



AGENDA

RETIREMENT BOARD MEETING

REGULAR MEETING

July 13, 2022, 9:00 a.m.

The Board of Retirement will hold its meeting via teleconferencing as permitted by Government Code Section 54953(e). The meeting is accessible telephonically at 669-900-6833, Webinar ID: 879 7523 7719, Passcode: 428077, or via the web at:

<https://us06web.zoom.us/j/87975237719?pwd=NHJDdml2SXBSdUIORFR2cVNnQ1Y3UT09>

Passcode: 428077

Persons who wish to address the Board of Retirement during public comment may call in during the meeting by dialing the phone number and passcode above. Access via Zoom is also available at the weblink above. To indicate you wish to speak during public comment, please select *9 on your phone or “raise your hand” in the Zoom app.

Public comments are limited to any item that is within the subject matter jurisdiction of the Board of Retirement. Comments will be received in real time via telephone or Zoom, subject to a three-minute time limit per speaker.

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

1. Pledge of Allegiance.
2. Roll Call.
3. Board Reorganization:
 - a. Election of Chair (Gordon, incumbent).
 - b. Election of Vice-Chair (MacDonald, incumbent).
 - c. Election of Secretary (Holcombe, incumbent).
4. Accept comments from the public.
5. Approve minutes from the June 8, 2022 meeting.

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.

6. Approve the following routine items:
 - a. Certifications of membership.
 - b. Service and disability allowances.
 - c. Death benefits.
 - d. Investment liquidity report.

7. Accept the following routine items:
 - a. Disability applications and authorize subpoenas as required.
 - b. Investment asset allocation report.

CLOSED SESSION

8. The Board will go into closed session pursuant to Govt. 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. Herman Barnes	Service Connected	Service Connected
b. Isaac Cortes	Service Connected	Service Connected
c. William Fiore	Service Connected	Service Connected
d. Leah Marchese	Service Connected	Service Connected

9. 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. *Nowicki v. CCCERA, et al.*, Contra Costa County Superior Court, Case No. C17-01266
 - b. *Wilmot v. CCCERA, et al.*, Contra Costa County Superior Court, Case No. N22-0302
 - c. *CCCERA, et al. v. Valeant Pharms. Int'l, Inc., et al.*, United States District Court, New Jersey (3:17-cv-12088)

10. The Board will continue in closed session pursuant to Govt. Code Section 54956.9(d)(2) to confer with legal counsel regarding potential litigation (one case).

11. CONFERENCE WITH LABOR NEGOTIATOR
(Government Code Section 54957.6)

Agency designated representative:
Joe Wiley, CCCERA's Chief Negotiator

Unrepresented Employee: Chief Executive Officer

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OPEN SESSION

12. Consider and take possible action to adopt the contribution rates for the period July 1, 2022 – June 30, 2023 for the Contra Costa County Fire Protection District.
13. Consider and take possible action to add CCCERA staffing:
 - a. Cancel the Administrative/Human Resources Manager classification (currently vacant), establish classifications for Human Resources Manager and Administrative Services Manager; change the Administrative/Human Resources Supervisor classification to Human Resources Coordinator; and
 - b. Amend Attachment A of Resolution 2022-1 with the updated position information.
14. Consider and take possible action to authorize the Board to conduct teleconference meetings under Government Code section 54953 (e) and to make related findings.
15. Consider authorizing the attendance of Board:
 - a. IFEBP Trustees Masters Program, October 22-23, 2022, Las Vegas, NV.
 - b. IFEBP 68th Annual Employee Benefits Conference, October 23-26, Las Vegas, NV. (Note: Conflict with meeting)
16. 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.



RETIREMENT BOARD MEETING MINUTES

REGULAR MEETING
June 8, 2022
9:00 a.m.

The Board of Retirement meeting was accessible telephonically at (669) 900-6833, Webinar ID 811 9772 0927 Passcode 879812, as permitted by Government Code Section 54953(e).

1. Pledge of Allegiance

The Board and staff joined in the *Pledge of Allegiance*.

2. Roll Call

Present: Candace Andersen, Donald Finley, Scott Gordon, Jerry Holcombe, Louie Kroll, Jay Kwon, David MacDonald, John Phillips, Mike Sloan and Russell Watts.

Absent: Dennis Chebotarev

Staff: Gail Strohl, Chief Executive Officer; Christina Dunn, Deputy Chief Executive Officer; Karen Levy, General Counsel; Tim Price, Chief Investment Officer; Tim Hoppe, Retirement Services Manager and Jasmine Lee, Member Services Manager.

Outside Professional Support:

Jesse Rivera
Andy Yeung
KC
Piyush Jain
Subodh Murthi
Vivian Shultz

Representing:

Segal Company
Segal Company
Sagitec
Sagitec
Sagitec
Law Offices of Vivian Shultz

3. Accept comments from the public

No member of the public offered comment.

4. Approval of Routine Items

It was **M/S/C** to approve the routine items of the June 8, 2022 Board meeting. (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, MacDonald, Phillips and Watts)

5. Acceptance of Routine Items

It was **M/S/C** to accept the routine items of the June 8, 222 Board meeting. (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, MacDonald, Phillips and Watts)

CLOSED SESSION

The Board moved into Closed Session pursuant to Govt. Code Sections 54957 and 54957.6.

The Board moved into open session.

6. It was **M/S/C** to accept the Medical Advisor's recommendation and grant the following disability benefits:
 - a. Marc Weber – Service Connected (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, Phillips and Watts; No: MacDonald).
 - b. Teresa Carrillo – Non-Service Connected (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, MacDonald, Phillips and Watts)

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

8. **Consider and take possible action to authorize the CEO to execute a Dissolving and Successor District Agreement.**

It was **M/S/C** to Authorize the CEO to execute a Dissolving and Successor District Agreement. (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, MacDonald, Phillips and Watts)

9. Pension administration system project update:
 - a. Update from staff – Strohl gave an update on the project.
 - b. Presentation from Segal – Jesse Rivera from Segal Company will be taking the place of Sue Ziegler in this project. Rivera gave an update on the project.
 - c. Presentation from Sagitec – Piyush Jain (CEO), Subodh Murthi (Pension Unit Manager) and KC (Project Manager). KC reviewed additional project details including project performance.

10. **Consider and take possible action to amend the Declining Employer Payroll Actuarial Funding Policy**

It was **M/S/C** to amend the Declining Employer Payroll Actuarial Funding Policy. (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, MacDonald, Phillips and Watts).

11. **Consider and take possible action to authorize the CEO to execute a contract with Koff & Associates for a total compensation study for unrepresented employees**

It was **M/S/C** to authorize the CEO to execute a contract with Koff & Associates for a total compensation study for unrepresented employees. (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, MacDonald, Phillips and Watts)

12. Presentation of 2021 CCCERA budget vs. actual expenses report

Gudino presented the 2021 CCCERA budget vs. actual expenses report.

13. Consider authorizing the attendance of Board:

- a. There was no action taken on this item.
- b. It was **M/S/C** to authorize the attendance of 3 Board members at the NASRA Annual Conference, August 8-10, 2022, Long Beach, ca. (Yes: Andersen, Finley, Gordon, Holcombe, Kroll, MacDonald, Phillips and Watts).

Finley was no longer present for subsequent discussions and voting

- c. It was **M/S/C** to authorize the attendance of 2 Board members at the NCPERS 2022 Public Pension Funding Forum, August 21-23, 2022, Los Angeles, CA. (Yes: Andersen, Gordon, Holcombe, Kroll, MacDonald, Phillips, Sloan and Watts).
- d. It was **M/S/C** to authorize the attendance of 2 Board members at the SCCE 21st Annual Compliance & Ethics Institute, October 16-19, 2022, Phoenix, AZ or October 16-19, 2022, Virtual. (Yes: Andersen, Gordon, Holcombe, Kroll, MacDonald, Phillips, Sloan and Watts).

14. Miscellaneous

- a. Staff Report – Strohl provided an update on the pension administration project.
Price announced CCCERA has successfully concluded the recruitment for the Senior Investment Officer.
- b. Outside Professionals - None
- c. Trustee' comments – Gordon acknowledged the Board's commitment to the pension administration project.

It was **M/S/C** to adjourn the meeting. (Yes: Andersen, Gordon, Holcombe, Kroll, MacDonald, Phillips Sloan and Watts)

Scott Gordon, Chairman

Jerry R. Holcombe, Secretary

CERTIFICATION OF MEMBERSHIPS

<i>Name</i>	<i>Employee Number</i>	<i>Tier</i>	<i>Membership Date</i>	<i>Employer</i>
Agboma, Kizito	91951	P5.2	05/01/22	Contra Costa County
Alejandrino, Maria Isabelita	82485	P5.2	05/01/22	Contra Costa County
Bisson, Bianca	91957	P5.2	05/01/22	Contra Costa County
Blanc, David	88969	P5.2	05/01/22	Contra Costa County
Bracy, Charles	91898	P5.2	05/01/22	Contra Costa County
Brueheim, Mary	89920	P5.2	05/01/22	Contra Costa County
Burton, Shelby	87577	P5.2	05/01/22	Contra Costa County
Chan, Stephanie	81398	S/C	05/01/22	Contra Costa County
Chauhan, Mukesh	83070	P5.2	05/01/22	Contra Costa County
Clugston, Emily	88977	P5.2	05/01/22	Contra Costa County
Coats, Maria	91799	P5.2	05/01/22	Contra Costa County
Corral, Destiny	91912	P5.2	05/01/22	Contra Costa County
Cortez, Alma	91855	P5.2	05/01/22	Contra Costa County
Cuartas, Konni	91910	P5.2	05/01/22	Contra Costa County
Cunningham, John	91928	P5.2	05/01/22	Contra Costa County
Dalmacio, Michelle	91663	P5.2	05/01/22	Contra Costa County
Davis, Lissette	51691	P5.2	05/01/22	Contra Costa County
Demonteverde, Joyce	90057	P5.2	05/01/22	Contra Costa County
Dixon, Sukari	D9500	P5.3	05/01/22	Contra Costa County Superior Courts
Elder, Brian	91963	S/C	05/01/22	Contra Costa County
Ferrer, Mary Jane	91497	P5.2	05/01/22	Contra Costa County
Gabriele, Emilia	81159	P5.2	05/01/22	Contra Costa County
Garcia, Cecilia	91886	P5.2	05/01/22	Contra Costa County
George-Oden, Jannel	88126	P5.2	05/01/22	Contra Costa County
Gonzales, Zhyphrys	91914	P5.2	05/01/22	Contra Costa County
Grenier, Jaime	D9500	P5.3	05/01/22	Contra Costa County Superior Courts
Griglock, David	91911	P5.2	05/01/22	Contra Costa County
Hansen, Eileen	D3406	P4.3	05/01/22	Central Contra Costa Sanitary District
Heredia, Eric	89553	P5.2	05/01/22	Contra Costa County
Hobley, Ebony	91880	P5.2	05/01/22	Contra Costa County
HollandBerry, Elizabeth	78808	P5.2	05/01/22	Contra Costa County
James, Ronald	91859	P5.2	05/01/22	Contra Costa County
Jefferson, Tiffany	89764	P5.2	05/01/22	Contra Costa County
Kimball, Glenn	91865	P5.2	05/01/22	Contra Costa County
Kubasak, Daniel	D9500	P5.3	05/01/22	Contra Costa County Superior Courts
Kuntz, Paul	91926	P5.2	05/01/22	Contra Costa County
Lansang, Kelsey	D3406	P4.3	05/01/22	Central Contra Costa Sanitary District
Lara-Lemus, Maria	91776	P5.2	05/01/22	Contra Costa County
Leach, Alycia	88256	P5.2	05/01/22	Contra Costa County
Lei, Van	87240	P5.2	05/01/22	Contra Costa County

Key:

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

CERTIFICATION OF MEMBERSHIPS

<i>Name</i>	<i>Employee Number</i>	<i>Tier</i>	<i>Membership Date</i>	<i>Employer</i>
Lin, Kuei-Han	85274	P5.2	05/01/22	Contra Costa County
Long, Camille	86524	P5.2	05/01/22	Contra Costa County
Lopez, Alissa	91857	P5.2	05/01/22	Contra Costa County
Lowry, Morgan	D3406	P4.3	05/01/22	Central Contra Costa Sanitary District
Macapinlac, Michael	D9500	P5.3	05/01/22	Contra Costa County Superior Courts
Manzano, Margie	91884	P5.2	05/01/22	Contra Costa County
Marquez-Suarez, Nancy	91888	P5.2	05/01/22	Contra Costa County
Martin, Kegan	91888	P5.2	05/01/22	Contra Costa County
May, Nicholas	91956	P5.2	05/01/22	Contra Costa County
McFarland, Kiana	91894	P5.2	05/01/22	Contra Costa County
Meireles, Maria	91924	P5.2	05/01/22	Contra Costa County
Mone, Madonna	90420	P5.2	05/01/22	Contra Costa County
Nix, Carmen	90170	P5.2	05/01/22	Contra Costa County
Nunez, Sandra	89952	P5.2	05/01/22	Contra Costa County
Parra, Silvia	90844	P5.2	05/01/22	Contra Costa County
Patino, Christine	88042	P5.2	05/01/22	Contra Costa County
Pawar, Pavneet	89998	P5.2	05/01/22	Contra Costa County
Peralta, Nolan	90072	P5.2	05/01/22	Contra Costa County
Perdomo, Emilio	91858	P5.2	05/01/22	Contra Costa County
Perelman, Vivian	91941	P5.2	05/01/22	Contra Costa County
Perez, Evelyn	D9500	P5.3	05/01/22	Contra Costa County Superior Courts
Perez, Maira	86604	P5.2	05/01/22	Contra Costa County
Peterson, Katherine	85324	P5.2	05/01/22	Contra Costa County
Pineda, Vanessa	90882	P5.2	05/01/22	Contra Costa County
Pinon-Cheek, Adrianna	88586	P5.2	05/01/22	Contra Costa County
Quintero, Vanesa	75772	P5.2	05/01/22	Contra Costa County
Reano, Christine	90543	P5.2	05/01/22	Contra Costa County
Renjifo, Gabriela	91881	P5.2	05/01/22	Contra Costa County
Rikli, Bryan	91863	P5.2	05/01/22	Contra Costa County
RiveraDeCouture, Monica	91869	P5.2	05/01/22	Contra Costa County
Robinson, Elissa	77509	P5.2	05/01/22	Contra Costa County
Saephan, Nai	91777	P5.2	05/01/22	Contra Costa County
Sanchez, Oscar	91895	P5.2	05/01/22	Contra Costa County
Saporito, Angela	91933	P5.2	05/01/22	Contra Costa County
Scarbrough, Adam	91780	P5.2	05/01/22	Contra Costa County
Singh, Anantbir	91944	P5.2	05/01/22	Contra Costa County
Sinn, Serena	91875	P5.2	05/01/22	Contra Costa County
Sobrevilla, Alex	90945	PE.2	05/01/22	Contra Costa County
Srivastav, Shivani	90901	P5.2	05/01/22	Contra Costa County
Stuart, Marla	91856	P5.2	05/01/22	Contra Costa County

Key:

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

CERTIFICATION OF MEMBERSHIPS

<i>Name</i>	<i>Employee Number</i>	<i>Tier</i>	<i>Membership Date</i>	<i>Employer</i>
Sullivan, Melissa	91523	P5.2	05/01/22	Contra Costa County
Tekleabib, Elizabeth	91961	P5.2	05/01/22	Contra Costa County
Toscano Peregrina, Yanira	87656	P5.2	05/01/22	Contra Costa County
Weisinger, Alexandra	91873	P5.2	05/01/22	Contra Costa County
Wong, Chi Hou	88714	P5.2	05/01/22	Contra Costa County
Wong, Daryl	91882	P5.2	05/01/22	Contra Costa County
Wong, Steven	91820	P5.2	05/01/22	Contra Costa County
Wright, Michael	91896	PE.2	05/01/22	Contra Costa County
Yang, Henry	91889	P5.2	05/01/22	Contra Costa County
Yanovsky, Maksim	D9500	P5.3	05/01/22	Contra Costa County Superior Courts
Zhan, Jia	91915	P5.2	05/01/22	Contra Costa County
Zhou, Zhiming	91890	PE.2	05/01/22	Contra Costa County

Key:

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

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>
Lee, Cheryl	91674	P5.2	III	03/01/22	Contra Costa County	Reciprocity Established, Age & Tier Change

Key:

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

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

Meeting Date
07/13/2022
Agenda Item
#6b.

