first. If vacancies remain, 1st Alternates will be admitted in the order received, followed by 2nd Alternates.

Tuition must be paid in full prior to attending the course and must be paid by check. Cash and credit will not be accepted. Tuition cost will be \$2,500.

### Lodging

Registration includes accommodations for all delegates. CALAPRS highly recommends that everyone, even those who live locally, stay in the lodging provided to ensure thorough participation in the course. CALAPRS will make reservations for all attendees at the following location:

Sheraton Palo Alto Hotel  
625 El Camino Real  
Palo Alto, CA 94301

# CALAPRS

## PRINCIPLES OF PENSION MANAGEMENT

A Course for Trustees

August 5-8, 2014 | Sheraton Palo Alto  
625 El Camino Real, Palo Alto, CA 94301

\* Courses held in cooperation with Stanford Rock Center on Campus

<b>Tuesday, August 5</b>	<b>Agenda</b>	<b>Room</b>
5:30–6:00 PM	<b>Registration</b>	Piazza Courtyard
6:00-7:30 PM	<b>Reception &amp; Dinner</b>	Piazza Courtyard & Justine's
7:30 PM	<b>100: Pensions &amp; Trustees - What, Who, How, Why?</b> <i>Dave Kehler, TCERA</i>	Justine's

<b>Wednesday, August 6</b>	<b>Agenda</b>	<b>Room</b>
7:00-7:30 AM	<b>Breakfast, shuttles depart at 7:30am to campus</b>	Justine's
8:00- 9:50 AM	<b>101: What's the Big Deal About Being A Fiduciary?</b> <i>Chris Waddell, Olson Hagel &amp; Fishburn LLP &amp; Stan McDivitt, CFRS</i>	Stanford Law School
10:10 AM-12:10 PM	<b>102: AB1234 Ethics Training</b> <i>Ashley Dunning, Esq. &amp; Michael Toumanoff, Esq., Manatt, Phelps &amp; Phillips</i>	Stanford Law School
12:10-1:00 PM	<b>Lunch</b>	Stanford Law School
1:00 - 2:00 PM	<b>103: What Benefits Do We Provide and What is the Board's Role?</b> <i>Rich White, Mendocino CERS &amp; Maria Arevalo, Merced CERA</i>	Stanford Law School
2:10-3:30 PM	<b>104: What Are the Key Issues in Disability Retirement?</b> <i>Dave Kehler &amp; Crystal Sullivan, Esq. &amp; Catherine Harris, Esq.</i>	Stanford Law School
3:40-4:45 PM	<b>104 Cont'd: How Do Trustees Resolve Disability Issues? Kehler &amp; Wicke</b>	Stanford Law School
5:30-6:30 PM	<b>Reception &amp; Dinner</b>	Piazza Courtyard/ Justine's
6:30-8:00 PM	<b>105: Disability Hearing: Case Study</b> <i>Dave Kehler &amp; Maria Arevalo</i>	Justine's

<b>Thursday, August 7</b>	<b>Agenda</b>	<b>Room</b>
7:00-7:30 AM	<b>Breakfast, shuttles depart at 7:30am to campus</b>	Justine's
8:00- 9:20 AM	<b>106: How Should We Manage Our Pension Liabilities?</b> <i>Paul Angelo, The Segal Company</i>	Stanford Law School
9:30-10:20 AM	<b>106 Cont'd: How Should We Manage Our Pension Liabilities? Angelo</b>	Stanford Law School
10:30 AM- 12:00PM	<b>107: Investment Policy Basics Scott Whalen, Wurts &amp; Associates</b>	Stanford Law School
12:00-1:15PM	<b>Lunch</b>	Stanford Law School
1:15 PM- 2:20 PM	<b>107 Cont'd: Investment Policy Basics Whalen</b>	Stanford Law School
2:30 -3:30 PM	<b>108: How Should We Manage Our Investment Program?</b> <i>David Kushner, LACERA</i>	Stanford Law School
3:40 PM- 5:00 PM	<b>108 Cont'd: How Should We Manage Our Investment Program? Kushner</b>	Stanford Law School
5:45 PM	<b>Networking Dinner</b>	Piazza Courtyard/ Justine's
6:30-9:00 PM	<b>109: Case Study: Who Are Our Stakeholders and What Are Our Roles?</b> <i>Maria Arevalo &amp; David Bailey, SamCERA &amp; Carl Nelson, SLOPT</i>	Justine's

<b>Friday, August 8</b>	<b>Agenda</b>	<b>Room</b>
7:00– 7:30 AM	<b>Breakfast, shuttles depart at 7:30am to campus</b>	Justine's
8:00 AM -9:50 AM	<b>110: How Should a Board Function?</b> <i>David Bailey (Moderator) &amp; Panel</i>	Stanford Law School
10:10 AM-12:00 PM	<b>111: Course Summary Maria Arevalo &amp; Carl Nelson</b>	Stanford Law School
12:30 PM	<b>Certificate Luncheon and Final Course Evaluation</b>	Justine's

Meeting Date  
06/11/14  
Agenda Item  
# 11c.



# 2014 PUBLIC FUNDS FORUM

SEPTEMBER 2-4, 2014  
THE GRAND DEL MAR | SAN DIEGO, CALIFORNIA

GMI Ratings is pleased to announce its sixth annual Public Funds Forum, an invitation-only educational conference designed to train public fund representatives on practices to best fulfill fiduciary duties, protect portfolio assets and create long-term value.

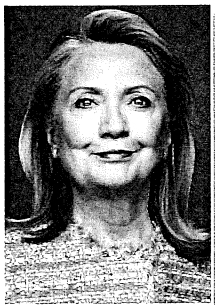
## OUR DISTINGUISHED SPEAKERS INCLUDE:



**Robert A.G. Monks**  
Co-Founder, GMI Ratings



**Darren J. Robbins**  
Partner, Robbins Geller  
Rudman & Dowd LLP



**Hillary Rodham Clinton**  
Former Secretary of State  
and Former U.S. Senator  
from New York



**Barney Frank**  
U.S. Congressman (1981-2012)  
Chairman, House Financial  
Services Committee (2007-2011)



**Captain Richard Phillips**  
Hero of the high seas and Captain  
of the Maersk Alabama, hijacked by  
Somali pirates

Robbins Geller  
Rudman & Dowd LLP



**GMI RATING S**

**Gilardi  
& COLLIC**

For more information and to register, visit [www.GMIconferences.com](http://www.GMIconferences.com)

CLE and CPE accreditation pending.



# SESSIONS AGENDA

## Session 1: Keynote Address

**Session 2: How to Invest in an Uncertain World** In a far-ranging discussion, a renowned investor will share thoughts on recent and emerging developments in global investing, including macroeconomic policies, systemic risk, asset allocation, manager selection, regional trends, and other issues affecting public fund performance.

**Session 3: Treasurers' Roundtable** A discussion of current investment strategies employed by various state treasurers, including an analysis of state and national economic trends, asset allocation, extra-financial systemic risks and the rising importance of risk mitigation strategies.

**Session 4: Responsible Investment** As increasing numbers of funds sign the Principles for Responsible Investment and create policies on environmental, social and governance investing and sustainability, experienced public fund practitioners review successful integration strategies for responsible investing, including real case studies of policy development and effective implementation.

