County of Sonoma
Agenda Item
Summary Report

Agenda Item Number: 40
(This Section for use by Clerk of the Board Only.)

Clerk of the Board
575 Administration Drive
Santa Rosa, CA 95403

To: Board of Supervisors

Board Agenda Date: April 25, 2017
Vote Requirement: Majority

Department or Agency Name(s): Board of Supervisors/County Administrator’s Office

Staff Name and Phone Number: Supervisory District(s):
Nikolas Klein, 707-565-5312 Countywide

Title: Charters for Pension Ad Hoc and Independent Citizen’s Pension Committee

Recommended Actions:

(A) Approve the charter for the Board’s 2016-17 Pension Ad Hoc Committee.
(B) Adopt a Resolution to establish an ongoing Independent Citizen’s Pension Committee and approve its charter.
(C) Direct the Pension Ad Hoc co-chairs to initiate an open application process to identify potential appointees to the Independent Citizen’s Pension Committee. The co-chairs’ recommended appointees will be presented to the full Board for approval as a consent item at a future meeting.

Executive Summary:

The Board of Supervisors ("Board") has adopted Pension Reform as one of its key priorities, with a goal of ensuring a fair, equitable, and sustainable pension system for taxpayers and employees alike. The Board has approved three over-arching goals for pension reform: contain costs; maintain market competitiveness and workforce stability; and improve accountability and transparency.

After making progress toward its reform goals, the Board established the Independent Citizen’s Advisory Committee on Pension Matters in September 2015, and charged it with evaluating the County’s efforts to date and also proposing new reform strategies and approaches. The committee completed its work in July 2016 with submission of its report to the Board. In response, the Board created the new 2016-17 Pension Ad Hoc Committee (Supervisors Zane and Rabbitt appointed) to lead the next phase of pension reform efforts and address recommendations from the July 2016 Citizen’s Committee report.

This item requests approval of the charter and scope for the Board’s 2016-17 Pension Ad Hoc Committee, which includes the following deliverables: (1) a pension reform work plan; (2) recommendations for paying unfunded liability costs and improving equity; (3) a feasibility analysis for implementing a hybrid retirement plan with defined-benefit and defined-contribution components; (4) a communications program for pension matters, including improved reporting to enhance transparency; (5) new or revised cost containment measures; and (6) an approved charter for a citizen’s committee.
With respect to this last item, this report also requests Board approval to establish a new, ongoing Independent Citizen’s Pension Committee (“Committee”). The mission of the Committee will be to represent the best interests of the entire community in a non-partisan manner, while acting as a bridge for communication between the County and local residents on matters pertaining to the County’s pension costs and reform efforts. The recommended scope for the committee is intended to improve accountability and transparency of the County’s pension reporting, and provide a way for the County to engage citizens in the process of developing and refining the County’s pension reform strategies.

Discussion:

Background

The Board of Supervisors formed the original Pension Ad Hoc Committee (Supervisors David Rabbitt and Shirlee Zane) in February 2011 to address the unsustainable course that Sonoma County pension costs had been on throughout the prior decade. The 2011 Pension Ad Hoc analyzed the County’s pension issues and developed a comprehensive report to define the County’s pension reform goals. The report highlighted several policy goals and strategies to reduce Sonoma County’s pension costs and ensure a fair, equitable, and sustainable pension system. The Board received the Pension Ad Hoc’s report in November 2011 and adopted the goals and strategies therein, including: cost containment; maintaining market competitiveness and workforce stability; and improving accountability and transparency.

The Board established the former Independent Citizen’s Advisory Committee on Pension Matters in September 2015 as part of its efforts to improve transparency and accountability. The committee completed its work in July 2016 with submission of its final report, which assessed the County’s pension reform progress since 2012 and communicated a number of findings and recommendations. The committee’s report also added suggestions for further definition, tracking, measurement, and reporting efforts on some of the Board’s existing pension reform strategies. The Board subsequently created a new Pension Ad Hoc Committee in November 2016, and appointed the 2011 Ad Hoc Supervisors (Rabbitt and Zane) to provide leadership for the next phase of reform efforts, including addressing the July 2016 citizen’s committee report recommendations.

On February 21, 2017, staff presented a proposed charter for a limited duration independent citizen’s pension committee; however, the concept was not endorsed by the Board. As an outcome of the Board’s discussion, the Chair directed the Pension Ad Hoc and staff to explore options for establishing an ongoing citizen’s advisory committee. The Pension Ad Hoc subsequently met with staff in March and developed a charter for a permanent committee. The Pension Ad Hoc and staff are now returning to the full Board with their recommended scope and charter for establishing the ongoing citizen’s committee.

Approve the 2016-17 Board Pension Ad Hoc Committee Charter

The recommended scope for the 2016-17 Pension Ad Hoc aims to: (1) provide an overall framework for the next phase of reform efforts by defining a work plan; (2) further work under existing goals and strategies (i.e., cost containment and improving accountability and transparency); and (3) address
several of the key recommendations from the July 2016 citizen’s committee report. The Pension Ad Hoc will work on the following deliverables, many of which will be addressed in a final report to the Board of Supervisors, planned for December 2017:

1) Create a new work plan for implementing the Board’s current high priority pension reform goals and addressing the recommendations of the July 2016 citizen’s committee report. The following scope items will inform the work plan:

   a) Recommend approaches for reducing the County’s Unfunded Actuarial Accrued Liability (UAAL) associated with pension costs, i.e., advanced payments towards UAAL and/or sharing the UAAL pension cost burden between employer and employees.

   b) Assess the feasibility of, and possible approaches for, creating a hybrid retirement model that consists of defined-benefit and defined-contribution plan components.

   c) Develop community-focused resources, including more robust annual reports, to provide transparency to the public surrounding pension matters.

   d) Monitor and provide recommendations on legal developments that impact local pension systems.

2) Develop a scope and charter for a new Independent Citizen’s Pension Committee.

3) Revisit the County’s 10% of total compensation cost containment target.