Service and Disability Retirement Allowances:

<u>Name</u>	<u>Number</u>	<u>Effective Date</u>	<u>Option Type</u>	<u>Tier</u>	<u>Selected</u>
Aguilar, Hortencia	53172	01/31/22	SR	III	Unmodified
Austin, Susan	76194	03/31/22	SR	III	Unmodified
Bachmann, Edward	79411	02/26/22	SR	PEPRA 5.3	Unmodified
Barnard, Robert	55818	02/01/22	SR	II and III	Option 2
Bergman, Kevin	74468	12/01/21	SR	III	Unmodified
Bondoc, Danilo	84227	02/01/22	SR	PEPRA 5.2	Unmodified
Brashem, Kevin	D7274	02/10/22	SCD	Safety D	Unmodified
Brown, Michael	52143	03/01/22	SR	Safety A	Unmodified
Call, Amy	D7830 A/P	01/01/22	SR	I, II and III	Option 2
Call, John	D7830	02/17/22	SR	I, II and III	Unmodified
Cervantes, Michael	51130	02/25/22	SR	II and III	Option 2
Corrie, Bartholomew	D7830	01/15/22	SR	Safety A	Unmodified
Crawford, Jeana	79789	01/24/22	SR	PEPRA 5.3	Unmodified
Cruz, Nora	56750	01/31/22	SR	II and III	Unmodified
Doser, Joseph	49516	03/01/22	SR	I	Unmodified
Doyle, Owen	D7830	01/27/22	SR	Safety A	Unmodified
Dunmore, Barbara	79624	02/01/22	SR	PEPRA 5.3	Unmodified
England, Tricia	55425	01/28/22	SR	II and Safety A	Unmodified
Espinosa, Laura	D9500	03/01/22	SR	II and III	Unmodified
Farr, Anntheia	49417	03/30/22	SR	III	Unmodified
Farase, Roy	62834	01/30/22	SR	II and III	Unmodified
Farnitano, Christopher	48789	03/01/22	SR	III	Unmodified
Ferrante, Mary Ann	D9990	01/18/22	SR	I	Unmodified
Gonsalves, Josephine	62348	02/01/22	SR	II and III	Unmodified
Gratis, Mark	D3406	01/25/22	SR	I	Unmodified
Hamiter, Ronald	65871	02/01/22	SR	II and III	Unmodified
Hampton, Pamela	46670	06/23/21	SR	II and III	Option 3
Hansen-Smith, Karen	47654	02/01/22	SR	II and III	Unmodified
Hegney, Julie	D7830	03/16/22	SR	Safety A	Unmodified
Jones, Darrell	D7830	12/30/21	SR	I and Safety A	Unmodified
Kingsbury, Deborah	51812	02/24/22	SR	I	Unmodified
Llorente, Rolando	74124	01/29/22	SR	III	Unmodified
Marchitiello, Nancy	65779	02/26/21	SR	II and III	Unmodified
Moreno, Peter	65320	03/12/22	SR	Safety A	Unmodified

<u>Option Type</u>	<u>Tier</u>
NSP = Non-Specified	I = Tier I
SCD = Service Connected Disability	II = Tier II
SR = Service Retirement	III = Tier III
NSCD = Non-Service Connected Disability	S/A = Safety Tier A
* = County Advance Selected w/option	S/C = safety Tier C
	Pepra 4.2 = Pepra Tier 4 (2% COLA)
	Pepra 4.3 = Pepra Tier 4 (3% COLA)
	Pepra 5.2 = Pepra Tier 5 (2% COLA)
	Pepra 5.3 = Pepra Tier 5 (3% COLA)
	S/D = Pepra Safety Tier D
	S/E = Pepra Safety Tier E

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

<u>Name</u>	<u>Number</u>	<u>Effective Date</u>	<u>Option Type</u>	<u>Tier</u>	<u>Selected</u>
Mottier, Yves	72125	01/15/22	SR	III	Option 1
Nestore, Toni	51296	03/01/22	SR	III	Unmodified
Nishi, Carl	54778	02/14/22	SR	III	Unmodified
Ong, Hydee	46142	01/31/22	SR	II and III	Unmodified
Pedone, Christine	37562	01/14/22	SR	III	Unmodified
Recalde, Maria	78269	01/10/22	SR	PEPRA 5.3	Unmodified
Rhodes, RoseAnn	68911	02/18/22	SR	III	Unmodified
Rogers, Becky	75437	03/01/22	SR	III	Unmodified
Schwertscharf, Kathi	54975	03/31/22	SR	III	Unmodified
Sciortino, Michael	D7830	03/31/22	SR	Safety A	Option 2
Smith, Cynthia	74531	02/01/22	SR	III	Unmodified
Tamargo, Jeremy	D3301	02/04/22	SR	III	Unmodified
Thompson, Dina	D9500	03/01/22	SR	II and III	Unmodified
Viera, John	D7830	03/12/22	SR	Safety A	Unmodified
Walker, Tracey	48200	03/29/22	SR	II and III	Unmodified
Washington, Linda	82359	03/31/22	SR	PEPRA 5.2	Unmodified
Williams, D. Michelle	46631	03/01/22	SR	II and III	Unmodified

Option Type

NSP = Non-Specified
 SCD = Service Connected Disability
 SR = Service Retirement
 NSCD = Non-Service Connected Disability
 * = County Advance Selected w/option

Tier

I = Tier I
 II = Tier II
 III = Tier III
 S/A = Safety Tier A
 S/C = safety Tier C
 Pepra 4.2 = Pepra Tier 4 (2% COLA)
 Pepra 4.3 = Pepra Tier 4 (3% COLA)
 Pepra 5.2 = Pepra Tier 5 (2% COLA)
 Pepra 5.3 = Pepra Tier 5 (3% COLA)
 S/D = Pepra Safety Tier D
 S/E = Pepra Safety Tier E

CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

Meeting Date
07/13/2022
Agenda Item
#6c.

Deaths:

<u>Name</u>	<u>Date of Death</u>	<u>Employer as of Date of Death</u>
Becks, Godfrey	06/08/22	Contra Costa County
Biros, Joseph	04/27/22	Contra Costa County
Brown, Yvonne	06/11/22	Contra Costa County
Dalisay, Nancy	03/22/22	Contra Costa County
Davi, Stephen	06/23/22	Contra Costa County
Estes, Lela	06/21/22	Contra Costa County
Fay, Nicole	06/04/22	Contra Costa County
Fegan, Elizabeth	06/23/22	Contra Costa County
Forman, Michael	06/20/22	Contra Costa County
Gardner, Alice	08/11/21	Contra Costa County
Gedko, Alvina	05/28/22	City of Pittsburg
Gregg, Carolyn	05/16/22	Central Contra Costa Sanitary District
Kuevor, Emma	05/26/22	Contra Costa County
Lasater, Paul	06/16/22	Contra Costa County
Lowe, Karen	02/10/22	Contra Costa County
Maldonado, Hazel	06/09/22	Contra Costa County
Quach, Nancy	06/06/22	Contra Costa County
Smith, Mary L.	06/10/22	Contra Costa County
Stroh, Patricia	06/20/22	Contra Costa County
Thomas, Joan	06/19/22	Housing Authority
Waddell, Nancy	05/17/22	Contra Costa County



Meeting Date
07/13/2022
Agenda Item
#6d.

**Contra Costa County Employees' Retirement Association
Liquidity Report – May 2022**

May 2022 Performance

	Cash Flow	Coverage Ratio
Benefit Cash Flow Projected by Model	\$48,000,000	
Liquidity Sub-Portfolio Cash Flow	\$48,000,000	100%
Actual Benefits Paid	\$47,975,103	100.1%
<i>Next Month's Projected Benefit Payment</i>	<i>\$48,250,000</i>	

Monthly Manager Positioning – May 2022

	Beginning Market Value	Liquidity Program Cash Flow	Market Value Change/Other Activity	Ending Market Value
Sit	\$507,888,938	(\$8,750,000)	\$2,842,564	\$501,981,503
DFA	\$273,478,547	(\$4,500,000)	\$1,816,694	\$270,795,241
Insight	\$543,530,934	(\$34,750,000)	\$1,837,881	\$510,618,815
Liquidity	\$1,324,898,419	(\$48,000,000)	\$6,497,139	\$1,283,395,558
Cash	\$463,040,475	\$24,897	(\$15,157,521)	\$447,907,852
Liquidity + Cash	\$1,787,938,894	(\$47,975,103)	(\$8,660,382)	\$1,731,303,410

Functional Roles

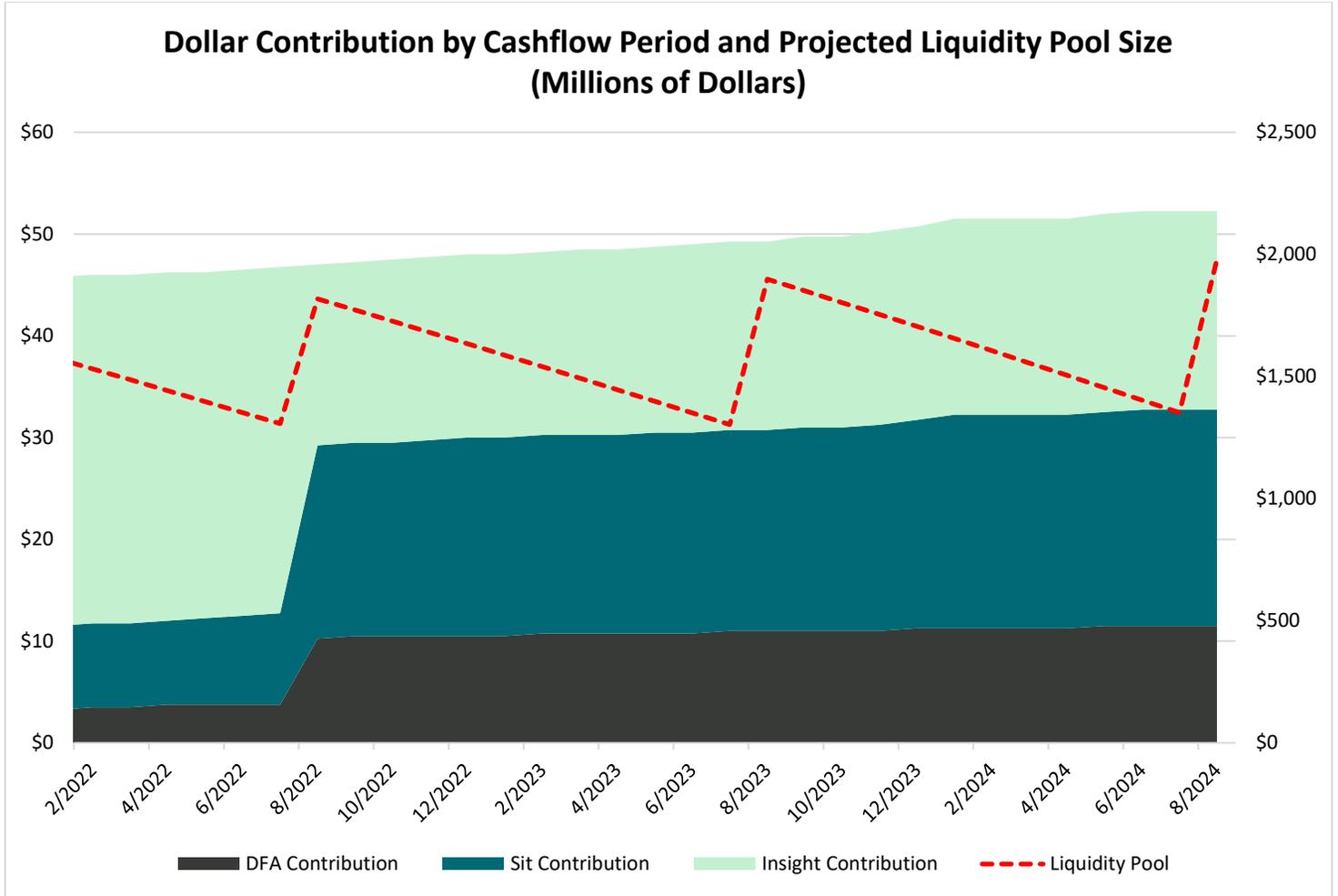
Manager	Portfolio Characteristics	Liquidity Contribution
Sit	High quality portfolio of small balance, government guaranteed mortgages with higher yields.	Pays out net income on monthly basis.
DFA	High quality, short duration portfolio of liquid, low volatility characteristics.	Pays out a pre-determined monthly amount. DFA sources liquidity from across their portfolio.
Insight	Buy and maintain (limited trading) portfolio of high quality, short duration, primarily corporates.	Completion portfolio makes a payment through net income and bond maturities that bridges the gap between other managers and projected payment.
Cash	STIF account at custodial bank.	Buffer in the event of any Liquidity shortfall/excess.

Notes

The fifth cash flow for 2022 from the liquidity program was completed on May 23rd. The actuarial model cash flow was higher than actual experience, producing \$25 thousand more than the actual benefits paid.

Cash Flow Structure

The chart below shows the sources of cash flow for the next three years of CCCERA’s projected benefit payments. This table will change slightly as the model is tweaked and as the portfolios receive new rounds of funding each July as part of the Annual Funding Plan.



CONTRA COSTA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

Meeting Date
07/13/2022
Agenda Item
#7a.