**Session 5: How to Enhance Portfolio Value Through Securities Litigation** The nation's leading securities lawyers will review case studies on the successful use of securities litigation to achieve improvements in corporate accountability, enhance investment returns, and diminish portfolio risk.

**Session 6: Steering Your Ship Through Rough Waters: Lessons on Leadership from Captain Phillips** Captain Phillips shares his compelling story and discusses the vital importance of leadership and teamwork, and the belief in the power and potential of yourself and your team.

**Session 7: Creating and Managing a Value-Added Voting Policy** A discussion of best practices for public funds in the development of effective stock voting policies that align with funds' portfolio investment goals, risk mitigation strategies, and overall mission, while maintaining currency with material issues threatening fund performance.

**Session 8: Effective Engagement with Portfolio Companies** From policy creation to implementation, a primer on how even small public funds, through focus and collaboration, can successfully integrate a corporate engagement program into their investment and risk management strategies.

**Session 9: Hot Topics in Corporate Reform** A discussion of current issues in corporate accountability, including case studies on managing risk in the boardroom, pay for performance, pending legislation and regulation, and how these issues may affect the portfolio returns of public funds.

**Session 10: Global Roundup on Capital Markets** A review of the material concerns facing funds seeking to diversify globally, including specific risks and investment opportunities arising in various jurisdictions, from developed to emerging to frontier markets.

## Session 11: Closing Remarks

## NETWORKING ACTIVITIES



### A Taste of Tuscany

Join us for a memorable evening where food and landscape reflect the traditions that have made the rolling hills of Tuscany famous.



### Venetian Masquerade Ball

Step through time to the most notable ball of the 20th Century as you enter a world of drama and pageantry at the famous Venetian Masquerade.



### Sunset Hot Air Balloon Adventure

Take flight with the birds as you soar to over 3,500 feet and experience peace and serenity over Southern California's coastline.



### Sea Cave Kayaking

Enjoy San Diego's perfect climate and observe sea lions, leopard sharks, pelicans and the kelp forest as you kayak through La Jolla's famous sea caves.



### Golf

Graced by Pacific breezes from the nearby coast and awash with Southern California glow, The Grand Del Mar's Tom Fazio-designed course is a masterpiece of dramatic elevations for any golfer.

## ACCOMMODATIONS & REGISTRATION

### Hotel Accommodations

A discounted block of rooms has been reserved at **The Grand Del Mar** for the conference. **Register by June 30, 2014**, to receive a discounted room rate of \$299 per night (not including applicable taxes). Please call **(866) 305-1528** and reference "The Future of Corporate Reform" to reserve your room.

### Registration\*

The registration fee for the conference is \$780\*\*.  
The guest fee is \$375\*\*\*.

\* The registration fee includes admission to the conference sessions, educational materials, meals and refreshments, and a choice of either the Sunset Hot Air Balloon Adventure, Sea Cave Kayaking or Golf networking activities that are integral to the conference agenda. Guests selecting the Golf networking activity will incur an additional fee of \$195.

\*\* Upon request and as legally permissible, the registration fee may be waived subject to applicable gift and gratuity limitations. Public officials in certain jurisdictions may accept all or part of conference benefits free of charge. Conference networking activities will be offered at fair market value for guests that may not accept participation free of charge. Public officials are encouraged to contact their ethics officials with questions.

\*\*\* Conference attendees may bring guests for an additional fee of \$375. Guest attendance is limited to A Taste of Tuscany and the Venetian Masquerade Ball. Guests may participate in the Sunset Hot Air Balloon Adventure, Sea Cave Kayaking or Golf for an additional fee.

For more information and to register, visit [www.GMIconferences.com](http://www.GMIconferences.com)

CLE and CPE accreditation pending.

# Public Employee Policy Forum

September 15-16, 2014  
Loews Madison Hotel  
Washington, D.C.

**Meeting Date**  
**06/11/14**  
**Agenda Item**  
**# 11d.**

What happens when industry thought leaders come together to discuss and analyze world-renowned retirement research—including original research conducted by the International Foundation? A powerhouse forum that may change the way you view retirement benefits.

## **Who Should Attend?**

The Public Employee Policy Forum is designed for key staff, deputies and managers in governmental agencies, municipalities and funds; trustees of governmental benefit plans, especially small to midsize plans; as well as departmental heads and supervisors.

## **Why Should You Attend?**

The Forum will highlight the current policies affecting health and retirement plans while at the same time delineating concerns, outlining essential goals and providing a guide for examining potential solutions for consideration in policy development.

Designed to provide information from both sides of the issues, covering defined benefit (DB) and defined contribution (DC) plans at one time and in one place, you can expect the unexpected by attending the Public Employee Policy Forum.





## MONDAY, SEPTEMBER 15, 2014

7:00-8:00 a.m.

### Registration and Continental Breakfast

8:00-9:00 a.m.

### A Look Into the Future

This session will present research addressing the widening income inequality emerging for Generation X.

9:15-10:15 a.m.

### What National Alternatives Are Being Considered Now?

Hear a panel explain and discuss the various options being considered at a national level, including myRA, USA Retirement Funds and Secure Choice.

10:30 a.m.-12:00 noon

**FEATURED SESSION:** *Original International Foundation Research*

### Public Employee Retirement Plan Changes: Expectations and Results

This session features an examination of four retirement systems (Michigan, Florida, West Virginia and Alaska) to learn how plan changes have affected the retirement security of employees, what information is sought when making decisions to change plans as well as the consequences of these changes. A panel will lift out lessons that can be learned from the experiences of these systems.

12:00 noon-1:00 p.m.

### Luncheon

1:00-2:00 p.m.

### A Look at Bankruptcies and Public Employee Pension Plans

This session will not only address recent events as it relates to Detroit and other cities, but it will also be supplemented with research that gauges the burden of pensions on cities.

2:15-3:15 p.m.

### An Overview of Other Research

This session offers a brief overview of some of the research and findings from several organizations.

3:30-4:15 p.m.

### Your Legislative Wish List

This facilitated and informal roundtable will serve as a forum where ideas will be aggregated for policies and guidance that can lead to securing an income stream for all.

4:15-5:30 p.m.

### Networking Reception—Immediately Following the End of Class

## TUESDAY, SEPTEMBER 16, 2014

7:00-8:00 a.m.

### Continental Breakfast

8:00-8:45 a.m.

### Retirement Readiness

This session looks at research from other organizations. Are your members/participants ready? What's missing; what can you do?

9:00-9:45 a.m.

### Other Defined Contribution Research

This session features several research reports related to defined contribution plans and where one might find more information.

10:00-10:45 a.m.

### Understanding Fiduciary Issues in DC Plans

This session addresses:

- The clarification between advice and education
- Fee transparency
- The plan's role in preparing participants for retirement
- How does a plan's strategic plan transfer into meaningful choices for investment and/or disbursement options?

