

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

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November 5, 2008

The Board of Retirement met in regular session at 9:00 a.m. on Wednesday, November 5, 2008 in the Conference Room of the Contra Costa County Employees' Retirement Association, 1355 Willow Way, Suite 221, Concord, CA.

Present: Richard Cabral, Dave Gaynor, Brian Hast, Jerry Holcombe, William J. Pollacek, Jerry Telles, and Maria Theresa Viramontes.

Staff: Marilyn Leedom, Retirement Chief Executive Officer; Rick Koehler, Retirement Accounting Manager; Kathy Somsen, Retirement Benefits Manager; Toni Warren, Retirement Administration Manager; Karen Levy, Counsel

Outside Professional Support: Representing:
Bob Helliessen Milliman
Rebecca Byrnes County Counsel

Other Attendees:

Tracy Kroll	Contra Costa County Employees' Retirement Association (CCCERA) Staff
Joelle Luhn	CCCERA Staff
Luz Casas	CCCERA Staff
Margie Breen	CCCERA Staff
Gayle Cruz	CCCERA Staff
Bruce Lawson	Fox Lawson & Associates
Nancy Austin	CCCERA Staff
Janet Kutrowski	CCCERA Staff
Craig Bowen	San Ramon Valley Fire Protection District

1. Pledge of Allegiance

Telles led all in the *Pledge of Allegiance*.

2. Public Comment

No members of the public offered comment.

3. Janet Kutrowski, 15 Year Service Award

Hast congratulated CCCERA employee Janet Kutrowski on the occasion of her 15th Anniversary and thanked her for her years of dedicated service to the Retirement Association.

4. Nancy Austin, 10 Year Service Award

Hast congratulated CCCERA employee Nancy Austin on the occasion of her 10th Anniversary and thanked her for her years of dedicated service to the Retirement Association.

5. Approval of Minutes

After adding "Stocks Plus" after "PIMCO" in the first sentence on Page 6, it was **M/S/C** to approve the minutes of the October 16, 2008 meeting, as amended. (Yes: Cabral, Gaynor, Hast, Holcombe, Pollacek, Telles, Viramontes)

6. Routine Items

It was **M/S/C** to approve the routine items of the November 5, 2008 meeting. (Yes: Cabral, Gaynor, Hast, Holcombe, Pollacek, Telles, Viramontes)

The Board moved into closed session pursuant to Govt. Code Section 54957 to consider the Medical Advisor and or staff's recommendation regarding disability retirement applications.

The Board moved into open session.

7. Disability Retirements

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

(a) Debra Meier Service Connected (Yes: Cabral, Gaynor, Hast, Holcombe, Pollacek, Telles, Viramontes)

8. Gloria Alejandre

It was **M/S/C** to accept counsel's recommendation to grant Gloria Alejandre a service connected disability retirement. (Yes: Cabral, Gaynor, Hast, Holcombe, Pollacek, Telles, Viramontes)

9. Fox Lawson & Associates Report - Bruce Lawson

Lawson began by noting as requested by CCCERA, Fox Lawson & Associates has completed the compensation and benefits analysis of selected jobs within CCCERA using published salary surveys, including the recently completed 2008 CALAPRS Survey. The purpose of the analysis is to provide guidance regarding market competitive salary ranges for individual jobs.

He noted public and private data were analyzed along with compensation and supplemental benefits to achieve total compensation. He then reviewed the data sources used in the study, including the CALAPRS survey, Watson Wyatt data and a 2008 Mercer study.

Lawson discussed the targeted counties used in the study. The comparative job descriptions must have a minimum of a 70% job match. The study reviews job

descriptions in detail and chooses the jobs with significantly similar duties, noting it is impossible to get a 100% match.

He reviewed geographic adjustments, noting that not only are geographic markets are different across the nation; they also differ within specific labor markets. Geographic differential factors were collected by referencing the Economic Research Institute's Geographic Difference Reference Report. This geographic differential factor reflects wage and salary differentials by each geographic location. The different geographic locations and equivalents used for the study were discussed, including primary urban cities.

There was discussion on attracting high-end employees, applying the study to all CCCERA personnel, the different levels of employees involved, and the differences in structure of salary ranges for upper-level management as opposed to represented employees.

Board members discussed forming an ad-hoc committee with three Board members to discuss the study and return to the full Board with a recommendation. It was the consensus of the Board, since no action was included on this agenda, to agendize this item for action at a future Board Meeting

Board members commended Lawson and his firm for providing an excellent report.

10. SACRS Legislative Proposals

The three SACRS legislative proposals and one placer holder bill were discussed individually. It was **M/S/C** to support all three SACRS legislative proposals and the placer holder bill. (Yes: Gaynor, Hast, Holcombe, Pollacek, Telles, and Viramontes; Abs: Cabral)

11. Conference Seminar Attendance

- (a) It was **M/S/C** to authorize the attendance of up to four Board members or appropriate staff at the 2009 Legislative Conference, NCPERS, February 1 -3, 2009, Washington, DC. (Yes: Cabral, Gaynor, Hast, Holcombe, Pollacek, Telles, and Viramontes)

12. Miscellaneous

- (a) Staff Report - Leedom discussed the agenda for the upcoming Fall SACRS Conference, noting the report from R.V. Kuhns may not be presented at the business meeting on Friday during the conference due to the major changes in the market since June 30. Trustees discussed interest in obtaining the report for comparison purposes. Pollacek stated he will need the Kuhns report for bond rating.

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Leedom noted she has information on the National Institute on Retirement, a new nation-wide organization. Discussion on membership for this organization will be included on the December agenda.

(b) Outside Professionals' Report - Nothing further to report.

(c) Trustees' Comments - None



Brian Hast, Chairman



Jerry Telles, Secretary

Vice Chair