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>
None			

<u>Option Type</u>	<u>Tier</u>
NSP = Non-Specified	I = Tier I
SCD = Service Connected Disability	II = Tier II
SR = Service Retirement	III = Tier III
NSCD = Non-Service Connected Disability	S/A = Safety Tier A
* = County Advance Selected w/option	S/C = safety Tier C
	Pepra 4.2 = Pepra Tier 4 (2% COLA)
	Pepra 4.3 = Pepra Tier 4 (3% COLA)
	Pepra 5.2 = Pepra Tier 5 (2% COLA)
	Pepra 5.3 = Pepra Tier 5 (3% COLA)
	S/D = Pepra Safety Tier D
	S/E = Pepra Safety Tier E

Contra Costa County Employees' Retirement Association
Asset Allocation as of May 31, 2022

Meeting Date
07/13/2022
Agenda Item
#7b.

Liquidity	Market Value	Percentage of Total Fund	Current Target* Percentage	Current Target Over/(Under)	Long Term Target	Long Term Over/(Under)
Sit	501,981,503	4.7%	7.0%	-2.3%		
Dimensional Fund Advisors	270,795,241	2.6%	4.0%	-1.4%		
Insight	510,618,815	4.8%	7.0%	-2.2%		
Total Liquidity	1,283,395,558	12.1%	18.0%	-5.9%	17.0%	-4.9%
		Range				
		11-22%				
Growth						
Domestic Equity						
Boston Partners	409,223,094	3.9%	4.0%	-0.1%		
Jackson Square	238,128,290	2.3%	4.0%	-1.7%		
BlackRock Index Fund	557,125,508	5.3%	5.0%	0.3%		
Emerald Advisers	200,779,374	1.9%	1.5%	0.4%		
Ceredex	191,297,033	1.8%	1.5%	0.3%		
Total Domestic Equity	1,596,553,298	15.1%	16.0%	-0.9%	13.0%	2.1%
Global & International Equity						
Pyrford (Columbia)	475,916,044	4.5%	4.0%	0.5%		
William Blair	427,983,555	4.0%	4.0%	0.0%		
First Eagle	505,977,956	4.8%	4.5%	0.3%		
Artisan Global Opportunities	479,095,388	4.5%	4.5%	0.0%		
PIMCO/RAE Emerging Markets	361,799,876	3.4%	4.0%	-0.6%		
TT Emerging Markets	355,042,649	3.4%	4.0%	-0.6%		
Total Global & International Equity	2,605,815,468	24.7%	25.0%	-0.3%	19.0%	5.7%
Private Equity**						
Private Credit	1,453,051,289	13.7%	11.0%	2.7%	18.0%	-4.3%
Real Estate - Value Add	911,672,586	8.6%	8.0%	0.6%	13.0%	-4.4%
Real Estate - Opportunistic & Distressed	222,011,503	2.1%	4.0%	-1.9%	5.0%	-2.9%
Real Estate - REIT	363,651,630	3.4%	4.0%	-0.6%	5.0%	-1.6%
Adelante	97,233,060	0.9%	2.0%	0.1%	0.0%	2.1%
Invesco	122,997,600	1.2%				
High Yield (Allianz)	170,204,473	1.6%	2.0%	-0.4%	0.0%	1.6%
Risk Parity			3.0%	1.2%	3.0%	1.2%
AQR GRP EL	206,470,022	2.0%				
PanAgora	239,069,406	2.3%				
Total Other Growth Assets	3,786,361,569	35.8%	34.0%	1.8%	44.0%	-8.2%
Total Growth Assets	7,988,730,335	75.6%	75.0%	0.6%	76.0%	-0.4%
		Range				
		65-85%				
Risk Diversifying						
AFL-CIO	236,777,658	2.2%	2.5%	-0.3%	2.5%	-0.3%
Acadian MAARS	259,200,882	2.5%	1.5%	1.0%	1.5%	1.0%
Sit LLCAR	276,031,076	2.6%	1.5%		1.5%	
Wellington Real Total Return	114,127	0.0%	0.0%			
Total Risk Diversifying	772,123,742	7.3%	7.0%	0.3%	7.0%	0.3%
		Range				
		0% - 10%				
Cash and Overlay						
Overlay (Parametric)	78,518,567	0.7%		0.7%		
Cash	447,907,852	4.2%		4.2%		
Total Cash and Overlay	526,426,418	5.0%	0.0%	5.0%	0.0%	5.0%
Total Fund	10,570,676,053	100%	100%		100%	

*Current targets and ranges reflect asset allocation targets accepted by the Board on April 28, 2021 (BOR Resolution 2021-4).

**Private Equity long-term target includes Real Assets/Infrastructure (see Asset Allocation Mix 5 adopted December 9, 2020).

Private Market Investments
As of May 31, 2022

REAL ESTATE - Value Add

	Inception Date	Target Termination	# of Extension	Discretion by GP/LP	New Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
Invesco IREF III	08/01/13	08/01/20				35,000,000	0	0.00%	
Invesco IREF IV	12/01/14	12/01/21				35,000,000	2,964,661	0.03%	4,453,599
Invesco IREF V	09/11/18	09/11/25				75,000,000	77,068,008	0.73%	19,389,232
Long Wharf FREG IV	08/14/13	09/30/21				25,000,000	1,526,886	0.01%	
Long Wharf FREG V	10/31/16	09/30/24				50,000,000	31,859,328	0.30%	
Long Wharf LREP VI	02/05/20	02/05/28				50,000,000	27,471,921	0.26%	18,083,557
LaSalle Income & Growth Fund VI	01/31/12	01/31/19				75,000,000	20,208,434	0.19%	3,946,000
LaSalle Income & Growth Fund VII	10/31/16	09/30/24				75,000,000	60,912,265	0.58%	5,859,352
						630,000,000	222,011,503	2.10%	51,731,741
Outstanding Commitments							51,731,741		
Total							273,743,244		

REAL ESTATE -Opportunistic & Distressed

	Inception Date	Target Termination	# of Extension	Discretion by GP/LP	New Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
DLJ Real Estate Capital Partners, L.P. III	06/30/05	06/30/14	in full liq.			75,000,000	15,678,712	0.15%	4,031,338
DLJ Real Estate Capital Partners, L.P. IV	12/31/07	09/30/18				100,000,000	51,726,883	0.49%	1,876,084
DLJ Real Estate Capital Partners, L.P. V	07/31/13	12/31/22				75,000,000	30,601,388	0.29%	5,089,595
DLJ Real Estate Capital Partners, L.P. VI	02/28/19	01/31/29				50,000,000	22,014,741	0.21%	21,346,526
Oaktree Real Estate Opportunities Fund V	02/01/11	02/01/21				50,000,000	1,213,282	0.01%	25,750,000
Oaktree Real Estate Opportunities Fund VI	09/30/13	09/30/20				80,000,000	25,861,783	0.24%	18,400,000
Oaktree Real Estate Opportunities Fund VII	02/28/15	02/28/23				65,000,000	49,913,265	0.47%	16,120,000
PCCP Equity IX	04/11/22	04/01/30				75,000,000	23,801,564	0.23%	51,198,436
Siguler Guff Distressed Real Estate Opp. Fund	07/30/11	07/30/22				75,000,000	19,264,136	0.18%	5,625,000
Siguler Guff Distressed Real Estate Opp. Fund II	08/31/13	08/31/25				70,000,000	39,550,639	0.37%	8,015,000
Siguler Guff Distressed Real Estate Opp. II Co-Inv	01/31/16	10/31/25				25,000,000	12,433,306	0.12%	4,462,138
Paulson Real Estate Fund II	11/10/13	11/10/20				20,000,000	16,633,599	0.16%	654,377
Angelo Gordon Realty Fund VIII	12/31/11	12/31/18				80,000,000	15,333,535	0.15%	12,334,302
Angelo Gordon Realty Fund IX	10/10/14	10/10/22				65,000,000	39,624,797	0.37%	7,572,500
						905,000,000	363,651,630	3.44%	182,475,296
Outstanding Commitments							182,475,296		
Total							546,126,926		

PRIVATE CREDIT

	Inception Date	Target Termination	# of Extension	Discretion by GP/LP	New Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
Torchlight Debt Opportunity Fund III	09/30/08	06/30/16	2nd 1 YR	LP	06/30/18	75,000,000	0	0.00%	0
Torchlight Debt Opportunity Fund IV	08/01/12	08/30/20				60,000,000	9,122,501	0.09%	0
Torchlight Debt Opportunity Fund V	12/31/14	09/17/22				75,000,000	9,058,928	0.09%	15,000,000
Angelo Gordon Energy Credit Opportunities	09/10/15	09/10/20				16,500,000	3,887,741	0.04%	2,319,783
CCCERA StepStone	12/01/17	11/30/27				1,170,000,000	889,603,416	8.42%	431,649,509
						1,524,500,000	911,672,586	8.62%	448,969,292
Outstanding Commitments							448,969,292		
Total							1,360,641,878		

**Private Market Investments
As of May 31, 2022**

PRIVATE EQUITY	Inception Date	Target Termination	# of Extension	Discretion by GP/LP	New Target Termination	Funding Commitment	Market Value	% of Total Asset	Outstanding Commitment
Adams Street Partners	12/22/95	12/22/25				269,565,614	172,429,596	1.63%	20,267,580
Adams Street Secondary II	12/31/08	12/31/20				30,000,000	4,070,660	0.04%	1,635,000
Adams Street Secondary V	10/31/12	10/31/22				40,000,000	14,422,092	0.14%	9,154,125
Adams Street Venture Innovation Fund	03/09/16	03/09/28				75,000,000	211,850,261	2.00%	8,962,500
AE Industrial Partners Fund II	05/18/18	05/18/28				35,000,000	51,700,141	0.49%	9,036,153
Bay Area Equity Fund	06/14/04	12/31/14	2nd 2 YR	LP	12/31/2017	10,000,000	1,237,972	0.01%	0
Bay Area Equity Fund II	2/29/09	12/31/19				10,000,000	18,634,998	0.18%	0
Carpenter Community BancFund	10/31/09	10/31/19				30,000,000	0	0.00%	0
EIF USPF II	06/15/05	06/15/15	3rd 1 YR	LP	06/15/18	50,000,000	2,931,943	0.03%	0
EIF USPF III	02/28/07	02/28/17	1st 1 YR	LP	02/28/18	65,000,000	1,980,467	0.02%	0
EIF USPF IV	06/28/10	06/28/20				50,000,000	23,894,606	0.23%	4
Ares EIF V	09/09/15	11/19/25				50,000,000	33,526,687	0.32%	6,194,129
Genstar Capital Partners IX	02/18/19	02/18/29				50,000,000	65,695,903	0.62%	6,482,943
Genstar Capital Partners X	04/01/21	04/01/31				42,500,000	8,102,275	0.08%	34,944,248
GTCR VIII	10/27/20	12/31/36				50,000,000	15,488,684	0.15%	37,570,000
Hellman & Friedman Capital Partners	05/10/21	05/10/31				75,000,000	41,768,289	0.40%	34,117,819
Leonard Green - Green Equity Investors IX	03/01/22	02/28/32				60,000,000	0	0.00%	0
Leonard Green - Jade Equity Investors II	03/01/22	02/28/32				15,000,000	0	0.00%	0
Oaktree Private Investment Fund 2009	02/28/10	12/15/19				40,000,000	464,381	0.00%	6,308,961
Ocean Avenue Fund II	05/07/14	05/07/24				30,000,000	29,922,931	0.28%	3,000,000
Ocean Avenue Fund III	12/09/15	12/09/25				50,000,000	54,261,818	0.51%	4,000,000
Paladin III	08/15/08	08/15/18				25,000,000	16,392,209	0.16%	419,157
Pathway	11/09/98	05/31/21				125,000,000	4,423,238	0.04%	10,614,246
Pathway 2008	12/26/08	12/26/23				30,000,000	20,198,679	0.19%	2,790,312
Pathway 6	05/24/11	05/24/26				40,000,000	44,076,354	0.42%	3,690,212
Pathway 7	02/07/13	02/07/23				70,000,000	88,335,928	0.84%	5,362,302
Pathway 8	11/23/15	11/23/25				50,000,000	82,224,749	0.78%	5,013,852
Siguler Guff CCCERA Opportunities	06/03/14	05/31/25				200,000,000	151,068,966	1.43%	29,597,500
Siguler Guff Secondary Opportunities	12/31/16	12/31/26				50,000,000	0	0.00%	0
Siris Partners IV	05/18/18	05/18/28				35,000,000	37,957,011	0.36%	8,845,760
TA XIV	05/27/21	05/27/31				50,000,000	13,500,000	0.13%	36,500,000
TPG Healthcare Partners, L.P.	06/27/19	06/27/29				24,000,000	13,874,874	0.13%	13,110,866
Trident VIII, L.P.	05/24/19	05/24/29				40,000,000	49,047,017	0.46%	3,785,168
Trident IX, L.P.	09/17/21	09/17/31				50,000,000	0	0.00%	50,000,000
Real Assets									
Aether III & III Surplus	11/30/13	11/30/20				75,000,000	62,835,207	0.59%	2,995,390
Aether IV	01/01/16	01/01/28				50,000,000	58,926,264	0.56%	4,103,494
Commonfund Capital Natural Resources IX	06/30/13	06/30/20				50,000,000	37,492,843	0.35%	3,225,007
Wastewater Opportunity Fund	12/31/15	11/30/22				25,000,000	20,314,246	0.19%	1,204,775
						2,111,065,614	1,453,051,289	15.38%	312,931,503
Outstanding Commitments							312,931,503		
Total							1,765,982,792		

Market value equals the most recent reported net asset value, plus capital calls after net asset value date, less distributions after net asset value date.
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
07/13/2022
Agenda Item
#12

MEMORANDUM

Date: July 13, 2022
To: CCCERA Board of Retirement
From: Gail Strohl, Chief Executive Officer
Subject: Consider and take possible action to adopt revised employer contribution rates for the period July 1, 2022-June 30, 2023 for Contra Costa County Fire Protection District.

Background

On June 30, 2022, CCCERA received a \$3,344,436.71 prepayment of the Unfunded Actuarial Accrued Liability (UAAL) from East Contra Costa County Fire Protection District. In accordance with CCCERA's Actuarial Funding Policy, employer contribution rate reductions resulting from additional employer UAAL payments are applied "starting on July 1 following receipt of the payment." Effective July 1, 2022, this District was annexed into the Contra Costa County Fire Protection District. The enclosed letter from Segal Consulting illustrates the revised employer contribution rates, effective July 1, 2022, taking into account this prepayment.

Recommendation

Consider and take possible action to adopt revised employer contribution rates for the period July 1, 2022-June 30, 2023 for Contra Costa County Fire Protection District.



Andy Yeung, ASA, MAAA, FCA, EA
 Vice President & Actuary
 T 415.263.8283
 ayeung@segalco.com

180 Howard Street
 Suite 1100
 San Francisco, CA 94105-6147
 segalco.com

Via Email

July 5, 2022

<p><i>Meeting Date</i> 07/13/2022 <i>Agenda Item</i> #12</p>

Gail Strohl
 Chief Executive Officer
 Contra Costa County Employees' Retirement Association
 1200 Concord Avenue, Suite 300
 Concord, CA 94520

**Re: Contra Costa County Employees' Retirement Association (CCCERA)
 Revised 2022/2023 Employer Contribution Rates Reflecting \$3,344,436.71
 Prepayment Towards Unfunded Actuarial Accrued Liability (UAAL) for Cost Groups
 #5 and #8 and After Annexation with East Contra Costa Fire Protection District**

Dear Gail:

In our letter dated May 10, 2022, we provided our recommended 2022/2023 Fiscal Year employer and member contribution rates, based on the December 31, 2020 valuation, for the East Contra Costa Fire Protection District (East Fire) effective July 1, 2022.