11:00 a.m.-12:00 noon

### Financial Literacy—What Can Be Done?

- Current efforts and resources
- Examining the employer's role, plan's role
- Engaging participants
- Potential action steps for plans



#### CONNECT WITH US



# 60<sup>th</sup> Annual Employee Benefits Conference

October 12-15, 2014 | Preconference: October 11-12  
Boston Convention and Exhibition Center  
415 Summer Street | Boston, Massachusetts

 #IFEBP14

*Meeting Date*  
06/11/14  
*Agenda Item*  
# 11e.

## Preconference Selections Available

CEBS  
CPE  
APPROVED

[www.ifebp.org/usannual](http://www.ifebp.org/usannual)

International Foundation  
OF EMPLOYEE BENEFIT PLANS



Education | Research | Leadership

# 60<sup>th</sup> Annual Employee Benefits Conference

October 12-15, 2014 | Boston, Massachusetts  
Preconference Dates: October 11-12

## The Education

With over 100 sessions, the Annual Conference covers a wide variety of relevant topics in a well-balanced, objective format. Broad concepts like fiduciary responsibility and administration are addressed alongside specialty tracks on pensions, health and welfare, and training and education. Plenty of sessions at each skill level—basic, intermediate and advanced—guarantee your educational needs will be met, whether you are new to the field, a seasoned trustee or somewhere in between.

## The Community

As a member-only opportunity, enjoy benefits beyond the education. With nearly 5,000 individuals in attendance each year, the Annual Conference is an unmatched opportunity for networking. You'll be able to learn alongside colleagues who share a sense of common purpose, including:

- Multiemployer fund trustees, administrators, business managers and association leaders
- Public sector plan trustees and staff
- Fund administrators and managers
- Third-party administrators (TPAs)
- Benefits consultants
- Attorneys/accountants/actuaries
- Investment managers and consultants
- Others who are involved in the overall management of benefit trust funds.

## Your Registration Includes

- Conference credentials and briefcase
- Access to over 100 educational sessions
- Comprehensive take-home materials with resources and references
- Access to electronic handouts—in color
- Conference mobile app
- Insights from over 200 speakers
- Interactive workshops
- Extensive networking opportunities with nearly 5,000 attendees
- Entry to the exhibit hall and access to over 200 vendors
- Daily lunch breaks
- Morning refreshment breaks
- Welcome reception on Sunday evening

## Connect With Us



#FEBP14



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Lifetime <i>Financial</i> Planning (Under 50)	
Lifetime <i>Retirement</i> Planning (Over 50)	
Preconference Enrichment Workshops .....	12-13
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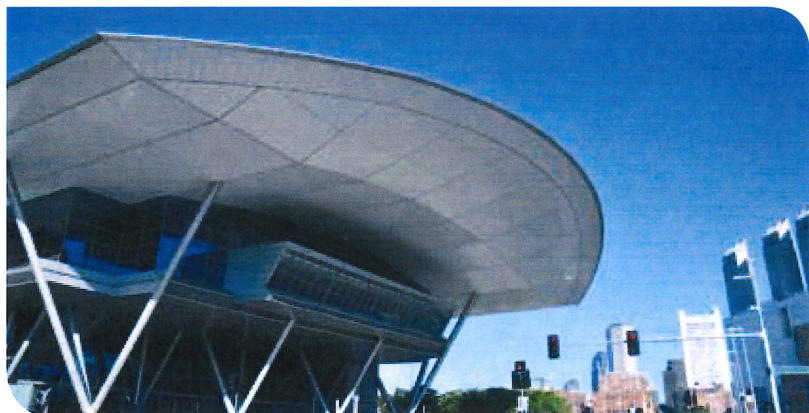
Visit [www.ifebp.org/usannual](http://www.ifebp.org/usannual) for the latest Annual Conference information.

## International Foundation Membership

Members of the International Foundation receive substantial discounts on most program registrations. Not a member? Consider the benefits of joining. In addition to receiving registration discounts, members gain access to a variety of valuable resources and services. See the registration form on the inside back cover for more information or visit [www.ifebp.org/memberkit](http://www.ifebp.org/memberkit) for details.

## The Venue

**Boston Convention and Exhibition Center**  
415 Summer Street  
Boston, Massachusetts



Enjoy the wonders of "America's Walking City." Rich with history, cultural attractions and countless dining venues, Boston is one of the great founding cities of America. The neighborhoods of downtown Boston offer endless unique experiences all within walking distance.

## Conference and Hotel Accommodations

The International Foundation has negotiated a great rate for conference attendees at a selection of top Boston hotels. To receive the conference rate, reservations must be booked through the International Foundation. Visit [www.ifebp.org/bostonhotels](http://www.ifebp.org/bostonhotels) for complete hotel descriptions and rate/view options. **Book early for the best selection.** For more hotel information, turn to page 14.

## Conference Shuttle Bus

Complimentary shuttle bus service will be provided to all conference registrants, exhibitors and guests from 12:00 noon Friday, October 10 through 12:00 noon Wednesday, October 15. Columbus Day weekend draws many visitors to Boston, so **please be sure to allow extra time when traveling from conference hotels to the convention center.** Detailed shuttle bus scheduling information will be posted at [www.ifebp.org/bostonhotels](http://www.ifebp.org/bostonhotels) as it becomes available.

## Exhibit Hall and Sponsorships

The Annual Conference exhibit hall serves as a resource center for attendees to learn about products and services that can enhance their benefit plans. Interested in exhibiting? Visit [www.ifebp.org/exhibits](http://www.ifebp.org/exhibits) or call Sandra Lange at (262) 373-7657. For sponsorship details contact Ronaelle Carlson-Perillo at (262) 373-7748 or e-mail [ronaellec@ifebp.org](mailto:ronaellec@ifebp.org); or contact Pamela Wu, CEBS, at (262) 373-7752 or e-mail [pamw@ifebp.org](mailto:pamw@ifebp.org).

## Continuing Education

The Annual Conference offers a wide variety of opportunities for professionals to earn continuing education credit. Visit [www.ifebp.org/USAnnualCE](http://www.ifebp.org/USAnnualCE) for additional information.

## CEBS CPE



Sessions at this conference may qualify for CEBS continuing professional education (CPE) credit. Visit [www.cebscpe.org](http://www.cebscpe.org) for further details.

# Conference Schedule

## Friday, October 10

Registration ..... 12:00 noon-5:00 p.m.  
*(Registration opens for 2015 Annual Conference in Honolulu, Hawaii)*

## Saturday, October 11

Registration ..... 6:30 a.m.-5:00 p.m.  
Preconference Programs ..... 7:30 a.m.-5:00 p.m.

## Sunday, October 12

Registration ..... 6:30 a.m.-5:00 p.m.  
Preconference Programs ..... 7:30 a.m.-4:00 p.m.  
Exhibit Hall\* ..... 12:00 noon-4:30 p.m.  
**Opening Session\*** ..... **4:30-6:00 p.m.**  
Welcome Reception\* ..... 6:00-7:00 p.m.

## Monday, October 13

Registration ..... 6:30 a.m.-4:30 p.m.  
**Keynote Session** ..... **7:30-8:45 a.m.**  
Breakout Sessions ..... 9:15 a.m.-4:15 p.m.  
Exhibit Hall ..... 10:30 a.m.-2:30 p.m.  
Lunch (in Exhibit Hall) ..... 11:45 a.m.-1:15 p.m.