The full charter for the 2016-17 Pension Ad Hoc is provided as Attachment 1 to this summary report. The Ad Hoc Committee would be supported by staff from the County Administrator’s Office, Human Resources, County Counsel, and the Auditor-Controller-Treasurer-Tax Collector. It is also anticipated that support will be required from outside consultants with relevant actuarial and legal expertise.

Establish a New Independent Citizen’s Pension Committee

The Pension Ad Hoc co-chairs recognize the valuable insights, ideas, and contributions of the former committee, and they recommend establishing a new, ongoing citizen’s committee to support the County’s pension reform efforts. The mission of the new Independent Citizen’s Pension Committee will be to represent the best interests of the entire community in a non-partisan manner, while acting as a bridge for communication between the County and local residents on matters pertaining to the County’s pension costs and reform efforts. The Pension Ad Hoc recommends the following work scope for the Committee, focused on enhancing the County’s pension reporting and improving accountability and transparency:

1) Review the County’s annual “State of the Retirement System” Report (to be developed by staff). Review and evaluate the report’s contents for accuracy and clarity, ask questions of staff, and
provide feedback or suggestions for additional content and copy edits to improve readability and transparency.

2) Review relevant County and SCERA published reports, such as: annual Comprehensive Annual Financial Reports, annual valuations of the retirement system, executed labor agreements and Government executed labor agreements and Govt. Code 31515.5 disclosure documents, and budget documents.

3) Present annual updates to the Board of Supervisors. This deliverable would take the form of a short board report and presentation, rather than a formal, comprehensive written report. The committee’s annual Board updates would cover the following topics:

- Meetings conducted, presentations received, workgroups formed, and other relevant activities of the committee;
- Independent analysis of trends and key takeaways observed in the State of the Retirement System report and other County and SCERA publications;
- Innovative pension reform strategies to contain costs being pursued in other local or state jurisdictions that could be applicable to the County;
- Synopsis of relevant news articles, academic studies, publications, legislative developments, or other items of interest pertaining to pension plans and reform efforts; and
- Additional recommendations, from a citizen’s perspective, that could help the County further improve its pension reporting and ultimately the public’s understanding of the pension system.

Consistent with the mission of the Committee and its status as an advisory body, the information communicated in its annual update shall be fair, constructive, and objective. Any and all pension reform strategies developed through the efforts of the Committee shall be advisory only to the Board of Supervisors. The Board would not be obligated to pursue any policy changes in response to the Committee’s annual updates or recommendations. Further, to the extent the Board of Supervisors authorizes the delivery of pension reform strategies developed through this effort, the implementation of such strategies will be subject to State law and the County’s labor relations policies and procedures. In this regard, the Committee will have no authority or involvement in the applicable labor relations process. The full charter for the new Committee is provided as Exhibit A to the Attachment 2 resolution.

After considering different options for the structure and membership of the Committee, the Pension Ad Hoc decided on the following characteristics:

- **Number of Members**: Seven, appointed by majority vote of the Board of Supervisors
- **Committee Duration**: Ongoing, unless terminated by majority vote of the Board.
- **Member Terms**: Two-year staggered terms; no term limit, but subject to re-appointment.
- **Membership Criteria**: Must be a resident of Sonoma County; possess aptitude for dealing with complex financial information; and not affiliated with, participating in, nor a beneficiary of the County’s retirement system.
- **Member Nominations**: Initial appointees to be nominated by the Pension Ad Hoc co-chairs after conducting an open application process. Future Committee vacancies will be posted on the
County’s Boards, Commissions, Committees & Task Forces list to comply with the Maddy Act, and interested individuals may submit an application for consideration. Applications will initially be reviewed by County Administrator staff for completeness and verification of the applicant’s eligibility. Applications will be forwarded to the presiding Chair and Vice Chair of the Board of Supervisors for review and possible interviews. Upon conclusion of the application process, member nominations will be presented to the full Board of Supervisors for approval. A sample application has been provided as Attachment 3 to this report.

Upon approval of the attached resolution, the Pension Ad Hoc co-chairs would work with staff to initiate a committee application process open to all individuals whom meet the criteria listed above. The Pension Ad Hoc co-chairs will seek to balance prior committee experience with diverse perspectives as they come up with their member recommendations. In order to preserve historical knowledge and ensure some continuity of effort, the Ad Hoc co-chairs will look to grant some appointments to members of the 2015 Independent Citizens Advisory Committee on Pension Matters. All interested members of the original committee will be eligible to apply. In addition, the Pension Ad Hoc co-chairs will strive to have a balanced and diverse committee made up of community members with a wide variety of perspectives, such as individuals with knowledge of labor relations who can bring a labor perspective to promote balanced discussions, and individuals who may be early in their careers. The open application process will provide an opportunity for interested members of the community to apply to serve on the committee and potentially contribute new ideas and apply their unique perspectives to the pension problem. All members must be from Sonoma County and possess an aptitude for dealing with complex financial information. To mitigate potential conflicts of interest, committee members must not be affiliated with, participating in, nor a beneficiary of, the SCERA pension system.

Based on its scope, the Committee is expected to convene approximately 6-9 meetings annually. The committee’s meetings would be subject to the requirements of the Ralph M. Brown Act for conducting open and public meetings. The Committee would receive administrative support from the County Administrator’s Office, with as-needed analytical support provided by subject matter experts from other departments and agencies. County staff will provide administrative support to the Committee, but would not direct its work.

The County will create a dedicated webpage for the Committee to post relevant information, such as: meeting calendar, charter, bylaws, contact information, meeting agendas, approved meeting minutes, annual reports to the Board, membership rosters, and other Maddy book information.

Prior Board Actions:

02-21-2017: The Board directed the Pension Ad Hoc and staff to explore options for establishing an ongoing citizen’s pension committee.
11-15-2016: Appointed Supervisors Shirlee Zane and David Rabbit to serve as co-chairs of the new Pension Ad Hoc Committee.
07-12-2016: Received the Independent Citizen’s Committee’s Final Report.
09-22-2015: Approved the Independent Citizen’s Committee charter and appointed all seven members.
04-21-2015: Approved formation of the Independent Citizen’s Committee and directed staff to start the application and selection process.
01-27-2015: Received a staff update on Pension Reform efforts initiated in November 2011.
11-08-2011: Received a report from the Board’s Ad Hoc Committee on Pension Reform, and directed staff to initiate the strategies contained within the report.