We have received information from CCCERA regarding East Fire's prepayment of \$3,344,436.71 made on June 30, 2022 towards their December 31, 2020 UAAL. It is our understanding that the prepayment would be used to reduce the UAAL contribution rate for Cost Groups #5 and #8 effective July 1, 2022. As directed by CCCERA, the prepayment was allocated in proportion to East Fire's UAAL in Cost Groups #1 and #13 as of December 31, 2020 prior to the annexation with Contra Costa County Fire Protection District (Con Fire).¹

Allocation of Prepayment Amount to Cost Group #5 and Cost Group #8

	General (Cost Group #5)	Safety (Cost Group #8)	Total
1. UAAL as of December 31, 2020 ²	\$336,751	\$5,262,005	\$5,598,756
2. Percentage of total UAAL	6.01%	93.99%	100.00%
3. Allocated Prepayment	\$201,159	\$3,143,278	\$3,344,437

In order to determine the reduction in the UAAL, we have discounted the allocated prepayments back to the December 31, 2020 valuation date using the 7.0% investment return assumption applied in the December 31, 2020 valuation. The discounted prepayments were then amortized

¹ Prior to the annexation with Con Fire, General East Fire members were enrolled in Cost Group #1 and Safety East Fire members were enrolled in Cost Group #13.
² Determined in the annexation letter dated May 10, 2022.

over an 18-year period as level percent of pay credits. The credits were then divided by the payrolls from Cost Groups #5 and #8 (after the annexation) as determined in the December 31, 2020 valuation. The resulting percentage represents the reduction in each membership group's UAAL contribution rate effective July 1, 2022.

The revised 2022/2023 Fiscal Year employer contribution rates for Cost Groups #5 and #8 after applying the UAAL rate reductions are shown in Exhibit A.

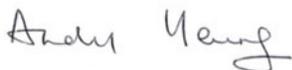
Actuarial Assumptions

These calculations are based on the December 31, 2020 actuarial valuation results including the participant data, actuarial assumptions, methods, and models on which that valuation was based, with the exception of any changes discussed herein. That valuation and these calculations were completed under the supervision of Andy Yeung, ASA, MAAA, FCA and Enrolled Actuary.

The undersigned is a member of the American Academy of Actuaries and meets the qualification requirements to render the actuarial opinion contained herein.

Please let us know if you have any questions.

Sincerely,



Andy Yeung, ASA, MAAA, FCA, EA
Vice President & Actuary

AW/bbf
Enclosures (5724330)

cc: Christina Dunn

Employer Contribution Rates for General Cost Group #5 After Annexation and After Reflecting UAAL Prepayment

**December 31, 2020 Actuarial Valuation³
Recommended Rates for FY 2022-23**

General Cost Group #5	Basic	COLA	Total	Estimated Annual Dollar Amount
CCCFPD General Tier 1				
Normal Cost	14.61%	3.90%	18.51%	\$740,647
UAAL	<u>11.41%</u>	<u>8.46%</u>	<u>19.87%</u>	<u>795,062</u>
Total Contribution	26.02%	12.36%	38.38%	\$1,535,709
CCCFPD General Tier 4 (3% COLA)				
Normal Cost	9.85%	3.30%	13.15%	\$90,523
UAAL	<u>11.41%</u>	<u>8.46%</u>	<u>19.87%</u>	<u>136,766</u>
Total Contribution	21.26%	11.76%	33.02%	\$227,289
CCCFPD General Tier 4 (2% COLA)				
Normal Cost	10.25%	2.29%	12.54%	\$358,791
UAAL	<u>11.41%</u>	<u>8.46%</u>	<u>19.87%</u>	<u>568,515</u>
Total Contribution	21.66%	10.75%	32.41%	\$927,306

The projected compensations for General East Fire and General Con Fire as of December 31, 2020 are as follows:

	Projected Compensation
East Fire General Tier 1	\$71,739
Con Fire General Tier 1	\$3,929,580
East Fire General Tier 4 (3% COLA)	\$421,810
Con Fire General Tier 4 (3% COLA)	\$266,496
East Fire General Tier 4 (2% COLA)	\$0
Con Fire General Tier 4 (2% COLA)	<u>\$2,861,175</u>
Total	\$7,550,800

³ The Basic Normal Cost and UAAL rates shown include an explicit administrative expense load of 0.49% and 0.16% of payroll, respectively.

Employer Contribution Rates for Safety Cost Group #8 After Annexation and After Reflecting UAAL Prepayment

**December 31, 2020 Actuarial Valuation⁴
Recommended Rates for FY 2022-23**

Safety Cost Group #8	Basic	COLA	Total	Estimated Annual Dollar Amount
Safety Tier A				
Normal Cost	22.86%	7.37%	30.23%	\$10,526,051
UAAL	<u>10.90%</u>	<u>26.36%</u>	<u>37.26%</u>	<u>12,973,142</u>
Total Contribution	33.76%	33.73%	67.49%	\$23,499,193
Safety Tier D				
Normal Cost	12.28%	5.06%	17.34%	\$458,151
UAAL	<u>10.90%</u>	<u>26.36%</u>	<u>37.26%</u>	<u>984,842</u>
Total Contribution	23.18%	31.42%	54.60%	\$1,442,993
Safety Tier E				
Normal Cost	12.01%	3.30%	15.31%	\$1,716,983
UAAL	<u>10.90%</u>	<u>26.36%</u>	<u>37.26%</u>	<u>4,178,627</u>
Total Contribution	22.91%	29.66%	52.57%	\$5,895,610

The projected compensations for Safety East Fire and Safety Con Fire as of December 31, 2020 are as follows:

	Projected Compensation
East Fire Safety Tier A	\$3,412,105
Con Fire Safety Tier A	\$31,405,776
East Fire Safety Tier D	\$663,783
Con Fire Safety Tier D	\$1,979,379
East Fire Safety Tier E	\$0
Con Fire Safety Tier E	\$11,214,780
Total	\$48,675,823

⁴ The Basic Normal Cost and UAAL rates shown include an explicit administrative expense load of 0.49% and 0.16% of payroll, respectively.

Via Email

May 10, 2022

Gail Strohl
Chief Executive Officer
Contra Costa County Employees' Retirement Association
1200 Concord Avenue, Suite 300
Concord, CA 94520

**Re: Contra Costa County Employees' Retirement Association (CCCERA)
Revised 2022/2023 Employer and Member Contribution Rates for Contra Costa
County Fire Protection District in Cost Groups #5 and #8 After Annexation with
East Contra Costa Fire Protection District**

Dear Gail:

We have been requested by CCCERA to recalculate the 2022/2023 Fiscal Year employer and member contribution rates, based on the December 31, 2020 valuation, for the Contra Costa County Fire Protection District (Con Fire) in Cost Groups #5 and #8 after the annexation with East Contra Costa Fire Protection District (East Fire). In addition, we have also been requested to determine the asset and liability information for members of East Fire that are included in the original Cost Groups #1 and #13 using the December 31, 2020 valuation results.

A discussion of the methodology we have used in preparing the calculation is provided in this letter. The recalculated 2022/2023 Fiscal Year employer and member contribution rates for Cost Groups #5 and #8 are provided in the attached Exhibits.

Background

On March 9, 2022, Local Agency Formation Commissions (LAFCO) approved the annexation of East Fire into Con Fire effective on July 1, 2022. As a result, we understand employees of East Fire will become employees of Con Fire effective July 1, 2022. We further understand the assets and liabilities associated with East Fire will become those of Con Fire on the annexation date.

Prior to the annexation, Safety Con Fire and Safety East Fire are in Cost Group #8 and Cost Group #13, respectively, where they are the sole employers of the members in the two Cost Groups.¹ However, while General Con Fire is the sole employer of the members in Cost

¹ Prior to the December 31, 2019 valuation, Safety members from East Fire were pooled with Safety members from Con Fire in Cost Group #8. Effective with the December 31, 2019 valuation, the Board took action upon a request made by East Fire to depool Safety members of East Fire from Cost Group #8 and to move those members into a new Cost Group #13.

Group #5, General East Fire members are a part of Cost Group #1 pooled with members from other employers in that Cost Group.²

The Cost Group assignments for East Fire and Con Fire members before and after the annexation are summarized in the table below.

Cost Group Assignments Before and After Annexation

	Before Annexation		After Annexation
	East Fire	Con Fire	
General Members	Cost Group #1	Cost Group #5	Cost Group #5
Safety Members	Cost Group #13	Cost Group #8	Cost Group #8

Calculations

Because the annexation effective date is July 1, 2022, the transfer of assets and liabilities associated with the combination of East Fire with Con Fire will not be reflected until the December 31, 2021 valuation, which sets the contribution rates for the 2023/2024 Fiscal Year after the annexation occurs. The employer and member contribution rates as calculated in the December 31, 2020 valuation (for the 2022/2023 Fiscal Year) were determined when East Fire and Con Fire members were in separate Cost Groups. In order to develop the contribution rates for the two employers combined for the 2022/2023 Fiscal Year, we have calculated the employer and member contribution rates using the method described below.

The pooling methods used in the ongoing December 31, 2020 valuation that we have also applied in preparing this letter implicitly assume that there is no difference in membership demographic for the members employed by the different employers in the same cost group. Besides assuming that the employer and member normal cost rates for General East Fire are the same as those determined in the December 31, 2020 valuation for Cost Group #1,³ we have allocated the Cost Group #1 Unfunded Actuarial Accrued Liability (UAAL) to General East Fire based on the East Fire’s active member payroll in proportion to the total active payroll for all members in Cost Groups #1 and #2. Under this method, there will be no impact on the employer and member contribution rates previously determined and approved by the Board in the December 31, 2020 valuation for the other 11 employers with members enrolled in Cost Group #1 and Cost Group #2.

We are providing the following contribution rate exhibits in this letter as attachments. They are determined as of the December 31, 2020 for the 2022/2023 Fiscal Year.

² The Normal Cost for General East Fire members are pooled with other employers in Cost Group #1. The Unfunded Actuarial Accrued Liability (UAAL) contribution rates for General East Fire members are pooled with other employers in Cost Group #1 and Cost Group #2.

³ Any actual change in the normal cost rates that arises from difference in membership demographic between members from General East Fire and members from other employers in Cost Group #1 will be reflected in the December 31, 2021 valuation when the General East Fire’s members depool from Cost Group #1.

Exhibit 1: Cost Group #5 Employer Contribution Rates after Annexation

This exhibit provides the employer contribution rates for Cost Group #5 by tier after the annexation. We calculated a weighted average employer rate for each tier (i.e., General Tier 1, General PEPRA Tier 4 – 3% COLA and General PEPRA Tier 4 – 2% COLA) by prorating the General East Fire employer rates in Cost Group #1 and General Con Fire employer rates in Cost Group #5 as determined in the December 31, 2020 valuation in proportion to the General East Fire and General Con Fire's projected payroll in each corresponding tier.

Exhibit 2: Cost Group #5 Legacy Member Contribution Rates after Annexation

This exhibit provides the member contribution rates for Cost Group #5 Legacy members after the annexation. The method used in determining the entry-age based Basic rates are governed by the same section of CERL for both General East Fire and General Con Fire Legacy members. Therefore, the Basic rates are substantially the same for the two Groups.⁴ The Cost-of-Living rates have been recalculated using a new Cost-of-Living loading factor which combines the valuation results for General East Fire Legacy members in Cost Group #1 and General Con Fire Legacy members in Cost Group #5.

Exhibit 3: Cost Group #5 PEPRA Member Contribution Rates after Annexation

This exhibit provides the member contribution rates for Cost Group #5 PEPRA members after annexation. We calculated a weighted average member rate for each PEPRA tier (i.e., General PEPRA Tier 4 – 3% COLA and General PEPRA Tier 4 – 2% COLA) by prorating the General East Fire PEPRA member rates in Cost Group #1 and General Con Fire PEPRA member rates in Cost Group #5 as determined in the December 31, 2020 valuation in proportion to the General East Fire and General Con Fire's projected payroll in each corresponding PEPRA tier.

It is our understanding that East Fire's members will be governed by the Con Fire's employment rules after the annexation and some members in the PEPRA 3% COLA tier may be changed to the PEPRA 2% COLA tier based on their membership dates. However, as the contribution rates determined in this letter are developed based on the December 31, 2020 valuation and specific information on which member will be enrolled in the PEPRA 2% COLA tier after the annexation is not available at the time of this letter, we have kept the PEPRA 3% COLA tier member of East Fire in the PEPRA 3% COLA tier for the member (and the employer) contribution rate calculations in this letter. Segal will reflect the actual PEPRA tier assignments for the General East Fire PEPRA members once the actual tier assignments are provided to us.⁵

Exhibit 4: Cost Group #8 Employer Contribution Rates after Annexation

This exhibit provides the employer contribution rates for Cost Group #8 by tier after the annexation. We calculated a weighted average employer rate for each tier (i.e., Safety Tier A, Safety PEPRA Tier D and Safety PEPRA Tier E) by prorating the Safety East Fire employer rates in Cost Group #13 and Safety Con Fire employer rates in Cost Group #8 as

⁴ The only difference in the calculation of the General Legacy Basic member rate is the application of different leave cashout assumptions for Con Fire members (1.25%) and East Fire members (1.00%). However, as there was only 1 General Legacy East Fire member in the December 31, 2020 valuation, we have applied the 1.25% leave cashout assumption for the combined group in this calculation.

⁵ We understand that such information will be provided in the census data for the December 31, 2022 valuation.

determined in the December 31, 2020 valuation in proportion to the Safety East Fire and Safety Con Fire's projected payroll in each corresponding tier.

Exhibit 5: Cost Group #8 Legacy Member Contribution Rates after Annexation

This exhibit provides the member contribution rates for Cost Group #8 Legacy members after the annexation. For Safety Legacy Tier A members, the method used in determining the Basic rates are the same for both Safety East Fire and Safety Con Fire Legacy members as they are governed by the same section of CERL and they have been calculated using the same actuarial assumptions, including the 0.50% leave cashout assumption in the December 31, 2020 valuation. The Cost-of-Living rates have been recalculated using a new Cost-of-Living loading factor which combines the valuation results for Safety East Fire Legacy members in Cost Group #13 and Safety Con Fire Legacy members in Cost Group #8.

Exhibit 6: Cost Group #8 PEPRA Member Contribution Rates after Annexation

This exhibit provides the member contribution rates for Cost Group #8 PEPRA members after the annexation. We calculated a weighted average member rate for each PEPRA tier (i.e., Safety PEPRA Tier D and Safety PEPRA Tier E) by prorating the Safety East Fire PEPRA member rates in Cost Group #13 and Safety Con Fire PEPRA member rates in Cost Group #8 as determined in the December 31, 2020 valuation in proportion to the Safety East Fire and Safety Con Fire's projected payroll in each corresponding PEPRA tier.