## Tuesday, October 14

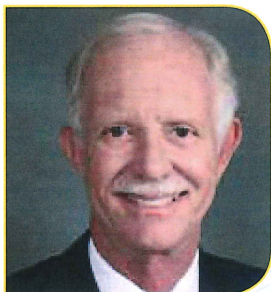
Registration ..... 6:30 a.m.-4:15 p.m.  
Breakout Sessions ..... 7:30 a.m.-4:00 p.m.  
Exhibit Hall ..... 10:30 a.m.-2:30 p.m.  
Lunch (in Exhibit Hall) ..... 11:45 a.m.-1:15 p.m.

## Wednesday, October 15

Registration ..... 6:30 a.m.-12:00 noon  
Breakout Sessions ..... 7:30-10:15 a.m.  
**Finale Session\*** ..... **10:30-11:45 a.m.**

*\*Guests are welcome to attend.*

# Keynote Speakers



**Sunday, October 12**

Opening Session | 4:30-6:00 p.m

**Chesley B. (Sully) Sullenberger III**

*Retired Airline Captain | Aviation Safety Expert and Accident Investigator*

Captain Sullenberger has been dedicated to the pursuit of safety for his entire adult life. While he is best known for serving as captain during what has been called the “Miracle on the Hudson,” Capt. Sullenberger is an aviation safety expert and accident investigator, serves as the CBS News Aviation and Safety Expert, and is the founder and chief executive officer of Safety Reliability Methods, Inc., a company dedicated to management, safety, performance and reliability consulting.



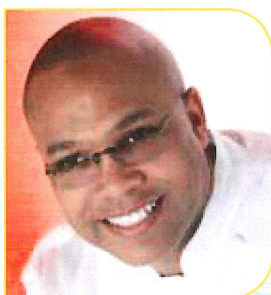
**Monday, October 13**

Keynote Session | 7:30-8:45 a.m

**Mellody Hobson**

*President | Ariel Investments*

Ms. Hobson is president of Ariel Investments, responsible for firmwide management and strategic planning, overseeing all operations outside of research and portfolio management. Additionally, she serves as chairman of the board of trustees for Ariel Investment Trust. Beyond her work at Ariel, Ms. Hobson has become a nationally recognized voice on financial literacy and investor education. She is a regular contributor and analyst on finance, the markets and economic trends for CBS News. She also contributes weekly money tips on the “Tom Joyner Morning Show” and pens a regular column for *Black Enterprise* magazine.



**Wednesday, October 15**

Finale Session | 10:30-11:45 a.m.

**Chef Jeff Henderson**

*Award-Winning Chef, Motivational Speaker*

*Best-Selling Author and Food Network Television Personality*

Chef Jeff captivates audiences across the country with his triumphant story of change and the power of potential. He grew up on the tough streets of Central Los Angeles and San Diego; by the time he was 19 years old, he was running a \$35,000 a week drug operation. At the age of 24, Mr. Henderson was arrested and sent to prison, where he spent the next ten years behind bars. It was while incarcerated that he discovered a passion for cooking and committed himself to turning his life around. After spending nearly a decade behind bars, he transitioned back into an environment that was as intimidating and hostile as prison. Having no formal education and a criminal background, he struggled for years in the hospitality industry. But, with persistence and determination, he was able to achieve his dreams, eventually becoming the executive chef of Café Bellagio in Las Vegas.

# Topic Highlights

View highlights of over 100 Annual Conference sessions.  
These are just some of the topics offered this fall. Full program agenda available this summer!

## Administration

- Hot Topics in Administration
- Paperless Trustee Meetings
- What Happens if You're Hacked!
- Claims Auditing in the Electronic Age
- Effective Fund Office Reporting
- Technology Related to Administration
- New Technology Requirements

## Communication

- Dealing With Social Networking in the Multiemployer Environment
- Communicating with Stakeholders on ACA Issues
- Communicating the Value of Your Benefit Plans
- Avoiding Costly Communication Mistakes

## Fiduciary Responsibility

- A Legal and Regulatory Update
- Trustee and Fund Expenses—Know the Rules!
- Two-Hat Issues for Trustee
- Party-In-Interest Transactions: What to Watch For!
- Roles and Responsibilities of Trustee Appointing Bodies
- Trust Fund Governance
- Current Trends in Fiduciary Liability Coverage
- Defined Contribution Fees
- 408(b)(2) Rules: How Are You Doing?

## General Topics

- Cyber-Liability Insurance
- Impact of DOMA on Benefit Plans
- Fraud in Employee Benefit Plans: Hard Lessons Learned
- DOL Update
- Emerging Collection Issues
- Best Practices in Payroll Audits
- Facing a DOL Audit
- Employment Law Update

All topics are tentative and subject to change.

## Health and Welfare

- Late-Breaking Guidance on ACA
- FSAs, HRAs and HSAs
- The Particulars of Exchanges
- Preparing for the Excise (Cadillac) Tax Under ACA
- Stop-Loss Insurance in an ACA Environment
- Pharmacy Benefit Management
- Case Studies in Health Care Cost Savings
- Health Care Buzzwords
- Data-Driven Health Management (VBHC Series)
- The Latest in Disease Management Programs (VBHC Series)
- Wellness Initiatives in the Multiemployer Environment (VBHC Series)
- Employee Assistance Programs (EAPs) in the Taft-Hartley World
- The Role of Telehealth and Telemedicine Programs
- Accountable Care Organizations (ACOs) and Patient-Centered Medical Homes
- Worksite and Retail Clinics

## Investments

- A Global Economic Outlook
- How to Plan for Market Corrections
- Fixed Income—Now What?
- Revisiting Hedging Strategies
- Should Investment Consultants Be Evaluated on Performance?
- Fundamentals on Defined Contribution Investing
- Trends in DC Plan Investments
- Strategic Asset Allocation
- Low-Volatility Equity Investing
- Emerging and Frontier Markets
- Real Estate Investing
- Strategic Asset Allocation
- Active vs. Passive Equity Investing
- Infrastructure—As an Investment

## Pension

- The Impact of Longer Life on Pension Funds
- Retirement Income of Today
- Retirement Education for Workers of All Ages
- Alternative Pension Plans
- Pension Plan Mergers
- Insolvency and Mass Withdrawals
- Financial and Actuarial Terms 101
- Pension Valuation Forecasts
- Creating a Funding Policy
- Partial Withdrawal Liability
- Changing Return Assumptions
- An Update: The Multiemployer Retirement Plan Landscape
- Defined Contribution Plan Common Practices

## Public Plans

- Revisiting Fiduciary Responsibilities in Public Sector Plans
- ACA: What Public Sector Employers Need to Do Now
- Bankruptcy and Its Implications to Pensions
- Legal and Regulatory Update
- How to Structure Good Governance
- Public Employee Retirement Plan Changes: Expectations and Results
- Public Plans' Use of Social Media

## Training and Education

- Trustees as Fiduciaries in Training Funds: What Does it Mean?
- Running Your JATC Like a Business
- Working With EBSA: Lessons Learned
- Creating a Meaningful Apprenticeship Experience
- Update on Regulations for Apprenticeship Plans

# Certificate of Achievement in Public Plan Policy (CAPPP®)—Part II



Saturday, October 11 | 8:00 a.m.-5:00 p.m. **and** Sunday, October 12 | 8:00 a.m.-4:00 p.m.  
*Specifically designed for public sector trustees*

## CAPPP® in Employee Health

Registration code: 1418H

## CAPPP® in Employee Pensions

Registration code: 1418P

The CAPPP program provides a solid knowledge base in the legal, legislative, plan design and fiduciary aspects of public sector benefit plans. Faculty is drawn from practitioners in the public sector who are well-acquainted with the real issues, allowing rich and current examples of actual situations. Class size is limited in order to foster a personal touch and comprehension. Part II can be taken before Part I.