**Strategic Plan Alignment**  
**Goal 4: Civic Services and Engagement**

**Goal 4: Civic Services and Engagement:**
The Committee will be comprised of seven members from the general public who are not County employees, nor connected with the County’s pension system in any way. The charter for the committee will give members of the public an opportunity to review and provide input for the County’s pension reform strategies affecting the retirement system. The committee’s work will also improve the County’s transparency and accountability with respect to pension matters.

**Goal 2: Economic and Environmental Stewardship:**
Implementing pension reform, with a goal of ensuring a fair, equitable, and sustainable pension system, will benefit all current and future taxpayers, employees, and retirees.

### Fiscal Summary

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<th>Expenditures</th>
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<th>FY 17-18 Projected</th>
<th>Ongoing Projected</th>
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**Funding Sources**

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<th>Funding Sources</th>
<th>FY 16-17 Adopted</th>
<th>FY 17-18 Projected</th>
<th>Ongoing Projected</th>
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<td>Contingencies</td>
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<tr>
<td><strong>Total Sources</strong></td>
<td>85,971</td>
<td>108,088</td>
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**Narrative Explanation of Fiscal Impacts:**

The estimated cost to complete the respective work efforts of the Pension Ad Hoc and Citizen’s Committee will be covered under existing baseline County budget appropriations, without the need for additional appropriations. The County Administrator’s Office budget includes staff support costs, and the Non-Departmental budget includes appropriations earmarked for pension reform and actuarial activities. Refer to **Attachment 4** for budget details by committee, fiscal year, and financing source.

The total budget for the Pension Ad Hoc’s work effort is estimated to be $172,475 over 12 months, spanning FY 2016-17 and FY 2017-18. The Ad Hoc’s budget assumes $80,000 for actuarial support,
$10,000 for outside legal expenses, and $82,475 for County staff support. The Ad Hoc’s work will conclude in December 2017; therefore, no ongoing annual costs are anticipated.

The total budget for the Citizen’s Committee is estimated to be: $8,496 in Fiscal Year 206-17 to set up the website and facilitate the application process; $13,088 in 2017-18 to cover staff support for nine meetings; and $10,780 annually starting in 2018-19 for staff costs to support future application processes and six meetings per year.

The proposed budget assumes staff support would be covered under the County Administrator’s baseline salaries and benefits budget; however, without additional resources, absorbing the time in the department’s baseline may reduce existing capacity to work on other special projects.

### Staffing Impacts

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**Narrative Explanation of Staffing Impacts (If Required):**

n/a

**Attachments:**

- Attachment 1 - Pension Ad Hoc Committee Charter
- Attachment 2 - Resolution establishing the Independent Citizen’s Pension Committee
- Attachment 2, Exhibit A - Independent Citizen’s Pension Committee Charter
- Attachment 3 - Sample Application for the Independent Citizen’s Pension Committee
- Attachment 4 - Budget Estimate for the Pension Ad Hoc and Independent Citizen’s Pension Committee

**Related Items “On File” with the Clerk of the Board:**

None.
I. Background

The Board of Supervisors (“Board”) formed the original Pension Ad Hoc Committee (“Ad Hoc”) in February 2011. Supervisors David Rabbitt and Shirlee Zane served as Co-Chairs. The 2011 Pension Ad Hoc analyzed the County’s pension issues and developed a comprehensive report to articulate the County’s pension reform goals. The report highlighted several policy goals and strategies to reduce Sonoma County’s pension costs and ensure a fair, equitable, and sustainable pension system. The Board received its report in November 2011 and adopted the goals and strategies therein, including: cost containment; maintaining market competitiveness and workforce stability; and improving accountability and transparency. County staff subsequently worked on implementing the strategies, and the Board received a progress report on January 27, 2015 of significant accomplishments achieved. The Board created the Independent Citizen’s Advisory Committee on Pension Matters to review progress to date, help develop materials to more easily explain the pension system and process to the general public, and offer any additional recommendations for further pension reform efforts. On July 12, 2016, the Board received the committee’s report, and staff began formulating a plan for the next phase of pension reform. On November 15, 2016, the Board created a new Pension Ad Hoc Committee to guide the County's strategy for implementing the next phase of reforms.

II. Committee Duration

The Pension Ad Hoc Committee will be convened for a limited term through December 31, 2017, unless extended by the Board of Supervisors.

III. Committee Members

On November 15, 2016, the Board Chair appointed two co-chairs to lead the committee: David Rabbitt, Second District Supervisor, and Shirlee Zane, Third District Supervisor.

IV. County Department, Other Agency, and Consulting Resources

The following County staff will support the work of the Pension Ad Hoc Committee:

- Sheryl Bratton, County Administrator;
- Christina Rivera, Assistant County Administrator;
- Rebecca Wachsberg, Deputy County Administrator; and
- Nikolas Klein, Administrative Analyst.

As-needed subject matter support may also be provided by staff from Human Resources, Auditor-Controller-Treasurer-Tax Collector, County Counsel, and the Sonoma County Employees’ Retirement Association. Possible support from outside consultants or contractors (i.e., analytical, actuarial, or legal services) may also be utilized.
V. **Scope of Effort and Deliverables**

The Pension Ad Hoc Committee will guide the next phase of the County’s pension reform efforts by accomplishing the following objectives, which will be addressed in a final report to the full Board of Supervisors with a target completion date of December 2017:

1) **Pension Reform Work Plan**: Create a new work plan for implementing the Board’s current high priority pension reform goals and addressing the recommendations of the original Citizen’s Committee. The work plan should identify: future action steps, staff resources required, contract resources required, desired outcomes, deliverables, limitations and constraints, and target completion dates.

**Deliverable**: Recommended Work Plan incorporated into the Committee’s final report and approved by the full Board of Supervisors.

