

VENTURA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

BOARD OF RETIREMENT

SPECIAL MEETING

NOVEMBER 4, 2024

MINUTES

**TRUSTEES
PRESENT:**

Aaron Grass, Chair, Elected Safety Member
Jordan Roberts, Vice Chair, Elected General Member
Taylor Dacus, Appointed Member
Arthur E. Goulet, Elected Retired Member
Sue Horgan, Treasurer-Tax Collector
Tommie E. Joe, Appointed Member
Kelly Long, Appointed Member
Donald Brodt, Alternate Appointed Member
Maeve Fox, Alternate Elected Retired Member

**TRUSTEES
ABSENT:**

Greg Bergman, Elected General Member
Anthony Rainey, Appointed Member

**STAFF
PRESENT:**

Amy Herron, Retirement Administrator
Lori Nemiroff, General Counsel
La Valda Marshall, Chief Financial Officer
Brian Owen, Sr. Information Technology Specialist
Michael Sanchez, Sr. Information Technology Specialist
Chris Ayala, Board Clerk/Program Assistant
Anikka Abbott, Communications Officer

PLACE:

Ventura County Employees' Retirement Association
Second Floor, Boardroom
1190 S. Victoria Avenue, Suite 200
Ventura, CA 93003

TIME:

9:00 a.m.

ITEM:

I. CALL TO ORDER

A. Roll Call.

Chair Grass called the Special Meeting of November 4, 2024, to order at 9:01 a.m.

Roll Call:

Trustees Present: Brodt, Dacus, Fox, Grass, Goulet, Horgan, Joe, Long, Roberts

Trustees Absent: Bergman, Rainey

II. APPROVAL OF AGENDA

Chair Grass recommended that the Board enter into Closed Session before they discuss and take possible action on agenda item, IV.A., "Recommendation to Implement Benefits and Compensation Changes Based on Market Study and Committee Recommendations for VCERA Executive Management Employees."

MOTION: Approve as Amended.

Moved by Joe, seconded by Long

Vote: Motion carried

Yes: Dacus, Goulet, Grass, Horgan, Joe, Long, Roberts

No: -

Absent: Bergman, Rainey

Abstain: -

III. CONSENT AGENDA

Notice: Any item appearing on the Consent Agenda may be moved to the Regular Agenda at the request of any Trustee who would like to propose changes to or have discussion on the item.

A. None.

IV. OLD BUSINESS

A. Recommendation to Implement Benefits and Compensation Changes Based on Market Study and Committee Recommendations for VCERA Executive Management Employees.

1. Letter from the Chair of the Ad-Hoc Benefits and Compensation Committee, Dated July 29, 2024.
2. Disability and Business Meeting Minutes of Jul. 29, 2024.

Trustee Long stated that the compensation studies were very helpful, and that a few studies they looked at were in a high range. She recommended ensuring alignment with other cities and counties the next time a compensation report was analyzed.

MOTION: The Board will Utilize Version 10 of the Compensation Study and Take No Action Concerning Compensation, Except to Establish the Compensation for the Chief Technology Officer (CTO) at the Median-Range of the Salary According to Version 10 of the Compensation Study; and Direct the Benefits & Compensation Committee to Bring Back a Recommendation to the Board Relative to the CTO's Salary.

Moved by Goulet, seconded by Dacus

Vote: Motion carried

Yes: Brodt, Dacus, Goulet, Grass, Horgan, Joe, Long, Roberts

No: -

Absent: Bergman, Rainey

Abstain: -

V. NEW BUSINESS

A. None.

VI. CLOSED SESSION

A. Conference with Labor Negotiators Under Government Code Section 54957.6
(Ad Hoc Benefits & Compensation Committee)

Agency Designated Representatives:

Art Goulet, Aaron Grass, Anthony Rainey.

The Board began the Closed Session at 9:04 a.m.

At the conclusion of the Closed Session, the Board returned to Open Session at 9:56 a.m.

The Board then returned to agenda item, IV.A., "Recommendation to Implement Benefits and Compensation Changes Based on Market Study and Committee Recommendations for VCERA Executive Management Employees."

VII. INFORMATIONAL

None.

VIII. PUBLIC COMMENT

None.

IX. STAFF COMMENT

None.

X. BOARD MEMBER COMMENT

None.

XI. ADJOURNMENT

The Chair adjourned the meeting at 10:04 a.m.

Respectfully submitted,

AMY HERRON, Retirement Administrator

Approved,

AARON GRASS, Chair