### Who Should Attend

- Public sector benefit plan trustees at all levels of experience
- Representatives of public funds of various types, sizes and geographical areas who wish a high-level overview
- Individuals who need a comprehensive understanding of public employee plan management at the policy-making level

### Benefits of Attending

- Firsthand knowledge shared by leading consultants and practitioners in the public benefits field
- Valuable resource materials for future reference
- An educational benchmark of excellence for the public sector
- A way to test your knowledge through a take-home exam

### Earning a Certificate of Achievement

- Each certificate (Health and Pensions) is offered in two parts. The two-day courses can be taken independently or consecutively. In order to earn a certificate, attendees are required to pass two take-home exams (Part I and Part II).
- There is no time limit to complete the requirements for a particular Certificate of Achievement track. Certificates can be completed at your convenience.

### Take-Home Exams

- Exams are multiple-choice and based on the knowledge attendees have gained from the program. Exams will be distributed at the conclusion of each program.
- Candidates have 30 days to complete the exam and return it to the International Foundation for scoring.



*The CAPPP program not only provides an opportunity for those working in the pension arena to receive an unprecedented transfer of concentrated knowledge, it facilitates invaluable interaction with colleagues from across the country.*

**J. D. Greene**

Chief Financial Officer  
WV Consolidated Public Retirement Board



# New Trustees Institute

Saturday, October 11 | 8:00 a.m.-3:00 p.m. **and** Sunday, October 12 | 8:00 a.m.-3:00 p.m.

Registration code: PC15/PC16

Are you a trustee who has served for less than two years or has not previously attended an International Foundation program? As a new trustee, you now have the opportunity to focus your education to the role and experience level appropriate for your needs. Developed by active trustees, administrators and professional advisors, each session is designed to address the issues you face today and prepare you for what lies ahead.

## The Curriculum

The New Trustees Institute will focus on your role as a trustee, your understanding of the key issues in managing your pension and health and welfare funds, and the complexities of trust fund management and administration.

## Who Should Attend

Designed for trustees who have served for two years or less or who have not previously attended an International Foundation program, the New Trustees Institute is ideal for collective bargaining and other personnel who want a better understanding of their role and responsibilities in working with trustees.

## Why You Should Attend

- Learn from industry experts about the current state of affairs and the latest reform initiatives—Be prepared for what lies ahead.
- Network with peers who face similar challenges—Learn from their mistakes, benchmark your performance and gather workable ideas and solutions to implement.
- Bring home helpful resource materials to share with colleagues—From sample documents to checklists and case studies, the value of your attendance will continue long after you've left the program.
- Visit with service providers in the exhibit hall to explore valuable resources for your members.

## Certificate of Attendance

A certificate of attendance will be awarded to those participants who meet the attendance guidelines:

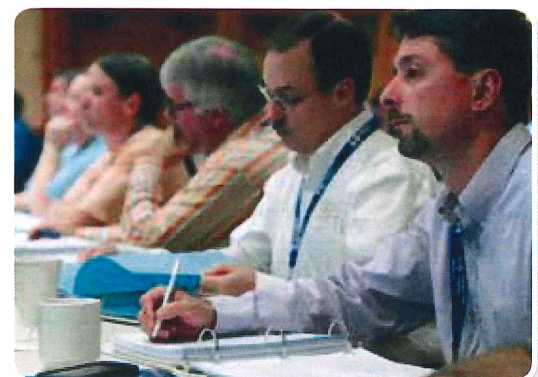
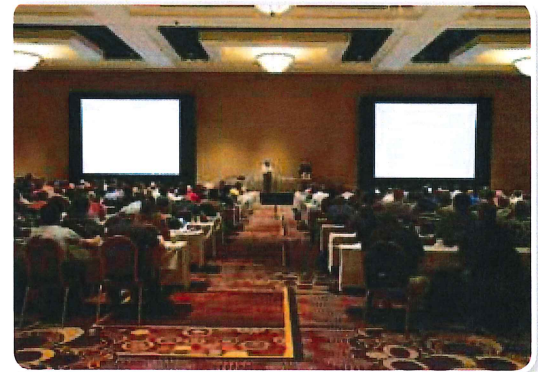
- Attendance at six (6) sessions is required.
- Attendance tickets will not qualify toward the main conference certificate of attendance.

*I would recommend this conference because it is very informative and basic enough for the inexperienced to understand.*

**Kelly D. Jones**

Labor Trustee

Plumbers & Pipefitters Local 189



# Administrators Masters Program (AMP®)

Saturday, October 11 | 7:30 a.m.-3:30 p.m. **and** Sunday, October 12 | 7:30 a.m.-3:30 p.m.



Registration code: 14E2

Intended for administrators who have five (5) or more years of experience in administering employee benefit plans—In order to make you more effective in your current role, the Administrators Masters Program (AMP) has been designed to help you develop proficiencies in leadership and management, communications and customer service, project management and strategic dialogue. The course is meant to stimulate and challenge administrators, administrative staff and representatives who provide services to multiemployer and public sector benefit plans.

## Why You Should Attend

- Develop leadership and management skills essential to the efficient and effective administration of the plans you serve.
- Apply learned knowledge and skills with your peers through participation in exercises, case studies and group activities.
- Dialogue on the industry's current issues, trends and best practices.
- Valuable written materials serve as an ongoing resource.
- Network with others who face similar challenges.

## Certificate of Achievement

- Candidates for the AMP must attend two (2) full days of classroom instruction along with three (3) specially designed sessions offered during the Annual Conference.
- Graduates of the AMP will receive a certificate of completion for your course work and a commemorative AMP pin.
- Graduates are welcome to attend any of the AMP graduate sessions designed NEW each year and offered at the Annual Conference.

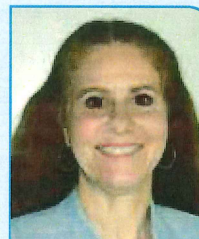


## Program Facilitators:



**Bill Croasmun**  
*Consultant, Foresight Alliance*

Dr. Croasmun helps organizations encounter the future so they can make better decisions in the present. He combines over 20 years of experience in technology leadership and management with a strong interest in nonprofit organizations and a love of workshop facilitation.



**Terry Grim**  
*Consultant, Foresight Alliance*

Ms. Grim, a professional futurist and strategist and certified project manager, is able to bring these disciplines together to help clients create effective plans and strategies toward their preferred future.