Information on Liabilities and Unfunded Actuarial Accrued Liabilities

As mentioned above, the transfer of assets and liabilities associated with East Fire to Con Fire will not be reflected until the December 31, 2021 valuation. Again, since General East Fire members are a part of Cost Group #1 and the UAAL contribution rate is pooled with other employers of Cost Group #1 and Cost Group #2, we have allocated General East Fire's UAAL based on their active member projected payroll in proportion to the total active projected payroll of all members in Cost Groups #1 and #2. The valuation value of assets (VVA) allocated to General East Fire under this method is \$1,075,551. This amount when added to the \$51,889,630 determined and tracked separately for Safety East Fire (i.e., Cost Group 13) in the December 31, 2020 valuation resulted in total VVA assets of \$52,965,181 as of that date. (We note that if instead of allocating based on payroll, we were to use the method which was used in 2020 when East Fire requested to have their Safety members be depooled from Con Fire (i.e., allocate UAAL based on Actuarial Accrued Liability (AAL)⁶ rather than on payroll), it would increase the General East Fire asset transfer amount by about \$214,000.)

Exhibit 7 provides East Fire's assets, liabilities, UAAL, and demographic information in Cost Group #1 and Cost Group #13 based on the December 31, 2020 actuarial valuation.

⁶ This method had been approved by the Board to depool Safety Cost Group in the past.

Actuarial Assumptions

These calculations are based on the December 31, 2020 actuarial valuation results including the participant data, actuarial assumptions, methods, and models on which that valuation was based, with the exception of any changes discussed herein. That valuation and these calculations were completed under the supervision of Andy Yeung, ASA, MAAA, FCA and Enrolled Actuary.

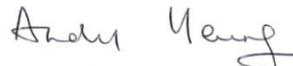
The undersigned are members of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion herein.

Please let us know if you have any questions, and we look forward to discussing this with you and your Board.

Sincerely,



Paul Angelo, FSA, MAAA, FCA, EA
Senior Vice President & Actuary



Andy Yeung, ASA, MAAA, FCA, EA
Vice President & Actuary

AW/hy

cc: Christina Dunn

Employer Contribution Rates for General Cost Group #5 After Annexation

December 31, 2020 Actuarial Valuation⁷
Recommended Rates for FY 2022-23

General Cost Group #5	Basic	COLA	Total	Estimated Annual Dollar Amount
CCCYPD General Tier 1				
Normal Cost	14.61%	3.90%	18.51%	\$740,647
UAAL	<u>11.51%</u>	<u>8.54%</u>	<u>20.05%</u>	<u>802,171</u>
Total Contribution	26.12%	12.44%	38.56%	\$1,542,818
CCCYPD General Tier 4 (3% COLA)				
Normal Cost	9.85%	3.30%	13.15%	\$90,523
UAAL	<u>11.51%</u>	<u>8.54%</u>	<u>20.05%</u>	<u>137,989</u>
Total Contribution	21.36%	11.84%	33.20%	\$228,512
CCCYPD General Tier 4 (2% COLA)				
Normal Cost	10.25%	2.29%	12.54%	\$358,791
UAAL	<u>11.51%</u>	<u>8.54%</u>	<u>20.05%</u>	<u>573,598</u>
Total Contribution	21.76%	10.83%	32.59%	\$932,389

The projected compensations for General East Fire and General Con Fire as of December 31, 2020 are as follows:

	Projected Compensation
East Fire General Tier 1	\$71,739
Con Fire General Tier 1	\$3,929,580
East Fire General Tier 4 (3% COLA)	\$421,810
Con Fire General Tier 4 (3% COLA)	\$266,496
East Fire General Tier 4 (2% COLA)	\$0
Con Fire General Tier 4 (2% COLA)	\$2,861,175
Total	\$7,550,800

⁷ The Basic Normal Cost and UAAL rates shown include an explicit administrative expense load of 0.49% and 0.16% of payroll, respectively.

Legacy Member Contribution Rates for General Cost Group #5
After Annexation (as a % of Monthly Payroll)

Cost Group #5 – Members with Membership Dates before January 1, 2013

Entry Age	Basic	COLA	Total
15	5.33%	2.84%	8.17%
16	5.42%	2.89%	8.31%
17	5.52%	2.95%	8.47%
18	5.62%	3.01%	8.63%
19	5.72%	3.07%	8.79%
20	5.82%	3.13%	8.95%
21	5.92%	3.18%	9.10%
22	6.03%	3.25%	9.28%
23	6.13%	3.31%	9.44%
24	6.24%	3.37%	9.61%
25	6.35%	3.44%	9.79%
26	6.47%	3.51%	9.98%
27	6.58%	3.57%	10.15%
28	6.70%	3.64%	10.34%
29	6.82%	3.71%	10.53%
30	6.94%	3.78%	10.72%
31	7.06%	3.85%	10.91%
32	7.19%	3.93%	11.12%
33	7.32%	4.01%	11.33%
34	7.45%	4.08%	11.53%
35	7.59%	4.16%	11.75%
36	7.72%	4.24%	11.96%
37	7.87%	4.33%	12.20%
38	8.01%	4.41%	12.42%
39	8.16%	4.50%	12.66%
40	8.31%	4.59%	12.90%
41	8.47%	4.68%	13.15%
42	8.62%	4.77%	13.39%
43	8.77%	4.86%	13.63%
44	8.92%	4.94%	13.86%
45	9.08%	5.04%	14.12%
46	9.24%	5.13%	14.37%
47	9.40%	5.22%	14.62%
48	9.55%	5.31%	14.86%
49	9.71%	5.41%	15.12%
50	9.87%	5.50%	15.37%

Legacy Member Contribution Rates for General Cost Group #5
After Annexation (as a % of Monthly Payroll)

**Cost Group #5 – Members with Membership Dates before January 1, 2013
(continued)**

Entry Age	Basic	COLA	Total
51	10.03%	5.59%	15.62%
52	10.18%	5.68%	15.86%
53	10.35%	5.78%	16.13%
54	10.51%	5.88%	16.39%
55	10.62%	5.94%	16.56%
56	10.69%	5.98%	16.67%
57	10.75%	6.02%	16.77%
58	10.63%	5.95%	16.58%
59 & Over	10.31%	5.76%	16.07%

Interest: 7.00% per annum
Mortality: See *Section 4, Exhibit I* of the December 31, 2020 Actuarial Valuation
Salary Increase: Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit I* of the December 31, 2020 Actuarial Valuation)
Administrative Expense: 0.49% of payroll added to Basic rates
Leave Cashout: 1.25%
COLA Loading Factor: 58.64%, applied to Basic rates prior to adjustment for administrative expenses.

PEPRA Member Contribution Rates for General Cost Group #5
After Annexation
(as a % of Monthly Payroll)

Cost Group #5 – Members with Membership Dates On or After January 1, 2013

	Basic	COLA	Total
PEPRA Tier 4 (3% COLA)	9.85%	3.30%	13.15%
PEPRA Tier 4 (2% COLA)	10.25%	2.29%	12.54%

The PEPRA member contribution rates are 50% of the Normal Cost rate. The Basic rates shown above also include an administrative expense load of 0.49% of payroll.

Note: It is our understanding that in the determination of pension benefits under the PEPRA formulas, for an employer that is enrolled in Social Security the maximum compensation that can be taken into account for 2021 is equal to \$128,059. For an employer that is not enrolled in Social Security, the maximum amount is \$153,671. (§7522.10) These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2021. (§7522.10(d))

Employer Contribution Rates for Safety Cost Group #8 After Annexation

December 31, 2020 Actuarial Valuation⁸
Recommended Rates for FY 2022-23

Safety Cost Group #8	Basic	COLA	Total	Estimated Annual Dollar Amount
Safety Tier A				
Normal Cost	22.86%	7.37%	30.23%	\$10,526,051
UAAL	<u>11.03%</u>	<u>26.68%</u>	<u>37.71%</u>	<u>13,128,399</u>
Total Contribution	33.89%	34.05%	67.94%	\$23,654,450
Safety Tier D				
Normal Cost	12.28%	5.06%	17.34%	\$458,151
UAAL	<u>11.03%</u>	<u>26.68%</u>	<u>37.71%</u>	<u>996,628</u>
Total Contribution	23.31%	31.74%	55.05%	\$1,454,779
Safety Tier E				
Normal Cost	12.01%	3.30%	15.31%	\$1,716,983
UAAL	<u>11.03%</u>	<u>26.68%</u>	<u>37.71%</u>	<u>4,228,635</u>
Total Contribution	23.04%	29.98%	53.02%	\$5,945,618

The projected compensations for Safety East Fire and Safety Con Fire as of December 31, 2020 are as follows:

	Projected Compensation
East Fire Safety Tier A	\$3,412,105
Con Fire Safety Tier A	\$31,405,776
East Fire Safety Tier D	\$663,783
Con Fire Safety Tier D	\$1,979,379
East Fire Safety Tier E	\$0
Con Fire Safety Tier E	\$11,214,780
Total	\$48,675,823

⁸ The Basic Normal Cost and UAAL rates shown include an explicit administrative expense load of 0.49% and 0.16% of payroll, respectively.

Legacy Member Contribution Rates for Safety Cost Group #8
After Annexation
(as a % of Monthly Payroll)

Cost Group #8 – Members with Membership Dates before January 1, 2013

Entry Age	Basic	COLA	Total
15	9.46%	6.41%	15.87%
16	9.46%	6.41%	15.87%
17	9.46%	6.41%	15.87%
18	9.46%	6.41%	15.87%
19	9.46%	6.41%	15.87%
20	9.46%	6.41%	15.87%
21	9.46%	6.41%	15.87%
22	9.60%	6.51%	16.11%
23	9.74%	6.61%	16.35%
24	9.89%	6.71%	16.60%
25	10.04%	6.82%	16.86%
26	10.19%	6.93%	17.12%
27	10.34%	7.04%	17.38%
28	10.50%	7.15%	17.65%
29	10.66%	7.26%	17.92%
30	10.82%	7.38%	18.20%
31	10.99%	7.50%	18.49%
32	11.17%	7.63%	18.80%
33	11.34%	7.75%	19.09%
34	11.53%	7.89%	19.42%
35	11.72%	8.02%	19.74%
36	11.90%	8.15%	20.05%
37	12.10%	8.29%	20.39%
38	12.29%	8.43%	20.72%
39	12.49%	8.57%	21.06%

Legacy Member Contribution Rates for Safety Cost Group #8
After Annexation
(as a % of Monthly Payroll)

**Cost Group #8 – Members with Membership Dates before January 1, 2013
(continued)**

Entry Age	Basic	COLA	Total
40	12.71%	8.73%	21.44%
41	12.93%	8.89%	21.82%
42	13.16%	9.05%	22.21%
43	13.39%	9.21%	22.60%
44	13.64%	9.39%	23.03%
45	13.85%	9.54%	23.39%
46	13.92%	9.59%	23.51%
47	13.86%	9.55%	23.41%
48	13.77%	9.49%	23.26%
49 & Over	13.26%	9.12%	22.38%

Interest: 7.00% per annum
Mortality: See *Section 4, Exhibit I* of the December 31, 2020 Actuarial Valuation
Salary Increase: Inflation (2.75%) + Across-the-Board Increase (0.50%) + Merit (See *Section 4, Exhibit I* of the December 31, 2020 Actuarial Valuation)
Administrative Expense: 0.49% of payroll added to Basic rates
Leave Cashout: 0.50%
COLA Loading Factor: 71.43%, applied to Basic rates prior to adjustment for administrative expenses.

PEPRA Member Contribution Rates for Safety Cost Group #8
After Annexation
(as a % of Monthly Payroll)

Cost Group #8 – Members with Membership Dates On or After January 1, 2013

	Basic	COLA	Total
PEPRA Tier D	12.28%	5.06%	17.34%
PEPRA Tier E	12.01%	3.30%	15.31%

The PEPRA member contribution rates are 50% of the Normal Cost rate. The Basic rates shown above also include an administrative expense load of 0.49% of payroll.

Note: It is our understanding that in the determination of pension benefits under the PEPRA formulas, for an employer that is enrolled in Social Security the maximum compensation that can be taken into account for 2021 is equal to \$128,059. For an employer that is not enrolled in Social Security, the maximum amount is \$153,671. (§7522.10) These amounts should be adjusted for changes to the Consumer Price Index for All Urban Consumers after 2021. (§7522.10(d))

East Fire's Assets and Liabilities Determined as of December 31, 2020

	General Cost Group #1	Safety Cost Group #13	Total
Valuation Value of Assets (VVA)	\$1,075,551	\$51,889,630	\$52,965,181
Actuarial Accrued Liabilities (AAL)	1,412,302	57,151,635	58,563,937
Unfunded Actuarial Accrued Liabilities (UAAL)	336,751	5,262,005	5,598,756
Active Member Count	6	38	44
Inactive Vested Member Count	0	28	28
Retired Member Count	1	25	26
Beneficiary in Pay Status Count	1	4	5

Note: The allocation of General Cost Group #1 UAAL (and hence VVA) for East Fire is based on active member payroll as of December 31, 2020.



Meeting Date
07/13/2022
Agenda Item
#13

MEMORANDUM

Date: July 13, 2022
To: CCCERA Board of Retirement
From: Gail Strohl, Chief Executive Officer
Subject: Consider and take possible action to add CCCERA staffing.

Background

The management of the administrative and human resources functions have been handled by the Administrative/Human Resources Manager. At this time, it has been determined that CCCERA would be better served by having two managers, an Administrative Services Manager and a Human Resources Manager, to oversee these separate areas. The anticipated current fiscal year impact for salary and benefits would be approximately \$50K.

This proposed change would also prompt the classification change of the Administrative/Human Resources Supervisor to a Human Resources Coordinator. There would not be a fiscal impact with this change.

Recommendations

Consider and take possible action to add CCCERA staffing:

- a. Cancel the Administrative/Human Resources Manager classification (currently vacant), establish classifications for Human Resources Manager and Administrative Services Manager; change the Administrative/Human Resources Supervisor classification to Human Resources Coordinator; and
- b. Amend Attachment A of Resolution 2022-1 with the updated position information.