**Target Completion Date**: December 2017

   a. **Recommend new approaches for paying unfunded liability costs and improving equity**: Recommend approaches for reducing the County’s Unfunded Actuarial Accrued Liability (UAAL) associated with pension costs, i.e., advanced payments towards UAAL and/or sharing the UAAL pension cost burden between employer and employees. Proposed employee cost sharing arrangements should also take into consideration existing inequities caused by different retirement tiers and the retirement system’s current cost of living adjustments (COLA) policy.

   **Deliverable**: Recommendations will be incorporated into the final report.

   b. **“Hybrid” Plan Feasibility Analysis**: In addition to other cost containment efforts, the Pension Ad Hoc Committee’s November 2011 report and the Citizen Committee’s July 2016 report both recommended the County pursue a new retirement benefit tier built upon a hybrid model, which would combine defined benefit and defined contribution plans. The Pension Ad Hoc will work with staff to assess the feasibility of, and possible approaches for, creating a hybrid retirement plan model with or without enabling legislation.

   **Deliverable**: The Pension Ad Hoc’s final report will include a feasibility analysis for implementing a hybrid plan, and a recommended strategy for the County to pursue.

   c. **Develop a Communications Program for Pension Information**: Develop a new communications program to help achieve the goal of improving accountability and transparency. The communications program would include three main components:

      i. An informational handout to communicate pertinent information about Sonoma County’s pension system to be updated annually thereafter by County staff. The handout would use facts and figures to address common misconceptions regarding the pension system, how it works, and its impact. The document should explain concepts clearly and be easily understood by members of the public.

      **Target Completion**: May 2017.
ii. Improve upon past staff pension reports by developing a comprehensive annual “State of the Retirement System” report that is informative, understandable, consistent, and accessible to members of the public. This report is anticipated to be a joint effort with the Sonoma County Employees’ Retirement Association. **Target Completion:** September 2017.

iii. Recommended updates to the County website to communicate pertinent information and data related to pensions. The content would be geared towards members of the general public. **Target Completion:** December 2017 as part of the Pension Ad Hoc’s report.

d. **Monitor Legal Developments:** Monitor and provide recommendations on legal developments that impact local pension systems. Work may entail reviewing the status and outcomes of applicable state or federal court cases that may provide opportunities for further pension reform. **Deliverable:** Recommendations and/or analysis of legal developments will be incorporated into the Committee’s final report.

2) **Establish a New Independent Citizen’s Pension Committee:** Develop a recommended scope and charter for a new citizen’s committee. The charter should address the scope of work, membership parameters, terms, and staff support. Identify and nominate appointees to the committee. **Deliverable 1:** Independent Citizen’s Pension Committee established and charter approved by the full Board of Supervisors. **Target Completion Date:** April 25, 2017
**Deliverable 2:** Board approval of Committee appointees. **Target Completion Date:** June/July 2017

3) **Cost Containment Target:** The 2011 Pension Ad Hoc’s report established a cost containment goal of reducing the County’s annual pension costs to 10% of total compensation within 10 years. Given actual experience over the past few years, and recommendations by the Citizen’s Committee to reconsider use of this target ratio, the Pension Ad Hoc will revisit the value and use of this cost containment goal. The Pension Ad Hoc will develop a recommendation to either reaffirm the original 10% in 10 years target or add new cost containment measures. **Deliverable:** The recommendation will be included in the Pension Ad Hoc report. **Target Completion Date:** December 2017

VI. **Stakeholders**
- Board of Supervisors
- All County citizens
- County employees, employee groups, and retirees participating in the pension system
- Sonoma County Employees’ Retirement Association
- Independent Citizen’s Pension Committee
Resolution Of The Board Of Supervisors Of The County Of Sonoma, State Of California,
Establishing the Independent Citizen’s Pension Committee

Whereas, the Board of Supervisors has adopted Pension Reform as one of its key
priorities, with a goal of ensuring a fair, equitable, and sustainable pension system for
taxpayers and employees alike.

Whereas, the Board has approved three over-arching goals for pension reform: contain
costs; maintain market competitiveness and workforce stability; and improve
accountability and transparency.

Whereas, the Board established the former Independent Citizen’s Advisory Committee
on Pension Matters in September 2015 for a limited duration as part of its efforts to
improve transparency and accountability.

Whereas, the Board of Supervisors desires to establish a new, ongoing citizen’s
committee to represent the best interests of the entire community in a non-partisan
manner, while acting as a bridge for communication between the County and local
residents on matters pertaining to the County’s pension costs and reform efforts.

Now, Therefore, Be It Resolved that the Board of Supervisors hereby establishes the
Independent Citizen’s Pension Committee, in accordance with the Exhibit A Charter,
which specifies: member nominations and appointments; membership criteria and
terms; committee duration, compensation; scope of effort and deliverables; staff
support and resources; spending authority; and rules and procedures for meetings.

Supervisors:
Gorin: Rabbitt: Gore: Hopkins: Zane:
Ayes: Noes: Absent: Abstain:

So Ordered.
I. Background

In November 2011, the Sonoma County Board of Supervisors (“Board”) approved several policy goals and strategies to reduce Sonoma County’s pension system costs and ensure a fair, equitable, and sustainable local pension system. The Board approved three over-arching goals for pension reform: contain costs; maintain market competitiveness and workforce stability; and improve accountability and transparency. Under the goal of improving transparency, one of the strategies called for establishing an Independent Citizen’s Committee to review and propose policy changes to control pension costs. To that end, in September 2015, the Board established the former Independent Citizen’s Advisory Committee on Pension Matters, and appointed seven members.

The Board established the original committee for a limited duration of nine months and charged it with producing a written report to address three specific areas: (1) evaluating the County’s progress towards achieving its stated pension reform goals; (2) developing a brief summary of the County’s pension system and the roles and responsibilities of governing bodies; and (3) proposing new pension reform recommendations for the Board’s consideration. The committee’s final report communicated its members’ findings and recommendations culminating from their effort to study, analyze, and evaluate the County’s pension reform efforts since 2012. The original committee’s work concluded on July 12, 2016 with submission of its final report. This charter outlines the scope and requirements for a new citizen’s committee, hereafter referred to as the Independent Citizen’s Pension Committee (“Committee”).