## AMP has three (3) tiers:

### Core Program

Enjoy a rapid learning experience that immediately improves your administrative skills and knowledge. Participants who complete the two-day preconference Core Program will receive a certificate of completion and a special AMP ribbon.

### Candidate Classes

Participants who have completed the two-day Core Program on Saturday and Sunday must attend three designated classes scheduled on Monday and Tuesday of the Annual Conference to complete the program and earn their AMP pin. Participants who attend these classes and earn their pins are considered graduates of AMP.

### Graduate Classes

Two exclusive (but optional) classes are scheduled on Tuesday of the Annual Conference. These sessions are open to both new and past graduates of AMP. Network with your peers and update your education each year by attending the graduate classes!

# Trustees Masters Program (TMP)

Saturday, October 11 | 7:30 a.m.-3:30 p.m. **and** Sunday, October 12 | 7:30 a.m.-3:30 p.m.

Registration code: 14D2



Designed by trustees and practitioners in the field for trustees who have five or more years of experience, the Trustees Masters Program (TMP) is the pinnacle event for advanced-level trustee networking and education. The program is for serious-minded trustees who want to think and act more boldly, systematically and proactively. The curriculum builds on trustees' existing knowledge base and experience through peer exchange and group exercises over an intensive two days. **Limited enrollment; register soon to reserve your spot!**

## Who Is Eligible to Participate?

The TMP is designed for experienced trustees who have five or more years of being a trustee and have attended at least two (2) International Foundation conferences.

## Why You Should Attend

- The program requires completion of a preconference survey, allowing for in-depth instruction and discussion of complex issues.
- The program features dynamic small-group-work exercises.
- Participants will receive practical takeaways including samples, action steps and checklists.
- TMP graduates gain exclusive entry into future TMP Leadership Summits.

## Certificate of Achievement

Prior to attending and participating in the entire Core Program, trustees must complete an online survey. The survey will be e-mailed to all registered participants of TMP in advance of the program.

- Candidates for the TMP must attend two (2) full days of classroom instruction along with three (3) specially designated sessions offered during the Annual Conference.
- Graduates of the TMP will receive a certificate of completion for course work and a commemorative TMP pin.
- Graduates are welcome to attend any of the TMP graduate sessions as well as the TMP Advanced Leadership Summit, designed NEW each year and offered at every Annual Conference.

## TMP has three (3) tiers:

### Core Program

- Attendance is required at the two-day Saturday and Sunday preconference preceding the opening of the Annual Conference.
- Earn a certificate of completion and a special TMP ribbon to wear on your badge for the duration of the conference and at all future conferences.
- Receive special recognition and prominent seating at the Annual Conference opening session.

### Candidate Classes

Complete the Core Program and attend two (2) designated classes scheduled on Monday of the Annual Conference to earn your TMP pin and be considered a TMP graduate!

### Graduate Classes

- Continue meeting and learning alongside experienced trustees by attending two (2) exclusive classes on Tuesday at the Annual Conference.
- The graduate sessions are newly designed each year and are open to this year's TMP graduates as well as past graduates. Grow your peer network of seasoned trustees by attending every year.

## Program Facilitators and Panelists:

TMP facilitators and panelists consist of seasoned labor and management trustees as well as accountants, attorneys, administrators and other professionals who currently serve multiemployer and public sector funds.



# TMP Advanced Leadership Summit

Sunday, October 12 | 8:00 a.m.-1:00 p.m.

# TMP

Registration code: 14D3

The TMP Advanced Leadership Summit is an exclusive program for trustees who have earned the TMP Certificate of Attendance and commemorative pin. The Summit offers an opportunity to further examine relevant topics critical to a fund's overall strategy. What will trustee leadership look like in the future? What are the challenges and prospective solutions for forward-thinking organizations? The topic focus of the TMP Advanced Leadership Summit changes each year to reflect the most essential issues facing trustees today. Attendees of the Summit will earn two tickets toward the main conference certificate of attendance.

## How to Develop Critical Thinking

Key leader attributes and traits include energy, assertiveness, conscientiousness and cognitive ability. Excellent leaders have to have good judgment about people, strategies, and dealing with the unexpected. In order to do this, excellent leaders have to be critical thinkers. Critical thinkers are deliberate and purposeful. They evaluate evidence and are skeptical. They are self-aware and spend time in reflection. The workshop will show to become a critical thinker who can analyze, evaluate, and then improve the problems that face your organization. Can critical thinking be developed? Absolutely!



## Key Topics That Will Be Covered

- What are the elements of critical thinking
- How to develop a checklist for reasoning
- How to build intellectual standards into your thinking
- What essential intellectual traits are part of critical thinking
- How a problem-solving template keeps you on track
- Outlining the stages of critical thinking
- Understanding the three implications of every decision
- Putting it all together for your new habits in critical thinking



## Program Facilitator:



**Moira J. Kelly**  
*President, Kelly Consulting LLC*

Ms. Kelly, "The Dispute Doctor™," is president of Kelly Consulting LLC, a firm that concentrates in consulting and training on dispute resolution, labor relations and organizational effectiveness. She has extensive experience in resolving organizational and dispute resolution problems within unionized and nonunionized firms. Ms. Kelly has been an effective mediator in hundreds of disputes, including cases concerning workplace issues, discrimination, labor contract interpretation, medical malpractice, wrongful death, special education and civil court subjects. She is a highly regarded trainer and speaker on a variety of organizational development and conflict management issues for all levels of audiences.

## Lifetime *Financial Planning* (for attendees under 50)

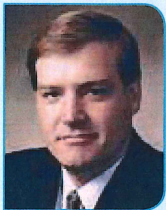
Sunday, October 12 | 8:00 a.m.-12:30 p.m.

Registration code: **PC30** Spouse/Guest registration code: **PC36**

Before and during retirement, you must make many financial and nonfinancial decisions that will affect your economic and retirement well-being. This midcareer financial planning program has been designed for attendees between the ages of 35 and 50, providing the head start essential to the planning process.

The Lifetime Financial Planning workshop will not only help you manage your personal financial plan and investments, but it will also teach you how to implement a program for your fund. This educational workshop offers useful timetables and checklists that will assist trustees and other multiemployer representatives in developing a financial planning program for fund participants with more than ten years until retirement.

### Workshop Leader:



#### **Kevin S. Seibert**

*Managing Director, International Foundation for Retirement Education*

Mr. Seibert is an accomplished financial planner and seminar leader who regularly speaks to audiences nationwide about financial and retirement planning. With more than 25 years of experience in retirement benefits, financial planning and financial education, Mr. Seibert's knowledge and dynamic presentation style make his presentations a worthwhile experience for all who attend.

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## Lifetime *Retirement Planning* (for attendees over 50)

Saturday, October 11 | 8:00 a.m.-1:00 p.m. **and** Sunday, October 12 | 8:00 a.m.-12:30 p.m.

Registration code: **PC53/54** Spouse/Guest registration code: **PC55/56**

Planning for your future begins today. If you are aged 50 or older, the Lifetime Retirement Planning workshop is a tremendously good use of your time. 2015 will bring more changes to the way you think and plan for retirement. Your multiemployer pension benefits could be reduced. Congress and the president want to reform Social Security and Medicare—How do you prepare for that? What market strategies make sense? Will you be dealing with an aging parent or an adult child as you approach retirement?