Resolution of the Board of Retirement
 Contra Costa County Employees' Retirement Association

CCCERA Resolution for Salary and Benefits for Unrepresented Employees
 (BOR Reso. No. 2022-1)

Attachment A

Effective July 13, 2022

Revision Dates: 4/1/2022, 1/1/2022, 4/1/2021, 4/1/2020, 1/1/2020, 7/1/19, 4/1/19, 7/1/18, 7/1/17, 7/1/16, 2/1/16, 7/1/15, 1/1/15

	Step 1	Step 2	Step 3	Step 4	Step 5	Eligible for Differential*				
						10 year Longevity	15 year Longevity	20 year Longevity	CPA, CGFM, CIA, CMA	ASA
						2.50%	2.50%	2.00%	5%	5%
Hourly (Non-Exempt)										
Executive Assistant	\$38.80	\$40.74	\$42.77	\$44.91	\$47.16	Yes	Yes	No	No	Yes
Information Technology Coordinator	\$40.74	\$42.77	\$44.91	\$47.16	\$49.52	Yes	Yes	No	No	Yes
Member Services Supervisor	\$47.16	\$49.52	\$51.99	\$54.59	\$57.32	Yes	Yes	No	No	Yes
Retirement Services Supervisor	\$47.16	\$49.52	\$51.99	\$54.59	\$57.32	Yes	Yes	No	No	Yes
Monthly (Exempt)										
Accountant	\$6,405	\$6,725	\$7,061	\$7,414	\$7,785	Yes	Yes	No	Yes	Yes
Accounting Manager	\$10,954	\$11,502	\$12,077	\$12,681	\$13,315	Yes	Yes	No	Yes	Yes
Accounting Supervisor	\$8,174	\$8,583	\$9,012	\$9,463	\$9,936	Yes	Yes	No	Yes	Yes
Administrative Services Manager	\$10,693	\$11,228	\$11,789	\$12,379	\$12,998	Yes	Yes	No	No	Yes
Communications Coordinator	\$7,600	\$7,980	\$8,378	\$8,797	\$9,237	Yes	Yes	No	No	Yes
Compliance Business Analyst	\$8,378	\$8,797	\$9,237	\$9,699	\$10,184	Yes	Yes	No	No	Yes
Deputy General Counsel	\$15,414	\$16,184	\$16,993	\$17,843	\$18,735	Yes	Yes	No	No	Yes
Human Resources Coordinator	\$8,174	\$8,583	\$9,012	\$9,463	\$9,936	Yes	Yes	No	No	Yes
Human Resources Manager	\$10,693	\$11,228	\$11,789	\$12,379	\$12,998	Yes	Yes	No	No	Yes
Information System Programmer/Analyst	\$7,785	\$8,174	\$8,583	\$9,012	\$9,463	Yes	Yes	No	No	Yes
Information Technology Manager	\$12,998	\$13,648	\$14,330	\$15,047	\$15,799	Yes	Yes	No	No	Yes
Investment Analyst	\$11,228	\$11,789	\$12,379	\$12,998	\$13,648	Yes	Yes	No	No	Yes
Investment Officer	\$15,799	\$16,589	\$17,418	\$18,289	\$19,204	Yes	Yes	No	No	Yes
Member Services Manager	\$10,693	\$11,228	\$11,789	\$12,379	\$12,998	Yes	Yes	No	No	Yes
Retirement Services Manager	\$10,693	\$11,228	\$11,789	\$12,379	\$12,998	Yes	Yes	No	No	Yes
Senior Investment Analyst	\$12,379	\$12,998	\$13,648	\$14,330	\$15,047	Yes	Yes	No	No	Yes
Senior Investment Officer	\$17,418	\$18,289	\$19,204	\$20,164	\$21,172	Yes	Yes	No	No	Yes

	Monthly Salary Range (Exempt)					
Chief Executive Officer	\$23,990.03	Yes	Yes	No	No	Yes
Chief Investment Officer	\$21,093 - \$27,422	Yes	Yes	No	No	Yes
Compliance Officer	\$10,903 - \$14,173	Yes	Yes	No	No	Yes
Deputy Chief Executive Officer	\$16,912 - \$21,984	Yes	Yes	No	No	Yes
General Counsel	\$18,644 - \$24,237	Yes	Yes	Yes	No	Yes
Internal Auditor	\$10,903 - \$14,173	Yes	Yes	No	Yes	Yes

*NOTE: Certificate Differentials cannot be combined with other certificate differentials



Meeting Date
07/13/2022
Agenda Item
#14

MEMORANDUM

Date: July 13, 2022
To: CCCERA Board of Retirement
From: Karen Levy, General Counsel
Subject: Continuing teleconference meetings under Government Code section 54953 (e)

Background

All meetings of the Board of Retirement are open to the general public, as required by the Ralph M. Brown Act, California Government Code sections 54950 *et seq.* Section 54953 (e) of the Brown Act authorizes conducting public meetings via teleconferencing during a state of emergency. The Board has approved conducting its meetings via teleconferencing under Section 54953 (e), finding that in-person meetings of the Board are open to the general public and would risk the health or safety of the public, staff, outside consultants and trustees attending public meetings, in light of the COVID-19 pandemic and related state of emergency. Under the law, if the Board wishes to continue using these special teleconferencing rules it must reconsider the circumstances of the state of emergency and make certain findings.

Proclaimed State of Emergency and Health and Safety Guidance

Currently, the COVID-19 state of emergency proclaimed by the Governor is in effect. On June 14, 2022, the Contra Costa County Health Officer issued recommendations for safely holding public meetings that included recommended measures to promote social distancing. (See Attachment A, Health Officer's Recommendations). The Health Officer has recommended as follows:

Online meetings (i.e. teleconferencing meetings) are encouraged, where practical, as these meetings present the lowest risk of transmission of SARS CoV-2, the virus that causes COVID 19. This is particularly important when community prevalence rates are high. Our current trends as of June 14, 2022 in Covid-19 case rate, test positivity, and Covid-19 hospitalizations are increasing at this time. In addition to this, the predominant variant of Covid-19 being identified continues to be the Omicron variant and it's subvariants the impact of which on the spread of Covid-19 has shown to dramatically increase COVID-19 transmission.

Recommendation

Consider and take possible action to authorize the Board and its committee(s) to continue to conduct teleconference meetings for the next 30 days under Government Code section 54953 (e) and make the following findings:

1. The Board has reconsidered the circumstances of the statewide state of emergency proclaimed by the Governor on March 4, 2020 and the countywide local emergency proclaimed by the Governor on March 10, 2020.
2. The following circumstances currently exist:
 - a. The statewide state of emergency and the countywide local emergency continue to directly impact the ability of the Board and its committee(s) to meet safely in person at meetings that are open to the general public because of the COVID-19 pandemic.
 - b. The County Health Officer's recommendations for safely holding public meetings, which encourage virtual meetings and other measures to promote social distancing, are still in effect.

Attachment

A



Recommendations for safely holding public meetings

Each local government agency is authorized to determine whether to hold public meetings in person, on-line (teleconferencing only), or via a combination of methods. The following are recommendations from the Contra Costa County Health Officer to minimize the risk of COVID 19 transmission during a public meeting.

1. Online meetings (i.e. teleconferencing meetings) are encouraged, where practical, as these meetings present the lowest risk of transmission of SARS CoV-2, the virus that causes COVID 19. This is particularly important when community prevalence rates are high. Our current trends as of June 14, 2022 in Covid-19 case rate, test positivity, Covid-19 hospitalizations, and Covid-19 wastewater surveillance are increasing at this time. In addition to this, the predominant variant of Covid-19 being identified continues to be the Omicron variant and it's subvariants the impact of which on the spread of Covid-19 has shown to dramatically increase COVID-19 transmission.
2. If a local agency determines to hold in-person meetings, offering the public the opportunity to attend via a call-in option or an internet-based service option is recommended, when possible, to give those at higher risk of and/or higher concern about COVID-19 an alternative to participating in person.
3. A written safety protocol should be developed and followed. It is recommended that the protocol require social distancing, where feasible – i.e. six feet of separation between attendees; and consider requiring or strongly encouraging face masking of all attendees and encouraging attendees to be up-to-date on their COVID-19 vaccine.
4. Seating arrangements should allow for staff and members of the public to easily maintain at least six-foot distance from one another at all practicable times.
5. Consider holding public meetings outdoors. Increasing scientific consensus is that outdoor airflow reduces the risk of COVID-19 transmission compared to indoor spaces. Hosting events outdoors also may make it easier to space staff and members of the public at least 6 feet apart. If unable to host outdoors, consider ways to [increase ventilation and flow](#) of the indoor space to reduce the risk of COVID-19 while indoors.
6. Current evidence is unclear as to the added benefit of temperature checks in addition to symptom checks. We encourage focus on symptom checks as they may screen out individuals with other Covid-19 symptoms besides fever and help reinforce the message to not go out in public if you are not feeling well.
7. Consider a voluntary attendance sheet with names and contact information to assist in contact tracing of any cases linked to a public meeting.

Revised 6-14-2022

Sefanit Mekuria

Sefanit Mekuria, MD, MPH
Deputy Health Officer, Contra Costa County



Trustees Masters Program

Saturday, October 22 – Sunday, October 23, 2022
Mandalay Bay, Las Vegas, NV

Meeting Date
07/13/2022
Agenda Item
#15a.

REGISTER

PROGRAM DETAILS

HOTEL/TRAVEL

IFEBP > Education > Certificate Programs > Trustees Masters Program (TMP)

The Trustees Masters Program (TMP) is for advanced-level trustees who want to gain a deeper insight into their role as well as interact with peers.

The program is divided into two tiers to help further facilitate your ongoing education and recognition. Tier one (Saturday and Sunday classes) is required for course completion and to receive a Certificate of Achievement. Those who also attend tier two (Candidate classes) will receive their TMP pin.

Topics/Agenda

Speakers tailor the discussions of the following topics to the needs and concerns of the registrants by using feedback from a survey.

2021 sessions included:

- Best Practices From Professionals
- Best Practices From Trustees; Open Forum Questions
- Case Studies and Reports
- Enhancing Investment Performance
- Future Challenges/Updates
- Getting to Know You: Establishing Goals and Objectives
- The Attributes of a Master Trustee
- Using Fund Professionals Wisely
- Wrap-Up Questions

Benefits of Attending

- Gain deeper insights into the role of a trustee.
- Interact with peers and share what you have learned and takeaways from your own experiences
- Obtain concrete ideas for tackling specific issues
- Attain proven practices that work
- Earn special recognition for your knowledge and participation with a TMP certificate and pin.
- Participate in exclusive TMP graduate sessions offered at each Annual Conference.

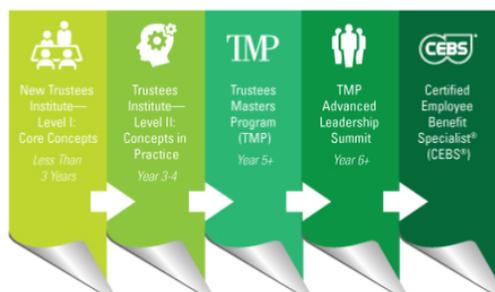
Who Should Attend

The Trustees Masters Program is open to experienced trustees who have five or more years of experience and have attended at least two International Foundation conferences.

Multiemployer Trustee Education Path

In order to help trustees better meet their educational needs, the Foundation has created a suggested progression of trustee education. This program is the first step in the [trustee education path](#).

U.S. Multiemployer Trustee Education Path



Recommended Preconferences

Arrive early and extend your learning by attending a preconference.

TAFT-HARTLEY TRUSTEES

Ahead of the conference, enhance your understanding of your fiduciary role regardless of your experience level.

RECOMMENDED PRECONFERENCES:

- New Trustees Institute—Level I: Core Concepts (for newer trustees)
- Trustees Institute—Level II: Concepts in Practice (3+ years of experience)
- Trustees Masters Program (TMP) (5+ years of experience)
- TMP Advanced Leadership Summit (must be a TMP graduate).

PUBLIC SECTOR TRUSTEES AND SUPPORT STAFF

Learn how to accommodate the nuances associated with public sector pension and health and welfare funds.

RECOMMENDED PRECONFERENCES:

- Certificate of Achievement in Public Plan Policy (CAPP[®]): Pensions Part II or Health Part II
- Trustees Masters Program (TMP) (5+ years of experience)
- TMP Advanced Leadership Summit (must be a TMP graduate).

PLAN ADMINISTRATORS

Take advantage of learning opportunities specifically for administrators, and learn from colleagues from across the country.

RECOMMENDED PRECONFERENCE:

- Administrators Masters Program (AMP[®]).

EVERYONE

Examine topics that will enhance both your personal and professional life.

RECOMMENDED ENRICHMENT PRECONFERENCE:

- Lifetime Retirement Planning (for Attendees Over 50)
- Lifetime Financial Planning (for Attendees Under 50)
- Navigating Challenging Conversations: BreakThrough Conflict[™]
- Diversity Strategies for Success
- Mental Health First Aid[®] at Work
- Persuasion and Influence.

For more information regarding preconference options, visit www.ifebp.org/usannualprecons.

Preconference Options

Enhance your learning by attending a preconference program.

New Trustees Institute—Level I: Core Concepts

Saturday, October 22, 8:00 a.m.-5:00 p.m.

Sunday, October 23, 8:00 a.m.-4:00 p.m.

Monday, October 24, 9:15 a.m.-12:15 p.m.

REGISTRATION CODE: 22N8

Designed for Taft-Hartley trustees who have served for less than two years or who have not previously attended an International Foundation educational program. The New Trustees Institute is ideal for collective bargaining and other personnel who work with trustees and would like a better understanding of their role and responsibilities. The Institute's highly rated faculty will return to lead the program.

2½-Day Workshop

For Newer Trustees

New Trustees Institute—Level II: Concepts in Practice

Saturday, October 22, 8:00 a.m.-5:00 p.m.

Sunday, October 23, 8:00 a.m.-4:00 p.m.

REGISTRATION CODE: 22N9

This program explores how the concepts introduced in Level I apply to trust fund management, digging deeper into each area so trustees gain more confidence in their knowledge. Those completing Level II will have a greater understanding of their fiduciary responsibilities and will have a firmer overall grasp of trust fund management. Prior attendance at New Trustees Institute—Level I: Core Concepts is strongly encouraged.

Two-Day Workshop

For Trustees
With 3+ Years
of Experience

This offering is sold out; consider attending June 25-26, 2022 in Seattle.

Trustees Masters Program (TMP)

Saturday, October 22 and Sunday, October 23 | 8:00 a.m.-4:00 p.m.

REGISTRATION CODE: 22D2

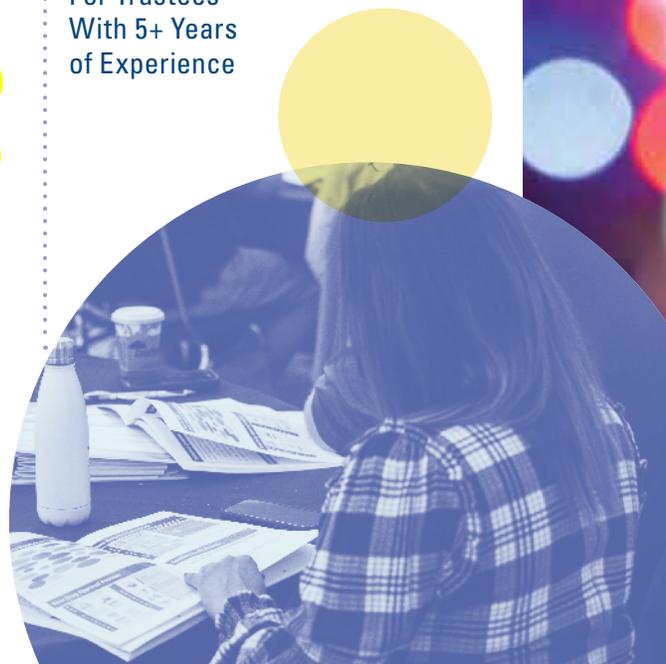
The Trustees Masters Program (TMP) is for serious-minded trustees who want to think and act more boldly, systematically and proactively. The curriculum builds on trustees' existing knowledge base and experience through peer exchange and group exercises over an intense two days.

