



Board of Retirement Regular Meeting

Sacramento County Employees' Retirement System

Agenda Item 10

MEETING DATE: November 5, 2018

SUBJECT: Deputy Chief Investment Officer Recruitment

SUBMITTED FOR: Consent **Deliberation** and Action **Receive** and File

RECOMMENDATION

Staff recommends that the Board authorize the Chief Executive Officer to reimburse up to \$20,000 for relocation expenses of a Deputy Chief Investment Officer (DCIO or Assistant Retirement Administrator – Investment) and family. Staff further recommends that the Board authorize the Chief Executive Officer to approve an amount that approximates the County's employer contribution toward family coverage of health insurance costs in order to cover the candidate's spouse and dependent children for a limited period until the DCIO and family have reunited their residences in California.

PURPOSE

This item supports the FY 2018-19 Strategic Management Plan to enhance the investment organization by allowing SCERS to finalize the recruitment of a candidate for the vacant DCIO position.

DISCUSSION

In July 2018, a national search began for a highly-qualified Deputy Chief Investment Officer. In September 2018, the Board authorized the Chief Executive Officer to offer up to \$15,000 for relocation expenses should an out-of-area candidate be selected for a job offer.

Increase Authorized Relocation Expenses

An offer was recently extended to a candidate who resides on the East Coast. Initial relocation expense estimates total approximately \$20,000 for the movement of household goods and personal belongings for the DCIO candidate and family. Staff recommends increasing the relocation expense amount to \$20,000, which is \$5,000 higher than the \$15,000 amount the Board approved in September 2018. Costs and expenses that are considered qualified by the Internal Revenue Service would be utilized for the relocation of the candidate's principal

residence to the Sacramento area. Qualified expenses include moving, packing, insurance, and travel. The newly-hired DCIO would be required to relocate within 12 months of beginning employment.

Authorize Relocation-Related Family Health Insurance

It is anticipated that the DCIO will begin working in January 2019, but the DCIO's family will not be able to relocate until Summer 2019. As a result, the DCIO and family would have separate residences for several months.

Based on consultation with the County Department of Personnel Services, Employee Benefits Office, the best solution is for the DCIO to initially have single employee health insurance. The family will maintain separate health insurance in their area of residence for a period, anticipated to be approximately 6 to 9 months, until they are able to move to California.

County employees receive a monthly subsidy toward health care. Effective January 2019 the monthly amount is \$587.94 for a single employee or \$1,505.20 for family coverage. Staff recommends the Board authorize the Chief Executive Officer to approve a monthly reimbursement amount that approximates the County's family coverage amount for the period that the DCIO and family are separated, but in no case longer than 12 months from DCIO's date of employment. The DCIO would present the Chief Executive Officer with a copy of the invoice or statement as evidence of the monthly amount paid for family health insurance coverage. Once the family has moved to one of the County's medical plan service areas, the DCIO will have 30 days to add them to the County benefit plan.

ATTACHMENTS

None

Prepared by:

/S/

Kathryn T. Regalia
Chief Operations Officer

Reviewed by:

/S/

Eric Stern
Chief Executive Officer