With its timely, practical content and comprehensive scope, the Lifetime Retirement Planning workshop is one of the most popular preconference programs. It provides the tools to help you navigate a stronger and more secure future.

### Workshop Leader:



#### **Rick Garnitz**

*President, LifeSpan Services, Inc.*

Since 1980, Mr. Garnitz has designed, developed and delivered seminars that take a generational approach to planning. He has been active with the International Foundation for over 30 years and is a frequent speaker for human resource and benefits organizations interested in increasing employee self-reliance during turbulent times. Mr. Garnitz is the author of *The Basic Principles: LifeSpan Financial Planning*, *Getting Started on the Right Foot*, *Mid-Career Planner* and *The Planning Companion*.

# Preconference Enrichment Workshops

Saturday, October 11 | 8:00 a.m.-1:00 p.m.

## STREZZ FREE: Frazzle-Free Surefire Solutions to De-Stressing and Balancing Your Life

Registration code: PC01

Stress. It can make you look decades older and shorten your life. Interestingly, during times of stress, it's even *more* important than ever to eat the right foods and exercise; yet, this is precisely when we eat and exercise the worst. While you've been told to "take a deep breath" and "think positively," you still need to go to work, get groceries, make dinner, do the laundry, complete house projects and exercise! Armed with a practical plan, you can most definitely take a deep breath and think positive thoughts. In other words, what you need is Zonya's frazzle-free secrets to de-stressing and balancing your life!



**Zonya Foco, RD, CHFI, CSP**  
*Registered Dietitian  
Certified Health and Fitness Instructor  
Zonya Health International*

## Building Authentic Relationships Across Differences

Registration code: PC03

We live in an increasingly globalized world with significant opportunities to connect with people who are different from ourselves in terms of background, language and culture. Some of these opportunities are incredibly exciting while others elicit a bit of apprehension. In this workshop we will address why "being the same" isn't the answer and how authenticity can be a bridge of connection to those who are different.



**Ashley Sherrill**  
*Communication Consultant  
LaughMore Consulting*

## Succession Planning and the New Generations

Registration code: PC05

How will the young generations of today emerge as the leaders of tomorrow? As the baby boomers edge toward retirement, they are being replaced by a cohort of contributors who have a different take on managing. *Succession Planning and the New Generations* is a unique program focused on how today's organizations can ensure tomorrow's success by integrating the aspirations of these young people with the wisdom of veteran managers. Based on extensive research and interviews, this program reveals the values and expectations of those who are beginning to assume responsibility in your funds and organizations.



**Robert Wendover**  
*Managing Director  
Center for Generational Studies*

## Conversations Under Pressure: Building Trust and Accountability

Registration code: PC07

People want to make relationships work with their managers, teams, and peers. They want to give formal and informal feedback that improves accountability, clarity and performance. They want to bring their ideas and concerns to the table regardless of who is in the room. To make relationships work, difficult conversations need to take place: giving feedback, championing an idea or holding someone accountable. Under the pressure to drive results, people often make these mistakes:

- They forget the importance of building trust in their relationships during day-to-day interactions.
- They find reasons not to have the conversations they know they need to have.
- They never really have the Last 8% Conversation™.

This program will arm you with insights and communication strategies that will enable you to have conversations that drive results and build trust, even in pressure-filled moments.



**Bill Benjamin**  
*CEO  
Institute for Health and Human Potential*

# Preconference Enrichment Workshops

Sunday, October 12 | 8:00 a.m.-1:00 p.m.

## Super Foods and Simple Moves to Make Your Energy and Health Soar

Registration code: PC02

Without a doubt, America is in a rut. A big, bad, addictive food-and-lack-of-movement rut, which is robbing us of energy, focus and health. In other words, our food and fitness flaws are making us sick, fat and tired. Thanks to this cultural nutrition and movement disorder, you probably know at least one colleague, friend or family member who has been given the diagnosis of type 2 diabetes, heart disease, cancer, osteoporosis or Alzheimer's. What can you do to break out of this pattern and avoid being next? In this workshop you will discover all the forgotten super foods, super supplements and simple moves that you can painlessly incorporate into your everyday life, breaking you free from addictive, life-stealing foods and sluggish activity. You'll learn how to boost your metabolism with desk-chair exercises while discovering how foods like wine and chocolate can be consumed daily as part of a healthy diet.



**Zonya Foco, RD, CHFI, CSP**  
*Registered Dietitian  
Certified Health and Fitness Instructor  
Zonya Health International*

## Constructive Approaches to Conflict Management

Registration code: PC04

The conflict beast is looming on the horizon... You are the last hope for peace in your personal kingdom. Do you slay the beast, only to find that it multiplies? Would you rather run for the hills and wait it out with much patience? Have you tried to negotiate with the beast, only to find that it would rather eat you alive instead?

At work and in our personal lives, encountering conflict is inevitable. While each of us has our preferred method of dealing with the ugly beast, no single approach will forever banish conflict from your kingdom. If you want to build skills to constructively manage any conflict at any time, this workshop is for you.



**Ashley Sherrill**  
*Communication Consultant  
LaughMore Consulting*

## Hey Dude: Managing Age Diversity in Today's Workplace

Registration code: PC06

How do you manage the generational diversity alive in your workplace? What impact does it have on your productivity and profits? How do you prepare for the next generation of professionals? That's what this program is all about! With four generations in the workplace, today's managers are juggling more issues than ever before. Managers complain about the arrogance, challenges to authority and work ethic of younger employees. Younger employees feel frustrated by older managers who are stuck in their ways and maintain the status quo. These and lots of other issues are addressed in this entertaining and insight-packed program.



**Robert Wendover**  
*Managing Director  
Center for Generational Studies*

## The Science of Leadership Under Pressure: Leveraging Emotional Intelligence

Registration code: PC08

Why do smart people fail? Why do technically brilliant individuals have trouble managing others and collaborating on a team? It is not because they lack intelligence or technical skills—far from it. What they lack is a critical level of emotional intelligence (EI) and the ability to manage their emotions and others' while under pressure.

This program will teach you the foundational principles and brain science of emotional intelligence (EI). You will become a student of human behavior: understanding what your brain does under pressure and how that affects your decision making and the impact you have on others. Learn how to manage your emotions in your most difficult moments, in order to perform and lead at your best and connect with others in a more meaningful way.



**Bill Benjamin**  
*CEO  
Institute for Health and Human Potential*

# Hotel Options

To receive the conference rate, reservations must be booked through the International Foundation. Visit [www.ifebp.org/bostonhotels](http://www.ifebp.org/bostonhotels) for complete hotel descriptions and rate/view options. Best available hotel will be assigned if necessary.

