



Board of Retirement Regular Meeting

Sacramento County Employees' Retirement System

Agenda Item 16

MEETING DATE: September 17, 2025

SUBJECT: Ad Hoc Compensation Committee

SUBMITTED FOR: X Action Information

RECOMMENDATION

Establish Ad Hoc Compensation Committee and appoint committee members.

PURPOSE

This item supports the Strategic Management Plan goal to support a high-performance organizational structure and workforce.

DISCUSSION

Staff recommends establishing a temporary advisory (Ad Hoc) committee to serve the following purpose:

- Review and recommend amendments to the Compensation Policy (Policy), consistent with SCERS' practice of reviewing Board policies every three years. The Board last updated the Policy in October 2022.
- Monitor the *Los Angeles County Employees' Retirement Association v. County of Los Angeles, et al.*, litigation (LACERA case), now pending before the California Supreme Court, for potential changes to the Policy.
- Coordinate with Staff on engaging a compensation consultant for policy assistance and to conduct a compensation study for selected classifications.

An Ad Hoc committee is not a legislative body for purposes of the Brown Act's open meeting requirements if it meets specific criteria. The committee must: have a limited, single purpose; be temporary; consist of less than a quorum of the full legislative body; and be advisory, with no decision-making power delegated to it.

SCERS last utilized an ad hoc compensation committee in 2017 to conduct a compensation study and develop the current policy. The LACERA case, which should be decided within the

next 8-12 months, is expected to have a significant impact on SCERS' future operations, especially in the context of employee compensation.

Staff envisions a committee of 3-4 Board members convening periodically for approximately 12-15 months.

ATTACHMENTS

- Board Order
- Compensation Policy

Prepared by:

/S/

Margo Allen
Chief Operations Officer

Reviewed by:

/S/

Eric Stern
Chief Executive Officer



Retirement Board Order

Sacramento County Employees' Retirement System

**Before the Board of Retirement
September 17, 2025**

AGENDA ITEM:

Ad Hoc Compensation Committee

THE BOARD OF RETIREMENT hereby approves the Staff recommendation to establish Ad Hoc Compensation Committee and appoint committee members.

I HEREBY CERTIFY that the above order was passed and adopted on September 17, 2025, by the following vote of the Board of Retirement, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

ALTERNATES (Present but not voting):

Chris Giboney
Board President

Eric Stern
Chief Executive Officer and
Board Secretary