The program is divided into two tiers to help further facilitate your ongoing education and recognition. Tier one (Saturday and Sunday classes) is required for course completion and to receive a Certificate of Achievement. Those who also attend tier two (Candidate classes) will receive their TMP pin.

If you have already completed this program, consider the TMP Advanced Leadership Summit on Sunday, October 23.

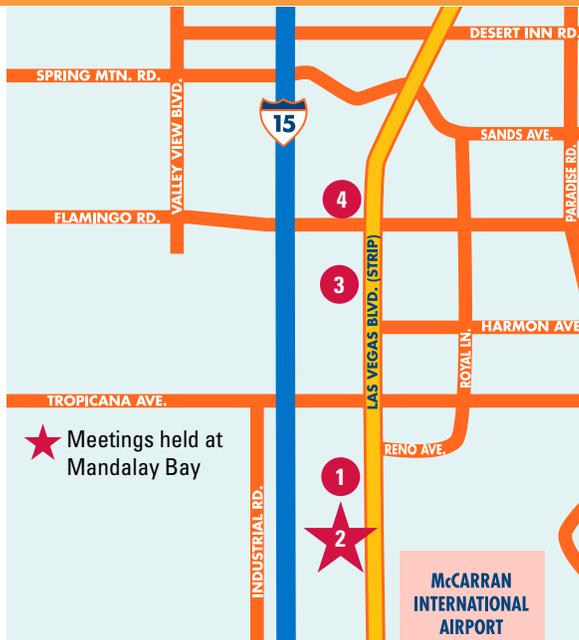
Two-Day Workshop

For Trustees
With 5+ Years
of Experience



Hotel Information

The International Foundation has negotiated discounted rates for conference attendees at the Las Vegas hotels noted below. Reservations must be booked through the International Foundation to receive this discounted rate.



1 Delano Las Vegas*

IF Block: 750

1,117 guest rooms, maximum of four adults per room.
\$40 charge for third and fourth guest regardless of age.

\$244 s/d (Thursday, October 20)

\$348 s/d (Friday, October 21-Saturday, October 22)

\$244 s/d (Sunday, October 23-Thursday, October 27)

A daily resort fee of \$39 waived for all International Foundation attendees.

Delano Las Vegas offers an all-suite, smoke-free, luxury hotel experience located steps from Mandalay Bay, blending signature elements of Delano South Beach with the distinct energy only found on the Las Vegas Strip. Boasting one of the highest standards for square footage of any hotel in the city (725 square feet per standard room), each suite features a private bedroom with spacious spa-style bath and adjoining living room with 46" flat-screen TV, a wet bar, a desk and a powder room for a plush retreat.

2 Mandalay Bay Resort & Casino*

IF Block: 2,500

3,309 guest rooms, maximum of four adults in a room.
\$40 charge for third and fourth guest regardless of age.

\$204 s/d (Thursday, October 20)

\$308 s/d (Friday, October 21-Saturday, October 22)

\$204 s/d (Sunday, October 23-Thursday, October 27)

A daily resort fee of \$39 waived for all International Foundation attendees.

More than 3,000 guest rooms and suites at Mandalay Bay have been redesigned as part of a \$100 million remodel. Radiating casual elegance and comfort, each room features a 42"-plus LED TV, Wi-Fi access and a mini-bar. Lofty pillow-top beds and warm textiles allow for effortless relaxation. From the real sand beach complete with a wave pool and lazy river to the Shark Reef Aquarium and award-winning restaurants, many adventures await Mandalay Bay guests.

**Union properties*

13.38% tax (subject to change without notice)

Hotel rates include a \$10 nightly per room facility fee.

3 The Cosmopolitan of Las Vegas*

IF Block: 1,000

2,995 guest rooms, maximum of four adults per room.
\$35 charge for third and fourth guest age 18+.

\$263 (Thursday, October 20)

\$318 (Friday, October 21-Saturday, October 22)

\$263 (Sunday, October 23-Thursday, October 27)

A daily resort fee of \$20 plus the current Clark County room tax of 13.38% (subject to change) will be charged in addition to the room rates set forth above. See website for resort fee inclusions.

Guest rooms at The Cosmopolitan are spacious, warm and welcoming, with artful, hand-crafted touches that give each space the intimate feel of a private urban residence. Many rooms have large sliding glass doors that open onto oversized private terraces. Marble-floored bathrooms invite guests to luxuriate in deep soaking tubs and exhilarating rain showers, and each room is outfitted with the latest technology for maximum in-room enjoyment, including sophisticated entertainment systems, Samsung plasma-screen televisions, high-speed wireless internet access and state-of-the-art control panels.

4 The Mirage*

IF Block: 500

3,044 guest rooms, maximum of four guests per room.
\$35 charge for third and fourth guest age 18+.

\$124 (Thursday, October 20)

\$179 (Friday, October 21-Tuesday, October 25)

\$124 (Wednesday, October 26-Thursday, October 27)

A daily resort fee of \$30 plus the current Clark County room tax of 13.38% (subject to change) will be charged in addition to the room rates set forth above. See website for resort fee inclusions.

Smartly redesigned rooms feature stylish comfort complemented by ultramodern amenities and chic upgrades. Reflecting today's lifestyle, rooms are outfitted with a 42" LCD TV, iHome MP3 docks, cordless phones and luxurious robes for lounging in. Take advantage of the worldly selection of fine and casual dining venues as you enjoy your own private oasis at The Mirage.

68TH ANNUAL EMPLOYEE BENEFITS CONFERENCE

Meeting Date
07/13/2022
Agenda Item
#15b.

ATTEND
IN PERSON
OR VIRTUALLY

Learn from more than
200 expert speakers;
participate in over 100 sessions
with 11 focused tracks with
over 5,000 of your peers.

October 23-26, 2022

Mandalay Bay Resort & Casino | Las Vegas, Nevada

In-Person Preconference: October 22-23

CONFERENCE OVERVIEW

68TH ANNUAL EMPLOYEE BENEFITS CONFERENCE

October 23-26, 2022 | Mandalay Bay Resort & Casino | Las Vegas, Nevada

What you know can make a big difference in what you do. Expand your learning and rewrite what it means to be an exceptional trustee or administrator at the 68th Annual Employee Benefits Conference.

Education is paramount for you and the plan that you oversee. The Annual Conference is your primary source for objective, unbiased knowledge and information and a place to learn and connect with a community of your peers.

BENEFITS OF ATTENDING

- Secure a solid understanding of pressing issues impacting today's multiemployer and government health and pension plans.
- Find out how other funds are tackling issues similar to your own, and discuss what worked and what didn't.
- Develop new ways of thinking and alternative solutions that could translate to meaningful cost savings or valuable benefits for your plan participants.
- Hear about emerging trends and what they could mean for your plans.



Can't
Attend in
Las Vegas?

VIRTUAL OPTION AVAILABLE

Over 40 Sessions will be presented online, allowing attendees the flexibility of viewing each session live or on demand through November 26, 2022. Certificates of attendance will still be offered to those who participate virtually and meet the session requirements. Continuing education credit for professional licenses and designations may only be available for viewing sessions LIVE.

Building Your Case for Attending

It is not always easy to get approval or buy-in to attend a conference. The Annual Conference is centered around education and your fiduciary duty. Here are four things that will help you sell your participation in this time-honored event.

1 THREE DAYS OF EDUCATION

The annual conference provides three days full of learning with over 120 sessions from over 200 experts. These sessions range from basic to advanced, but all provide key takeaways and action items you can implement immediately. The content is organized into 11 focused tracks, allowing you to easily pick the sessions you need regardless of your role or experience level and create a customized conference experience.

2 CERTIFICATE OF ATTENDANCE IS AVAILABLE

Validate your participation by earning a certificate of attendance. You must attend 11 sessions to receive this electronic certificate.

3 GREAT INVESTMENT

Those in attendance walk away with access to all conference session handouts and takeaways for six months and access to the virtual environment for 30 days.

4 MORE THAN JUST INFORMATION

Attending the Annual Conference provides you with more than just the vital information you need. Registration includes opportunities to meet your peers from around the country during lunch, morning refreshment breaks and shuttle bus rides each day. Attendees will also gain access to four world-renowned keynote presenters and an exhibit hall full of service providers that have the answers you are looking for.

Securing a Certificate of Attendance

A certificate of attendance will be issued to registrants whose attendance can be verified at 11 or more sessions of the main conference, beginning with the opening keynote session on Sunday. Be sure to have your badge scanned as you exit each session you attend to ensure you are meeting these requirements.

Earning Continuing Education Credit

LIVE sessions at the Annual Conference can offer continuing education (CE) credit hours for numerous designations and licenses. The International Foundation seeks approval based on requests received at least 90 days in advance. Visit www.ifebp.org/annualce to learn more.



Conference Schedule

Friday, October 21

Registration Open 12:00 noon-5:00 p.m.

Saturday, October 22

Registration Open 7:00 a.m.-5:00 p.m.

Preconference Programs 8:00 a.m.-5:00 p.m.

Sunday, October 23

Registration Open 7:00 a.m.-5:00 p.m.

Preconference Programs 8:00 a.m.-4:00 p.m.

Exhibit Hall Open* 12:00 noon-4:30 p.m.

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

Welcome Reception in Exhibit Hall* 6:00-7:00 p.m.

Monday, October 24

Registration Open 6:30 a.m.-4:15 p.m.

Breakout Sessions 7:30 a.m.-4:00 p.m.

Exhibit Hall Open 10:30 a.m.-2:30 p.m.

Lunch in Exhibit Hall 11:45 a.m.-1:15 p.m.

Tuesday, October 25

Registration Open 6:30 a.m.-4:15 p.m.

Breakout Sessions 7:30 a.m.-4:00 p.m.

Exhibit Hall Open 10:30 a.m.-2:30 p.m.

Lunch in Exhibit Hall 11:45 a.m.-1:15 p.m.

Wednesday, October 26

Registration Open 6:30-11:00 a.m.

Breakout Sessions 7:30-10:15 a.m.

Finale Session* 10:30-11:30 a.m.

**Guests are welcome to attend.*

Note: Exhibit Hall is open to guests on Sunday only.

All times subject to change.

Overview of Select Sessions

For over 65 years, the Annual Conference has educated those who work with benefit plans, ensuring they have the necessary information and tools at their disposal to make sound decisions.

The latest information will be addressed this year in the following conference topic areas.

ADMINISTRATION

Running an office involves managing a million moving parts, and keeping everything running smoothly can be a daily challenge. Take away valuable ideas for overseeing the front office while understanding your responsibilities and gaining valuable insight on how to run an effective fund.

- The Future of the Administration Office—Part I
- The Future of the Administration Office—Part II: Managing the Hybrid Administration Office
- Challenges for Payroll Auditing
- Shared Services Vendors
- Administrator's Roundtable—Working With Your A-Team

FIDUCIARY RESPONSIBILITY

Learn how to stay ahead of challenges so you can make the best decisions for your plan participants and act in the best interest of those you serve.

- Cybersecurity: It's OK to Spend Money to Protect Member Data
- What Should a Trustee Expect From the RFP Process?
- Defined Contribution Plan Litigation—Review Your Plan for Compliance
- Insurance for Fiduciaries: Are Your Liabilities Covered?
- Vendor Breach: How to Protect Your Fund When Someone Else Controls the Data

GENERAL

Gain a broader overview of employee benefits—related topics and challenges, such as specialty benefits, cybersecurity, fraud and more so that you can take on the complicated landscape with a better understanding of how even small changes can positively affect your plans.

- Hidden Risks in Your Investment Portfolio
- Building Inclusivity Into Employee Benefits
- DOL Audit Trends: Cybersecurity and Beyond
- Specialty Benefits
- Strategic Planning for Fraud in Employee Benefit Plans

**"You can't beat an
International Foundation
Annual Conference for a total
educational, thought provoking
and eye opening experience."**

Michael R. Conquest
Management Trustee
Teamsters 142 Pension & Welfare Funds
Indiana

Overview of Select Sessions

HEALTH AND WELFARE

Explore the latest issues, trends and solutions in the health care arena, including mental health. Sessions will provide you with valuable insight on how to effectively navigate costs impacting your plan.

- Understanding Transparency Rules and the New Data
- Understanding Surprise Billing
- Health Care Cost Trend: Divvying Up Your Health Care Dollars
- Working With Pharmacy Benefit Managers
- Virtualizing Mental Health Treatment
- Mental Health Parity: Disclosures and Audits

INVESTMENTS

Uncover opportunities, trends and alternative strategies to enhance your fund's investments. Gain the knowledge needed to make important decisions that ensure the financial longevity of your fund.

- Stick to Your Plan: Let Your IPS Be Your Guide
- Participant-Directed Plans: How to Provide Choice and Manage Risk
- Cryptocurrency—Part I: What Is Cryptocurrency?
- Cryptocurrency—Part II: Fad or Key New Alternate Investment?
- Public/Private Solution to America's Infrastructure Demands
- How to Evaluate an Investment Manager for Hire

PENSIONS

Offering and administering a pension plan comes with unique challenges and responsibilities. Sessions focus on understanding all aspects of a pension plan, including plan design, investing funds and legislative changes.

- Variable Annuity Pension Plans and Other Alternative Plan Designs—Part I: An Introduction
- Variable Annuity Pension Plans and Other Alternative Plan Designs—Part II: An Advanced Discussion
- Variable Annuity Pension Plans and Other Alternative Plan Designs—Part III: A Case Study
- Zone Matters: Should Our Plan Go Into Yellow or Straight to Red
- PBGC Update
- Participant-Directed Defined Contribution Plan Design
- Communicating Retirement Benefits

Overview of Select Sessions

PUBLIC PLANS

Learn how to effectively navigate public plan operation while finding solutions to satisfy the unique needs and challenges public plans are facing in today's political environment.

- Advocating Effectively With Your Elected Officials
- Public Sector Cybersecurity: Protecting Participant Data
- Public Plan Investments: ESG, ESI and Reactions to Current Events

APPRENTICESHIP, TRAINING AND EDUCATION

The rise in apprenticeship programs has caused a great need for education. Topics will cover running an apprenticeship program and trust fund, emphasizing solutions to fit the unique issues that apprenticeship programs face.

- Effective Peer-to-Peer Support for the Trades
- Financial Literacy for Apprentices
- Workforce Supply Challenges: The Great Migration and the Trades

FUND PROFESSIONALS—ACCOUNTANTS

These sessions are designed for those who provide accounting services to multiemployer and public trust funds—Discover the latest trends, updates and information in this landscape.

- DOL Update
- Best Practices in Reporting and Software Solutions
- Mental Health for Accountants and Auditors

FUND ADVISORS—ATTORNEYS

These sessions are designed for those who provide legal counsel to multiemployer and public trust funds—Explore the issues and concerns that your clients will need your guidance on.

- Diversity, Equity and Inclusion: Attorney Issues
- American Rescue Plan Act
- Privacy and Cybersecurity: Issues of the Brave New World

“The International Foundation’s Annual Conference is by far the best educational program for trustees and administrators to both learn and improve their knowledge and skills.”

