



MINUTES

RETIREMENT BOARD MEETING MINUTES

REGULAR MEETING
October 25, 2017
9:00 a.m.

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

Present: Candace Andersen, Scott Gordon, Jerry Holcombe, Louie Kroll, Jay Kwon, David MacDonald, John Phillips, William Pigeon, Todd Smithey, Jerry Telles and Rusty Watts

Absent: Gabe Rodrigues

Staff: Gail Strohl, Chief Executive Officer; Christina Dunn, Deputy Chief Executive Officer; Karen Levy, General Counsel; Wrally Dutkiewicz, Compliance Officer; Anne Sommers, Administrative/HR Manager; and Colin Bishop, Member Services Manager

Outside Professional Support: None
Representing:

1. Pledge of Allegiance

Dutkiewicz led all in the *Pledge of Allegiance*.

Telles was present for subsequent discussion and voting.

2. Accept comments from the public

Jessica Irby, CCCERA Retirement Counselor III, asked for clarification on employees being able to attend the Board meeting during their breaks or using their accruals.

3. Approval of Minutes

It was M/S/C to approve the minutes of the August 23 and September 13, 2017 meeting. (Yes: Andersen, Gordon, Holcombe, MacDonald, Phillips, Smithey, Telles and Watts)

Pigeon was present for subsequent discussion and voting.

CLOSED SESSION

The Board moved into closed session pursuant to Govt. Code Section 54957.6 and 54956.9(d)(1).

The Board moved into open session.

4. There was no reportable action related to Govt. Code Section 54957.6.

5. There was no reportable action related to Govt. Code Section 54956.9(d)(1).

Andersen was no longer present for subsequent discussion and voting.

6. Presentation of classification and total compensation reports

Dunn provided the background of the classification and total compensation studies noting this is a presentation item and no action needs to be taken.

Katie Kaneko from Koff and Associates reviewed the classification and compensation studies that they completed for represented employees. She reported that in 2015 she conducted interviews with employees and developed draft descriptions. She reviewed the recommended changes to the job descriptions and classifications.

Kaneko reviewed the total compensation study including the comparative agencies noting that the published geographic factors from the economic research institute were included to adjust the cost of labor of the comparator agencies outside of the bay area. She reviewed the employer's costs that were included in total compensation. There was discussion on whether or not the retirement contribution was based on normal costs or if the UAAL was included. She stated they used a CalPERS formula which is an average statewide cost. She stated 5 classifications were benchmarked and noted that with benefits all classifications were over market. For the classifications they didn't benchmark, they use an internal alignment.

Dunn introduced Lisa Harlow, Business Agent for AFSCME Local 2700.

Harlow distributed a handout from AFSCME, Local 2700. She gave an overview of the concerns that the AFSCME Local 2700 had with the classification and compensation studies completed by Koff & Associates.

She noted the union is recommending CCCERA use data from Bay Area comparator agencies only and to not implement Koff & Associates proposed Salary Placement recommendations. She stated the union was unable to complete a compensation study since compensation consultants are not willing to work with unions.

In public comment, Lori Giacomelli, retired CCCERA employee, stated she retired 18 months ago because she felt there is a lack of support.

Gary Wayne, CCCERA employee, spoke against the Koff and Associates recommendations noting some of the participating employers CCCERA employees serve are paid more than CCCERA employees.

Nannette Mendoza, retired CCCERA employee, stated there have been changes in members of the Board and at CCCERA. She stated the work that is completed by employees of CCCERA is specialized therefore well-educated employees is important.

Gordon was no longer present for subsequent discussion and voting.

7. Consider and take possible action concerning the SACRS legislative proposal to be voted on at the November 2017 SACRS Conference

Levy reported the SACRS Legislative Committee is asking for support on their legislative proposal which would add a provision to the CERL defining "surviving spouse" to include only a spouse who is legally married to the member, is neither divorced nor legally separated from the member. She stated this proposal would provide clarity regarding whether a legally separated spouse qualifies for a survivor continuance as the member's surviving spouse.

It was M/S/C to direct the CCCERA Board voting delegate to vote in support of the 2017 SACRS legislative proposal at the November 2017 SACRS Conference. (Yes: Holcombe, Kwon, MacDonald, Phillips, Pigeon, Smithey, Telles and Watts)

8. Consider and take possible action on Board meeting schedule for 2018

Strohl presented the Board meeting schedule for 2018.

It was M/S/C to adopt the Board meeting schedule for 2018 as presented. (Yes: Holcombe, Kwon, MacDonald, Phillips, Pigeon, Smithey, Telles and Watts)

9. Consider authorizing the attendance of Board:

- a. It was M/S/C to authorize the attendance of 2 Board members at the Trustees' Roundtable, CALAPRS, October 27, 2017, San Jose, CA. (Yes: Holcombe, Kwon, MacDonald, Phillips, Pigeon, Smithey, Telles and Watts)
- b. It was M/S/C to authorize the attendance of 4 Board members at the Legislative Conference, NCPERS, January 28-30, 2018, Washington, DC. (Yes: Holcombe, Kwon, MacDonald, Phillips, Pigeon, Smithey, Telles and Watts)

10. Miscellaneous

- (a) Staff Report –

None

- (b) Outside Professionals' Report -

None

- (c) Trustees' comments –

Telles reported on the CRCEA 2017 Fall Conference he attended.

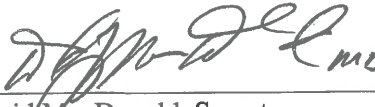
MacDonald stated he appreciated employees attending and speaking at the meeting. He acknowledged Strohl's management style noting it is very collaborative and inclusive. He reported on the IFEBP 63rd Annual Employees Benefits Conference stating there were some very interesting presentations.

Pigeon stated he feels it is important to take care of employees as he is an employee as well as an employer on this board and thanked the employees of CCCERA for the work they do. He noted he expected a study from Koff and Associates and a study from the union to be presented but that was not what was presented.

It was M/S/C to adjourn the meeting. (Yes: Holcombe, Kwon, MacDonald, Phillips, Pigeon, Smithey, Telles and Watts)



Todd Smithey, Chairman



David MacDonald, Secretary