II. Mission Statement

The mission of the Independent Citizen’s Pension Committee is to represent the best interests of the entire community in a non-partisan manner, while acting as a bridge for communication between the County and local residents on matters pertaining to the County’s pension costs and reform efforts.

III. Membership

a. Appointments: The Committee shall consist of seven members appointed by majority vote of the Board of Supervisors, and nominated as follows:

i. The initial seven appointees shall be nominated by the co-chairs of the 2016-17 Pension Ad Hoc after conducting an open application process in compliance with the Maddy Act.

ii. Future Committee vacancies will be posted on the County’s Boards, Commissions, Committees & Task Forces list to comply with the Maddy Act, and interested individuals may submit an application for consideration. Applications will initially be reviewed by County Administrator staff for completeness and verification of the applicant’s eligibility. Applications will be forwarded to the presiding Chair and Vice Chair of the Board of Supervisors for review and possible interviews. Upon conclusion of the application process, member nominations will be presented to the full Board of Supervisors for approval.
b. **Membership Requirements**

Members shall meet the following criteria:

- Resident of Sonoma County;
- Possess an aptitude for dealing with complex financial information; and
- Not affiliated with, participating in, nor a beneficiary of, the Sonoma County Employees’ Retirement Association (“SCERA”) pension system.

c. **Member Terms**

The seven members appointed to the Committee will initially serve staggered terms of either two or three years. As the terms of the initial members expire, all new members will be appointed (or incumbents re-appointed) to a standard two-year term. All members shall serve at the pleasure of the Board of Supervisors and may be removed from office at any time by the Board.

- **Staggered Terms for Initial Members:** Three of the seven initial appointees, chosen at random, will serve an extended three-year term; the remaining four initial appointees will serve a standard two-year term.

- **Standard Terms:** All members will hold office for a term of two-years, or until their successor is appointed. Individual members will not be subject to term limits; however, they must be reappointed by the Board upon expiration of their current term in order to continue serving on the committee.

d. **Replacements:** In event of the death, resignation, or inability of any member of the Committee to serve, such condition shall be brought to the attention of the Board of Supervisors for appointment of a replacement. “Inability to serve” shall be determined by a majority vote of the Committee. If any member misses two consecutive regular meetings without a valid reason, the Board of Supervisors, through the County Administrator’s Office, shall be notified and requested to appoint a replacement. The replacement would finish the remaining term of the individual removed from the committee, and would not serve a full two-year term.

e. **Compensation:** Members of the Committee shall serve without compensation.

IV. **Committee Duration**

The Independent Citizen’s Pension Committee will be convened as an ongoing committee without a specified end date, unless terminated by majority vote of the Board of Supervisors.
V. **Scope of Effort and Deliverables**

The following scope for the Independent Citizen’s Pension Committee is intended to improve accountability and transparency of the County’s pension reporting, and provide a way for the County to engage citizens in the process of developing and refining its pension reform strategies:

1) **Review and Provide Feedback on the County’s “State of the Retirement System” Report**: County staff will work with SCERA to improve upon past pension reports and develop a comprehensive annual “State of the Retirement System” report that is informative, understandable, and accessible to members of the public. The State of the Retirement System report will be published annually during the second quarter of each fiscal year (October – December). Staff will provide an advanced copy of the report to the Committee prior to publication. Committee members will have the opportunity to review and evaluate the report’s contents for accuracy and clarity, ask questions of staff, and provide feedback or suggestions for additional content and copy edits to improve readability and transparency.

2) **Review Relevant County and SCERA Reports and Materials**: When the following recurring reports and documents are published and made available for review by the general public, they will concurrently be provided to committee members for informational purposes:
   - County’s Comprehensive Annual Financial Report (CAFR);
   - County’s Annual Fiscal Year Recommended and Adopted Budget Books;
   - County’s Annual Fiscal Year Citizen’s Report;
   - County’s Annual State and Federal Legislative Platform;
   - County’s executed labor agreements and Govt. Code 31515.5 disclosure documents;
   - SCERA’s Annual Actuarial Valuation of the Retirement System;
   - SCERA’s Comprehensive Annual Financial Report; and

3) **Annual Presentation to the Board of Supervisors**: The Committee shall present an annual update to the Board of Supervisors during the months of April or May. This deliverable would take the form of a short board report and presentation, and would not be a formal, comprehensive written report. The timing of the Board update is intended to give the committee sufficient time to review relevant County reports, while also minimizing disruption caused by potential turnover of committee members every other summer due to term expirations. The committee’s annual Board updates shall cover the following topics:

   1. Meetings conducted, presentations received, workgroups formed, and other relevant activities of the committee;
   2. Independent analysis of trends and key takeaways observed in the State of the Retirement System report and other County and SCERA publications;
   3. Innovative pension reform strategies to contain costs being pursued in other local or state jurisdictions that could be applicable to the County;
   4. Synopsis of relevant news articles, academic studies, publications, legislative developments, or other items of interest pertaining to pension plans and reform efforts; and
5. Additional recommendations, from a citizen’s perspective, that could help the County further improve its pension reporting and ultimately the public’s understanding of the pension system.

Consistent with the mission of the Committee and its status as an advisory body, the information communicated in its annual update shall be fair, constructive, and objective. Any and all pension reform strategies developed through the efforts of the Committee shall be advisory only to the Board of Supervisors. Following the Committee’s annual updates, the Board would not be obligated to pursue any policy changes. Further, to the extent the Board of Supervisors authorizes the delivery of pension reform strategies developed through this effort, the implementation of such strategies will be subject to State law and the County’s labor relations policies and procedures. In this regard, the Committee will have no authority or involvement in the applicable labor relations process.

VI. **Committee Support and Resources**

The Independent Citizen’s Pension Committee will receive administrative meeting support from the County Administrator’s Office, with as-needed analytical support provided by subject matter experts from departments, such as: the County Administrator’s Office, Human Resources, Auditor-Controller-Treasurer-Tax Collector, County Counsel, and the Sonoma County Employees’ Retirement Association. County staff will not be allowed to direct the committee’s work in any way, because it reports directly to the Board of Supervisors in an advisory capacity. Given the committee’s scope (refer to Section V. above), it is not expected to utilize services from outside consultants or contractors (i.e., analytical, actuarial, or legal).