## Hotels currently available

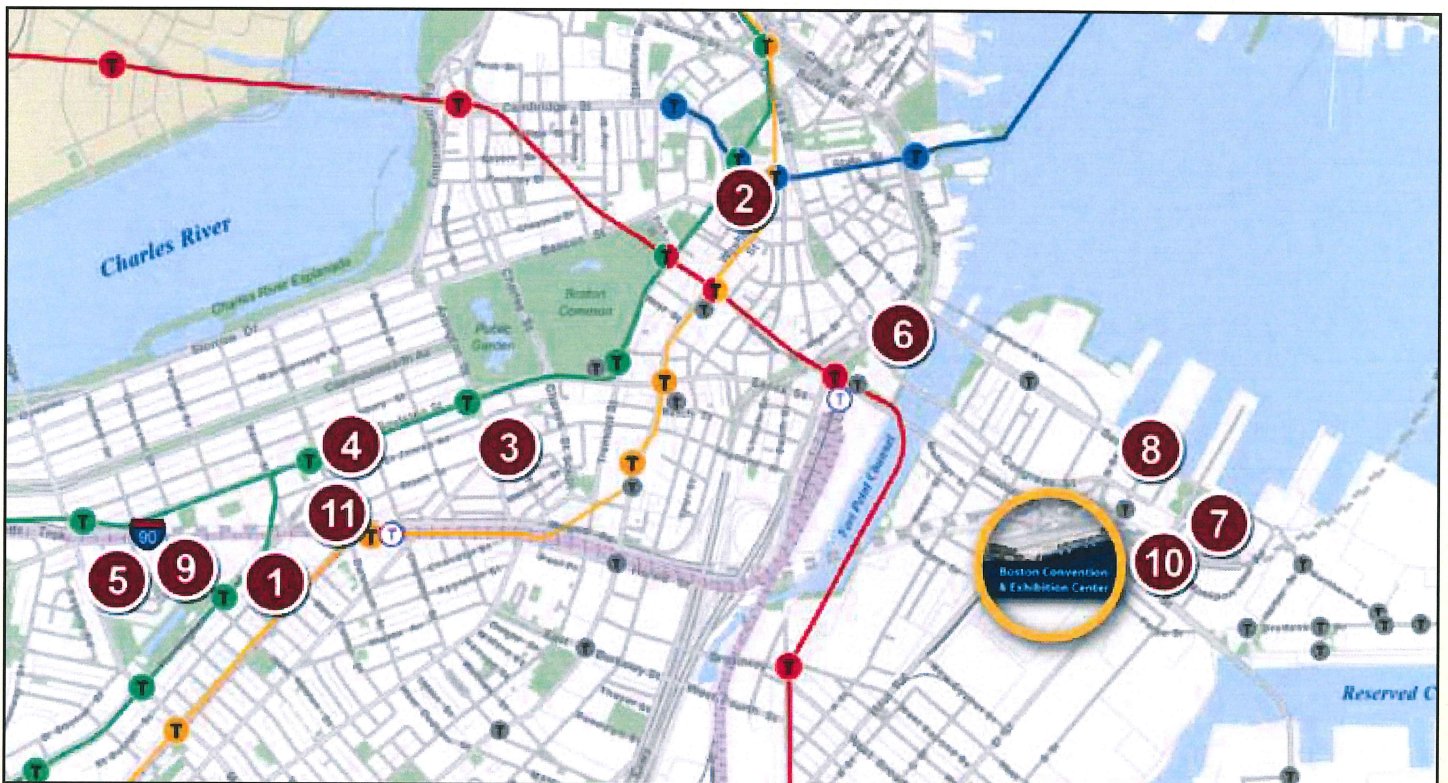
- 1 Boston Marriott Copley Place**  
\$279 Single/Double | I.F. Block 799  
1,097 rooms and 47 suites in 38 floors. Newly renovated guest rooms with complimentary health club. (2.0 miles)
- 5 Hilton Boston Back Bay**  
\$274 Single/Double | I.F. Block 214  
390 modern guest rooms in 26 floors. Complimentary 5,000-square-foot fitness center, cardio machines, heated indoor pool, spa tub, whirlpool and sundeck. (2.4 miles)
- 9 Sheraton Boston Hotel\***  
\$285 Single/Double | I.F. Block 849  
1,216 rooms in 29 floors; \$55 million recent renovations—indoor swimming pool, Sweet Sleeper beds, complimentary fitness center and complimentary Wi-Fi Internet. (2.4 miles)

\*Union properties  
Hotel tax is 14.45%.

## Hotels available for waitlist

E-mail the Registrations Department at [edreg@ifebp.org](mailto:edreg@ifebp.org) to be waitlisted.

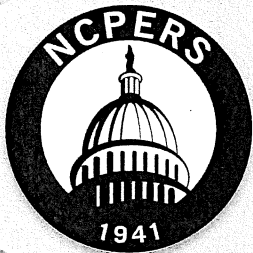
- 2 Boston Omni Parker House Hotel\***  
\$269 Single/Double | I.F. Block 224
- 3 Boston Park Plaza Hotel & Towers\***  
\$259 Single/Double | I.F. Block 649
- 4 Fairmont Copley Plaza Hotel\***  
\$310 Fairmont (1 Queen Bed) S/D  
\$340 Deluxe (1 King or 2 Doubles) S/D  
I.F. Block 100
- 6 InterContinental Boston\***  
\$325 Single/Double | I.F. Block 199
- 7 Renaissance Boston Waterfront Hotel\***  
\$287 Single/Double | I.F. Block 299
- 8 Seaport Hotel at Seaport World Trade Center**  
\$249 Single/Double | I.F. Block 199
- 10 Westin Boston Waterfront\***  
\$309 Single/Double | I.F. Block 599
- 11 Westin Copley Place Boston\***  
\$305 Single/Double | I.F. Block 549







*Meeting Date*  
06/11/14  
*Agenda Item*  
# 11f.



# SAVE THE DATE

## 2014 Public Safety Employee Pension & Benefits Conferenc

OCTOBER 26 – 29  
New Orleans, LA

**Registration opens in July!**

More information at  
[www.ncpers.org](http://www.ncpers.org)



The NCPERS Public Safety Employees Pension & Benefits Conference is dedicated to providing quality education that is specifically tailored for the unique needs and demands of public safety pensions. This conference provides an opportunity for attendees to exchange best practices information, increase their working knowledge, participate in engaging educational discussions and learn the latest strategies in investment and management.

Questions? Please contact us at 1-877-202-5706 or email [conferences@ncpers.org](mailto:conferences@ncpers.org).



## PRELIMINARY SCHEDULE OF EVENTS

### Sunday, October 26

3:00 pm – 5:30 pm Registration Opens  
 5:00 pm – 6:00 pm Welcoming Reception

### Monday, October 27

7:00 am – 8:00 am Breakfast  
 7:00 am – 1:00 pm Registration  
 8:00 am – 1:00 pm Exhibition  
 8:00 am – 1:30 pm General Session  
 5:00 pm – 6:00 pm Networking Reception

### Tuesday, October 28

7:00 am – 8:00 am Breakfast  
 7:00 am – 1:00 pm Registration  
 8:00 am – 1:00 pm Exhibition  
 8:00 am – 1:30 pm General Session  
 5:00 pm – 6:00 pm Networking Reception

### Wednesday, October 29

7:00 am – 8:00 am Breakfast  
 7:00 am – 1:00 pm Registration  
 8:00 am – 1:00 pm Exhibition  
 8:00 am – 1:30 pm General Session  
 1:00 pm – 1:30 pm Open Trustee Forum