Joseph A. Colangelo
President
SEIU Local 246
New York

Recommended Preconferences

Arrive early and extend your learning by attending a preconference.

TAFT-HARTLEY TRUSTEES

Ahead of the conference, enhance your understanding of your fiduciary role regardless of your experience level.

RECOMMENDED PRECONFERENCES:

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EVERYONE

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- Diversity Strategies for Success
- Mental Health First Aid[®] at Work
- Persuasion and Influence.

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Sunday, October 23, 8:00 a.m.-4:00 p.m.

Monday, October 24, 9:15 a.m.-12:15 p.m.

REGISTRATION CODE: 22N8

Designed for Taft-Hartley trustees who have served for less than two years or who have not previously attended an International Foundation educational program. The New Trustees Institute is ideal for collective bargaining and other personnel who work with trustees and would like a better understanding of their role and responsibilities. The Institute's highly rated faculty will return to lead the program.

2½-Day Workshop

For Newer Trustees

New Trustees Institute—Level II: Concepts in Practice

Saturday, October 22, 8:00 a.m.-5:00 p.m.

Sunday, October 23, 8:00 a.m.-4:00 p.m.

REGISTRATION CODE: 22N9

This program explores how the concepts introduced in Level I apply to trust fund management, digging deeper into each area so trustees gain more confidence in their knowledge. Those completing Level II will have a greater understanding of their fiduciary responsibilities and will have a firmer overall grasp of trust fund management. Prior attendance at New Trustees Institute—Level I: Core Concepts is strongly encouraged.

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For Trustees
With 3+ Years
of Experience

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REGISTRATION CODE: 22D2

The Trustees Masters Program (TMP) 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 intense two days.

The program is divided into two tiers to help further facilitate your ongoing education and recognition. Tier one (Saturday and Sunday classes) is required for course completion and to receive a Certificate of Achievement. Those who also attend tier two (Candidate classes) will receive their TMP pin.

*If you have already completed this program, consider the
TMP Advanced Leadership Summit on Sunday, October 23.*

Two-Day Workshop

For Trustees
With 5+ Years
of Experience



Preconference Options

TMP Advanced Leadership Summit

Sunday ONLY, October 23 | 8:00 a.m.-3:00 p.m.

REGISTRATION CODE: 22D3

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. Attendance at the Summit will count for two sessions toward the main conference certificate of attendance.

Note: Registration is limited; register early.

One-Day Workshop

For TMP
Graduates Only

Administrators Masters Program (AMP)

Saturday, October 22 | 8:00 a.m.-5:00 p.m.

Sunday, October 23 | 8:00 a.m.-4:00 p.m.

REGISTRATION CODE: 22E2

The Administrators Masters Program (AMP) is designed for administrators and administrative staff who have five or more years of professional administrative experience. The objective of the preconference is to help attendees develop enhanced skills in leadership and management, communications and customer service, project management and strategic dialogue that will make them even more effective in their current roles. Complete the program by attending all three designated educational sessions at the accompanying U.S. Annual Conference. These sessions will cover essential technical benefits topics imperative for your role.

Already an AMP grad? Repeat the core program on Saturday and Sunday to refresh your skills. REGISTRATION CODE: 22E2G

Two-Day Workshop

For Administrators
With 5+ Years
of Experience

Certificate of Achievement in Public Plan Policy (CAPPP): Health Part II

Saturday, October 22 | 8:00 a.m.-5:00 p.m.

Sunday, October 23 | 8:00 a.m.-4:00 p.m.

REGISTRATION CODE: 2218H

An essential program for new trustees and those seeking a refresher in public sector benefit plans, the CAPPP program addresses the core concepts and current trends in health plans, plan design and fiduciary aspects of public sector benefit plans. This exam-based program is led by industry practitioners and experts in the field.

Note: Limited seats are offered for this program.

Two-Day Workshop

Preconference Options

Certificate of Achievement in Public Plan Policy (CAPPP): Pensions Part II

Saturday, October 22 | 8:00 a.m.-5:00 p.m.

Sunday, October 23 | 8:00 a.m.-4:00 p.m..

REGISTRATION CODE: 2218P

Expanding upon the fundamental knowledge gained in Part I, the CAPPP: Pensions Part II addresses the elements of plan design, investments, improvement strategies and emerging issues so you can be fully equipped to make the necessary decisions for your plans.

Note: Limited seats are offered for this program.

Two-Day Workshop

Financial/Retirement Planning Workshops

Lifetime Retirement Planning—For Attendees Over 50

Saturday and Sunday, October 22-23 | 8:00 a.m.-1:00 p.m.

REGISTRATION CODE: PC53/PC54

Planning for your future begins today. If you are age 50 or older, this workshop will be tremendously valuable for you. This year will bring many changes to the way you think about and plan for retirement. Determining how to prepare for what is at hand is key. One of our most popular preconference sessions, this program will provide tools to help you navigate a stronger and more secure future.

Spouses/guests may also attend the Lifetime Retirement Planning workshops at a reduced price! USE REGISTRATION CODE: PC55/56

Two-Day Program

Lifetime Financial Planning—For Attendees Under 50

Sunday ONLY, October 23 | 8:00 a.m.-1:00 p.m.

REGISTRATION CODE: PC30

You must make many financial and nonfinancial decisions before retirement that will affect your economic and retirement well-being. Intended for attendees between the ages of 35 and 50, this program not only will help you manage your personal financial plan and investments, but it will also teach you how to implement a program for your fund.

Spouses/guests may also attend the Lifetime Retirement Planning workshops at a reduced price! USE REGISTRATION CODE: PC36

One-Day Program

One-Day Enrichment Workshops— Attend One or Both Days!

Enrichment Workshops are \$480 per day through September 12, 2022 and \$630 per day after September 12 for members.

Navigating Challenging Conversations: Breakthrough Conflict™

Saturday ONLY, October 22 | 8:00 a.m.-1:00 p.m.

REGISTRATION CODE: PC01

Even with the best of intentions, many of us communicate automatically, often making blunders that take a toll on our professional and personal lives. This program introduces attendees to concrete, tangible skills to:

- **TEACH** people how their behavior is a problem without making them feel defensive
- **RAISE** difficult issues that simultaneously solve problems and strengthen relationships
- **TRANSFORM** the organization's culture from avoidance to positive engagement
- **CREATE** trust through conflict.

One-Day Program

Persuasion and Influence

Sunday ONLY, October 23 | 8:00 a.m.-1:00 p.m.

REGISTRATION CODE: PC02

Organizational leaders recognize the imperative of being convincing advocates for issues of critical importance, able to present their vision persuasively in order to have their ideas and recommendations implemented and supported. This program reveals concrete and lasting skills to:

- **DISCOVER** ways to be a dynamic speaker
- **INFLUENCE** people by using all three modes of persuasion
- **DISCOVER** the science of persuasion
- **HARNESS** the power of storytelling.

One-Day Program

One-Day Enrichment Workshops

Diversity Strategies for Success

Saturday or Sunday, October 22 or 23 | 8:00 a.m.-1:00 p.m.

Choose one day only.

REGISTRATION CODE: PC03 SATURDAY | PC04 SUNDAY

Diversity strengthens workforces and benefits communities, making industries more robust and competitive by reflecting the communities where they operate and the people they serve. During this workshop, attendees will shift the mindset to recruit, welcome and retain the most competent and skilled workforce available while embracing differences in age, ability, ethnicity, sex, gender identity, national origin, language, marital status, political affiliation, race, religion, sexual orientation and other characteristics that make individuals unique.

One-Day Program

Mental Health First Aid® at Work

Saturday or Sunday, October 22 or 23 | 8:00 a.m.-1:00 p.m.

Choose one day only.

REGISTRATION CODE: PC05 SATURDAY | PC06 SUNDAY

Mental Health First Aid® (MHFA) at Work is a high-impact, skills-based training program that teaches workers how to offer help to a person who may be developing or is suffering from a mental health concern or crisis. Attendees will be introduced to the unique challenges and needs of the individual who may experience the symptoms of mental illness.

- Identify the impact of mental health challenges and recovery on the well-being of adults in the workplace.
- Explain and practice the five-step MHFA action plan (ALGEE).
- Discuss appropriate methods of self-care for individuals in the workplace.

Register early—Seating is limited to 30 attendees per day.

One-Day Program

“The International Foundation Annual Conferences and materials are the gold standard for use by employee benefits professionals.”

William K. Wolf
Partner
Rothman Rocco LaRuffa
New York

Do You Have an Exceptional Service Provider You Want to Share?

Encourage your service provider to exhibit at or sponsor the Annual Conference! Various in-person and virtual options are available to fit any budget, and each offers an exceptional opportunity to build business and brand awareness.

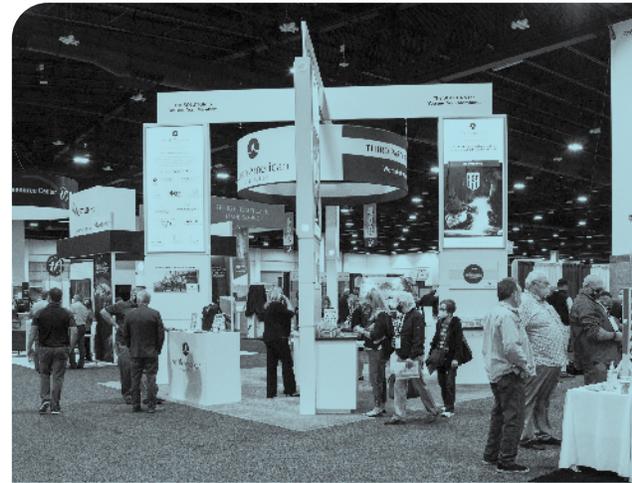
WHY EXHIBIT AND SPONSOR?

- Get premium, face-to-face access to our decision-maker attendees who represent over a billion dollars in fund assets.
- Have the opportunity to meet with existing clients, build on relationships and stand out from the competition by learning about key issues concerning and impacting their members and customers.
- Join 200+ exhibitors and sponsors who are already building their business with Foundation members.

TO LEARN MORE, CONTACT US TODAY!

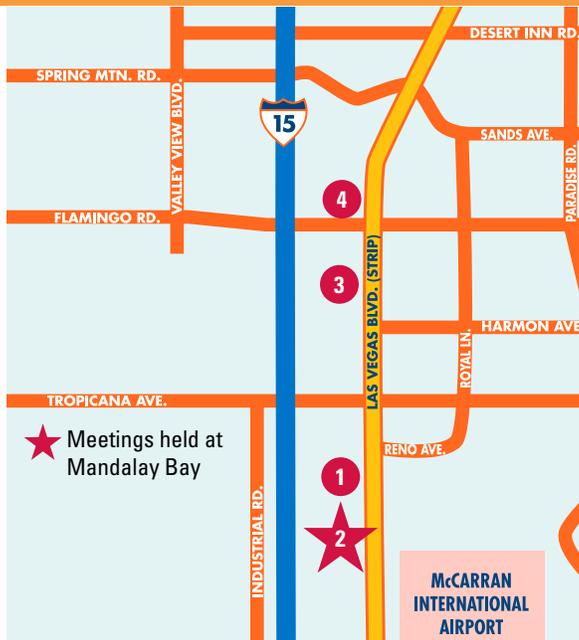
Exhibits: Sandra Lange
sandra@ifebp.org
(262) 373-7657

Sponsorships: Diane Mahler
dianem@ifebp.org
(262) 373-7656



Hotel Information

The International Foundation has negotiated discounted rates for conference attendees at the Las Vegas hotels noted below. Reservations must be booked through the International Foundation to receive this discounted rate.



1 Delano Las Vegas*

IF Block: 750

1,117 guest rooms, maximum of four adults per room.
\$40 charge for third and fourth guest regardless of age.

\$244 s/d (Thursday, October 20)

\$348 s/d (Friday, October 21-Saturday, October 22)

\$244 s/d (Sunday, October 23-Thursday, October 27)

A daily resort fee of \$39 waived for all International Foundation attendees.

Delano Las Vegas offers an all-suite, smoke-free, luxury hotel experience located steps from Mandalay Bay, blending signature elements of Delano South Beach with the distinct energy only found on the Las Vegas Strip. Boasting one of the highest standards for square footage of any hotel in the city (725 square feet per standard room), each suite features a private bedroom with spacious spa-style bath and adjoining living room with 46" flat-screen TV, a wet bar, a desk and a powder room for a plush retreat.

2 Mandalay Bay Resort & Casino*

IF Block: 2,500

3,309 guest rooms, maximum of four adults in a room.
\$40 charge for third and fourth guest regardless of age.

\$204 s/d (Thursday, October 20)

\$308 s/d (Friday, October 21-Saturday, October 22)

\$204 s/d (Sunday, October 23-Thursday, October 27)

A daily resort fee of \$39 waived for all International Foundation attendees.

More than 3,000 guest rooms and suites at Mandalay Bay have been redesigned as part of a \$100 million remodel. Radiating casual elegance and comfort, each room features a 42"-plus LED TV, Wi-Fi access and a mini-bar. Lofty pillow-top beds and warm textiles allow for effortless relaxation. From the real sand beach complete with a wave pool and lazy river to the Shark Reef Aquarium and award-winning restaurants, many adventures await Mandalay Bay guests.

**Union properties*

13.38% tax (subject to change without notice)

Hotel rates include a \$10 nightly per room facility fee.

3 The Cosmopolitan of Las Vegas*

IF Block: 1,000

2,995 guest rooms, maximum of four adults per room.
\$35 charge for third and fourth guest age 18+.

\$263 (Thursday, October 20)

\$318 (Friday, October 21-Saturday, October 22)

\$263 (Sunday, October 23-Thursday, October 27)

A daily resort fee of \$20 plus the current Clark County room tax of 13.38% (subject to change) will be charged in addition to the room rates set forth above. See website for resort fee inclusions.

Guest rooms at The Cosmopolitan are spacious, warm and welcoming, with artful, hand-crafted touches that give each space the intimate feel of a private urban residence. Many rooms have large sliding glass doors that open onto oversized private terraces. Marble-floored bathrooms invite guests to luxuriate in deep soaking tubs and exhilarating rain showers, and each room is outfitted with the latest technology for maximum in-room enjoyment, including sophisticated entertainment systems, Samsung plasma-screen televisions, high-speed wireless internet access and state-of-the-art control panels.

4 The Mirage*

IF Block: 500

3,044 guest rooms, maximum of four guests per room.
\$35 charge for third and fourth guest age 18+.

\$124 (Thursday, October 20)

\$179 (Friday, October 21-Tuesday, October 25)

\$124 (Wednesday, October 26-Thursday, October 27)

A daily resort fee of \$30 plus the current Clark County room tax of 13.38% (subject to change) will be charged in addition to the room rates set forth above. See website for resort fee inclusions.

Smartly redesigned rooms feature stylish comfort complemented by ultramodern amenities and chic upgrades. Reflecting today's lifestyle, rooms are outfitted with a 42" LCD TV, iHome MP3 docks, cordless phones and luxurious robes for lounging in. Take advantage of the worldly selection of fine and casual dining venues as you enjoy your own private oasis at The Mirage.

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