The County will create a dedicated webpage for the committee to post relevant information, such as: meeting calendar, charter, bylaws, contact information, meeting agendas, approved meeting minutes, annual reports to the Board, membership rosters, and other Maddy book information.

VII. **Spending Authority and Travel**

The Committee will not be granted authority to expend County funds, nor will it have authority to enter into any contracts or agreements for goods or services. No travel is authorized under the scope of work; therefore, committee members will not reimbursed for travel costs.

VIII. **Committee Rules and Procedures**

a. **Bylaws:** Shortly after the initial meeting of the ICPC, its members must draft and approve the committee’s bylaws. Upon committee approval, the bylaws must be submitted to the Board of Supervisors for approval. Future amendments or revisions to the bylaws must also be approved by both the committee and the Board of Supervisors.

b. **Records Retention Schedule:** The committee must adhere to the County Clerk of the Board’s Document Retention Schedule for Advisory Board Files in compliance with the requirements set forth in County of Sonoma Administrative Policy 6-1: Policy for Records Retention, Storage
& Destruction. The records retention schedule defines the Committee’s retention, storage, and disposition of records, in accordance with administrative, legal, audit, and historical requirements.

c. Brown Act: All meetings and all deliberations of the ICPC shall be open to the public and shall be governed by the Ralph M. Brown Act (Government Code Section 54950, et seq.).

d. Quorum and Recommendations: Four of seven committee Members must be present at any given meeting to constitute a quorum. No action or advisory recommendation of the ICPC shall be valid unless a majority of all the members concur.

e. Voting: Each member of the ICPC shall be entitled to one vote. A member may abstain from voting in cases of conflict of interest, in which case he or she shall state what the conflict is and recuse themselves from discussion of the item. No proxies shall be permitted. All votes shall be public and properly recorded.

f. Conduct of Meetings: Meetings of the committee shall be conducted in an orderly fashion. The Committee may refer to “Robert’s Rules of Order” for assistance in developing procedures to ensure orderly conduct.

g. Presiding Officer: The chair, or the vice chair in the chair’s absence, shall preside over all meetings of the ICPC. In the case of absence of both the chair and the vice-chair, the chair pro tem shall preside.

h. Agendas: The chair shall be responsible for setting the agenda of each meeting of the ICPC. The County Administrator shall assign staff to attend, as needed. County Administrator staff shall post the agenda for each meeting of the ICPC at the Board of Supervisors office at least 72 hours in advance of the meeting per Brown Act requirements.

i. Meeting Minutes: The minutes of each meeting of the ICPC shall include a copy of the agenda, the official public record of the meeting, and shall indicate any actions taken by the committee.

j. Meeting Frequency: It is anticipated that the ICPC will convene between six (6) to nine (9) meetings per year. The ICPC may form individual workgroups comprised of a subset of members (less than a quorum) to accomplish specific tasks. The smaller workgroups would not be subject to Brown Act requirements and may meet more frequently.

k. Meeting Location: All meetings and deliberations of the full ICPC shall be held in a County building easily accessible to the public. This requirement does not apply to smaller workgroups meetings of less than a quorum.

l. Ethics: Committee members are expected to adhere to high ethical standards in the conduct of their duties. Such conduct requires that Committee members: be independent, impartial and fair in their judgment and actions; comply with both the letter and the spirit of laws and
County of Sonoma Board Resolution – Exhibit A
Independent Citizen’s Pension Committee Charter

policies affecting operations of the Committee; and conduct public deliberations and processes openly in an atmosphere of respect and civility.

m. **Representation of the Committee:** Committee members would not be authorized to represent, speak, or act on behalf of the Committee as a whole unless so authorized by the Committee.

n. **Conflicts of Interest:** Committee members are prohibited from using their official positions to influence decisions in which they have a financial interest, or an organizational responsibility, or where they have a personal relationship that would constitute a conflict of interest. Committee members should avoid taking any action that could be construed, or create the appearance of, using public office for personal gain, including use of the title of Committee Member or other County resources to obtain or promote personal interests and/or businesses.

IX. **Stakeholders**

- Board of Supervisors
- All County residents
- County employees, employee labor groups, and retirees participating in the pension system
- Sonoma County Employees’ Retirement Association
Return Completed Application to:
575 Administration Drive, Rm. 100A
Santa Rosa, CA 95403
(707) 565-2241
(707) 565-3778 FAX

BOARD/COMMISSION/COMMITTEE OF INTEREST: Independent Citizen’s Pension Committee

NAME

ADDRESS

MAILING ADDRESS

HOME PHONE ___________________ CELL PHONE ___________________

BUSINESS PHONE ___________________ EMAIL ___________________

HOW MANY YEARS HAVE YOU RESIDED IN SONOMA COUNTY? ___________________

PRESENT OCCUPATION ___________________

<table>
<thead>
<tr>
<th>SCHOOL</th>
<th>MAJOR</th>
<th>GRADUATION DATE/DEGREE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ORGANIZATION</th>
<th>DATES SERVED</th>
<th>POSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

OTHER RELEVANT EXPERIENCE/EXPERTISE (please summarize here and attach a resume): __________

________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
WHAT IS YOUR UNDERSTANDING OF THE ROLE AND RESPONSIBILITY OF THIS BOARD/COMMISSION/COMMITTEE (and please explain your interest to serve on it)?
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________

WHICH ACTIVITIES OF THIS BOARD/COMMISSION/COMMITTEE INTEREST YOU THE MOST?
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________

WHICH ACTIVITIES INTEREST YOU THE LEAST?
__________________________________________________________________________________________
__________________________________________________________________________________________

WHAT WOULD BE YOUR GOAL AS A BOARD/COMMISSION/COMMITTEE MEMBER?
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________

PLEASE DESCRIBE YOUR RELEVANT LABOR RELATIONS EXPERIENCE (IF ANY)
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________

PLEASE DESCRIBE YOUR RELEVANT FINANCIAL MANAGEMENT/ANALYSIS EXPERIENCE
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
WHAT DO YOU FEEL YOU COULD CONTRIBUTE TO SEE THESE GOALS REALIZED?

