



Board of Retirement Regular Meeting

Sacramento County Employees' Retirement System

Agenda Item 15

MEETING DATE: February 15, 2023

SUBJECT: Chief Technology Officer

SUBMITTED FOR: ___ Consent X Deliberation and Action ___ Receive and File

RECOMMENDATION

Add 1.0 FTE Assistant Retirement Administrator-Enterprise Solutions Management position (working title Chief Technology Officer), utilizing Range A or Range B of the County salary schedule at the discretion of the Chief Executive Officer.

PURPOSE

This item supports the Strategic Management Plan to maintain a high-performance organizational structure and workforce, with the capacity and skills needed to fulfill SCERS' mission.

DISCUSSION

As established in the California Constitution and California Government Code, the SCERS Board retains significant authority over operations, the budget, and personnel of the retirement system.

Assistant Retirement Administrator (ARA) positions are authorized under statute, exempt from civil service, and work at-will for Board of Retirement under the direction of the Retirement Administrator/Chief Executive Officer. The Board of Supervisors approved the establishment of the ARA-Enterprise Solutions Management position in July 2017 as SCERS launched a technology modernization program.

SCERS filled the position (working title Chief Strategy Officer) until the incumbent retired in February 2021. While the position has been vacant, SCERS removed it from the 2021-22 and 2022-23 budgets, and has utilized various consultants and contractors for information technology (IT) oversight and management.

Staff will be proposing an expansion of IT staff in the 2023-24 fiscal year budget through the budget process this Spring. In anticipation of a larger IT staff, SCERS needs to recruit a strategic-minded executive to help build the internal capacity as SCERS continues to update or replace several legacy platforms, as well as oversee project vendors and support change management.

Because SCERS utilizes County employees, management has been engaged with the Department of Technology on developing the appropriate staff size and IT classifications for the 2023-24 SCERS budget proposal. Putting in place a senior-level IT executive now is key to this effort, and SCERS is fortunate to have the flexibility to utilize an existing exempt position and offer a competitive salary for the recruitment of the Assistant Retirement Administrator-Enterprise Solutions Management (rebranded as “Chief Technology Officer”). Further, the at-will nature of this position adds critical accountability for the ongoing IT modernization effort.

Fiscal impact

SCERS adheres to a Compensation Policy established in 2017 that has been supported by the Board of Supervisors to set salary schedules for the SCERS exempt positions. In February 2019, the Board of Supervisors approved equity adjustments for the SCERS exempt positions, establishing Range A and B levels at the discretion of the SCERS CEO. The current range is \$145,579 - \$238,533.

Staff is not requesting adjustments to the salary schedule for the Assistant Retirement Administrator-Enterprise Solutions Management position. Further, under the Compensation Study approved by the Board of Retirement in October 2022, and pending before the Board of Supervisors, no equity adjustments for the ARA-Enterprise Solutions Management position were recommended.

SCERS has significant budget savings in the current 2022-23 budget due to personnel vacancies; therefore, the salary and benefits for this position can be easily absorbed within the existing fiscal year budget.

ATTACHMENT

- Board Order

/S/

Margo Allen
Chief Operations Officer

/S/

Eric Stern
Chief Executive Officer



Retirement Board Order

Sacramento County Employees' Retirement System

Before the Board of Retirement
February 15, 2023

AGENDA ITEM:

Chief Technology Officer

THE BOARD OF RETIREMENT hereby approves Staff's recommendation to add 1.0 FTE Assistant Retirement Administrator-Enterprise Solutions Management position (working title Chief Technology Officer), utilizing Range A or Range B of the County salary schedule at the discretion of the Chief Executive Officer.

I HEREBY CERTIFY that the above order was passed and adopted on February 15, 2023 by the following vote of the Board of Retirement, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

ALTERNATES:

(Present but not voting)

Keith DeVore
Board President

Eric Stern
Chief Executive Officer and
Board Secretary