__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________

USE ADDITIONAL PAPER IF NECESSARY

PLEASE LIST TWO LOCAL REFERENCES AND THEIR PHONE NUMBERS:

__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________

Please List any Membership in Professional, Labor, or Community Organizations

__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________
__________________________________________________________________________________________

Please indicate whether you are a member or beneficiary of any defined benefit retirement system
___ Yes    ___ No

Please indicate whether you served on the County’s 2015 Independent Citizen’s Advisory Committee on
Pension Matters
___ Yes    ___ No

Appointees will be required to take an Oath of Office & may be subject to filing an annual Statement of Economic Interest.

_____________________________      ________________________
SIGNATURE       DATE

(by signing you are affirming that you are not a member or beneficiary of the Sonoma County Employees Retirement Association)

Applications will be kept on file for two years. All applications are available to the public.
### 2017 Independent Citizen's Pension Committee

<table>
<thead>
<tr>
<th>Member Stipends</th>
<th># of Members</th>
<th>FY 16-17 Meetings</th>
<th>FY 17-18 Meetings</th>
<th>Ongoing Annual Meetings</th>
<th>FY 16-17 Cost</th>
<th>FY 17-18 Cost</th>
<th>Ongoing Annual Cost</th>
<th>Basis of Estimate</th>
<th>Notes/Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting Attendance</td>
<td>7</td>
<td>0</td>
<td>9</td>
<td>6</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td></td>
<td>No member stipend.</td>
</tr>
<tr>
<td>Sub-Total Member Stipends</td>
<td>0</td>
<td>9</td>
<td>6</td>
<td></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>County Support</th>
<th>FY 16-17 Hours</th>
<th>FY 17-18 Hours</th>
<th>Ongoing Annual Hours</th>
<th>FY 16-17 Cost</th>
<th>FY 17-18 Cost</th>
<th>Ongoing Annual Cost</th>
<th>Basis of Estimate</th>
<th>Notes/Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Administrative Meeting Support</td>
<td>16</td>
<td>88</td>
<td>64</td>
<td>$992</td>
<td>$5,456</td>
<td>$4,087</td>
<td>Hourly rate assumes Administrative Aide job class. Per meeting hours assumes 8 total for coordination, scheduling, preparation, ADA remediation of website content, and drafting minutes. Includes 16 hours annually to support the initial FY 16-17 and ongoing committee member application processes, as well as processing members' onboarding paperwork and Oathes of Office.</td>
<td></td>
</tr>
<tr>
<td>Staff Analytical Support</td>
<td>16</td>
<td>68</td>
<td>56</td>
<td>$1,504</td>
<td>$6,392</td>
<td>$5,422</td>
<td>Hourly rate assumes Admin Analyst III job class. Per meeting hours assumes 4 for attendance only. Estimate also includes: 16 hours annually to support initial FY 16-17 and recurring ongoing member application and review processes; 8 hours annually to prepare and present pension information to the committee; and 8 hours each year to assist with preparing the committee's annual Board of Supervisors update.</td>
<td></td>
</tr>
<tr>
<td>Staff Legal Support</td>
<td>0</td>
<td>4</td>
<td>4</td>
<td>$0</td>
<td>$1,040</td>
<td>$1,071</td>
<td>Prepare and conduct annual Brown Act trainings.</td>
<td></td>
</tr>
<tr>
<td>Office Supplies</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$0</td>
<td>$200</td>
<td>$200</td>
<td>Document production costs for meeting materials and County reports/publications.</td>
<td></td>
</tr>
<tr>
<td>Information Systems Dept. Wepage Support</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$6,000</td>
<td>$0</td>
<td>$0</td>
<td>Budget assumes initial Committee webpage setup, including: design, build, test, content migration, and project coordination.</td>
<td></td>
</tr>
<tr>
<td>Travel Costs</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>No travel.</td>
<td></td>
</tr>
<tr>
<td>Consultant Services</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>No consulting support.</td>
<td></td>
</tr>
<tr>
<td>Sub-Total County Support</td>
<td>32</td>
<td>160</td>
<td>124</td>
<td>$8,496</td>
<td>$13,088</td>
<td>$10,780</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Total Expenditures - Independent Citizen's Pension Committee

<table>
<thead>
<tr>
<th></th>
<th>FY 16-17</th>
<th>FY 17-18</th>
<th>Ongoing Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenditures</td>
<td>$8,496</td>
<td>$13,088</td>
<td>$10,780</td>
</tr>
</tbody>
</table>

### Financing Sources

<table>
<thead>
<tr>
<th>Source</th>
<th>FY 16-17</th>
<th>FY 17-18</th>
<th>Ongoing Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Departmental Budget (General Fund) - Existing Baseline</td>
<td>6,000</td>
<td>1,240</td>
<td>1,271</td>
</tr>
<tr>
<td>Non-Departmental Budget (General Fund) - Additional Appropriations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>County Administrator Budget (General Fund) - Existing Baseline</td>
<td>2,496</td>
<td>11,848</td>
<td>9,509</td>
</tr>
<tr>
<td><strong>Total Financing Sources</strong> - Independent Citizen's Pension Committee</td>
<td>8,496</td>
<td>13,088</td>
<td>10,780</td>
</tr>
</tbody>
</table>
### 2016 Pension Ad Hoc Committee

<table>
<thead>
<tr>
<th>Staff Support</th>
<th>FY 16-17 Hours</th>
<th>FY 17-18 Hours</th>
<th>FY 18-19 Hours</th>
<th>FY 16-17 Cost</th>
<th>FY 17-18 Cost</th>
<th>Ongoing Cost</th>
<th>Basis of Estimate Notes/Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Analytical Support</td>
<td>375</td>
<td>400</td>
<td>0</td>
<td>$34,875</td>
<td>$37,200</td>
<td>$0</td>
<td>Hourly rate assumes Administrative Analyst III job class. Includes estimated hours for: meeting support, work plan development, report writing, drafting charters, hybrid plan feasibility research and analysis, cost sharing research and analysis, contract administration, other directed research, development of communications materials and annual reports, and Board items.</td>
</tr>
<tr>
<td>Staff Legal Support</td>
<td>10</td>
<td>30</td>
<td>0</td>
<td>$2,600</td>
<td>$7,800</td>
<td>$0</td>
<td>Assist with unfunded liability legal research, hybrid plan research, and monitoring legal developments.</td>
</tr>
<tr>
<td>Contract Services - Actuarial</td>
<td></td>
<td></td>
<td></td>
<td>$40,000</td>
<td>$40,000</td>
<td>$0</td>
<td>$80k to assess impact of unfunded liability approaches, and to assess potential hybrid plan cost savings ($40k each)</td>
</tr>
<tr>
<td>Contract Services - Legal</td>
<td></td>
<td></td>
<td></td>
<td>$0</td>
<td>$10,000</td>
<td>$0</td>
<td>Legal consultant support with subject-matter expertise in public pension systems.</td>
</tr>
<tr>
<td><strong>Total Expenditures - Pension Ad Hoc</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>$77,475</strong></td>
<td><strong>$95,000</strong></td>
<td><strong>$0</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Financing Sources

<table>
<thead>
<tr>
<th>Non-Departmental Budget (General Fund) - Existing Baseline</th>
<th>FY 16-17</th>
<th>FY 17-18</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>42,600</td>
<td>57,800</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Non-Departmental Budget (General Fund) - Additional Appropriations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>County Administrator Budget (General Fund) - Existing Baseline</td>
<td>34,875</td>
<td>37,200</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Financing Sources - Pension Ad Hoc</strong></td>
<td><strong>77,475</strong></td>
<td><strong>95,000</strong></td>
<td><strong>0</strong></td>
</tr>
</tbody>
</table>

**FUNDING SUMMARY**

<table>
<thead>
<tr>
<th>Expenditures</th>
<th>FY 16-17</th>
<th>FY 17-18</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenditures - Independent Citizen's Pension Committee</td>
<td>8,496</td>
<td>13,088</td>
<td>10,780</td>
</tr>
<tr>
<td>Total Expenditures - Pension Ad Hoc</td>
<td>77,475</td>
<td>95,000</td>
<td>0</td>
</tr>
<tr>
<td><strong>Grand Total Expenditures</strong></td>
<td><strong>85,971</strong></td>
<td><strong>108,088</strong></td>
<td><strong>10,780</strong></td>
</tr>
<tr>
<td>Financial Sources</td>
<td>FY 16-17</td>
<td>FY 17-18</td>
<td>Ongoing</td>
</tr>
<tr>
<td>Non-Departmental Budget (General Fund) - Existing Baseline</td>
<td>48,600</td>
<td>59,040</td>
<td>1,271</td>
</tr>
<tr>
<td>Non-Departmental Budget (General Fund) - Additional Appropriations</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>County Administrator Budget (General Fund) - Existing Baseline</td>
<td>37,371</td>
<td>49,048</td>
<td>9,509</td>
</tr>
<tr>
<td><strong>Grand Total Financing Sources (General Fund)</strong></td>
<td><strong>85,971</strong></td>
<td><strong>108,088</strong></td>
<td><strong>10,780</strong></td>
</tr>
</tbody>
</table>
PENSION REFORM
AD HOC &
INDEPENDENT CITIZEN’S COMMITTEE
Recommended Actions

A. Approve 2016 Pension Ad Hoc Charter
B. Adopt a Resolution establishing an ongoing Independent Citizen’s Pension Committee
C. Direct the Pension Ad Hoc to initiate an application process and present recommended appointments in a future consent item
Overview

• 2016 Pension Ad Hoc will lead the next phase of reform efforts.
  – Minor cleanup to Ad Hoc Charter from the version presented to the Board on 2/21/17.
• Ongoing Independent Citizen’s Pension Committee focused on improving accountability and transparency.
  – Citizen’s Committee charter revised substantially to reflect new membership composition, ongoing duration, and scope.
Pension Ad Hoc

• Co-chairs: Zane and Rabbitt
• November 2016 through December 2017
• December 2017 report will address:
  – Work plan
  – Assess hybrid retirement plan feasibility
  – Strategies for reducing unfunded liability
  – Develop community-focused resources, including more robust annual reports, to improve transparency to the public.
• Monitor legal developments that impact pensions
• Create a new Independent Citizen’s Committee
• Revisit the County’s cost containment target
Citizen’s Committee Profile

• **Mission:** Represent the best interests of the entire community in a non-partisan manner, while acting as a bridge for communication between the County and local residents on matters pertaining to the County’s pension costs and reform efforts.

• **Duration:** Ongoing

• **Membership:**
  – Seven members
  – Staggered 2-year terms; no term limits.
  – Mix of members with balanced perspectives
  – Open application process per Maddy Act
Citizen’s Committee Scope

• “State of the Retirement System” Report Feedback
• Review relevant County and SCERA published reports: financials, valuations, executed labor agreements, etc.
• Present annual update to the Board covering:
  — Activities of the committee
  — Analysis of trends/takeaways from County and SCERA reports
  — Pension reform strategies being pursued elsewhere
  — Relevant articles, publications, and legislative developments
  — Recommendations to help the County improve reporting and the public’s understanding of pensions
Citizen’s Committee Budget

• Ongoing annual cost of $11,000 – $13,000 to reimburse the County Administrator’s Office for staff support, including meeting coordination, minutes, presentations, and annual report assistance.

• Assume 6 – 9 meetings per year.

• Estimate $6,000 1x cost to create a new County webpage (reimbursement to Information Systems)

• No member stipend, consistent with other advisory committees

• No travel authorized

• No consultant support
Key Accomplishments to Date

1. Implemented lower PEPRA retirement tiers
2. Eliminated pension spiking
3. Extended employee supplemental contributions towards unfunded liabilities
4. Increased legacy employees’ normal cost sharing (target 50/50 by 2018)
5. Advanced $3.5 million towards unfunded liability
Questions & Discussion