

**SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
JANUARY 28, 2025 – REGULAR BOARD MEETING MINUTES**

**2501.1.0 Call to Order, Roll Call and Miscellaneous Business**

**Call to Order:** Alma Salas, Chair, called the Regular Meeting of the Board of Retirement to order at 10:00 a.m.

**Roll Call:**

Present: Sandie Arnott, Laurel Finnegan, Kimathi Marangu, Katherine O'Malley, Elaine, Orr, Rachel Perkel, and Alma Salas.

Absent: Kurt Hoefer and Robert Raw.

Alternates: April DeCarsky and Nicole McKay.

Staff: Michael Coultrip, Scott Hood, Jenny Lukan, Elizabeth LeNguyen, JulieAnne Nagal, Doris Ng, Paul Okada, and Gladys Smith.

Consultants and speakers: Joe Abdou, John Nicolini, and Faraz Shooshani (Verus); and Lori Paris and Norma Cardenas (Northern Trust).

**2501.1.1 Swearing in of Newly Elected Trustee:** Ms. Arnott administered the Oath of Office to Trustee Finnegan, who was elected to Third Member Seat on the Board of Retirement.

**2501.2.1 Oral Communications from the Board:** Ms. Orr reported to the Board that Alberta's public pension system recently laid off everyone on the management level and cut the DEI program and noted that this is something the Board should keep an eye out for in other systems. Ms. Salas wished everyone a Happy New Year.

**2501.2.2 Oral Communications from the Public:** None.

**2501.3.1 Approval of Board Meeting Minutes from September 24, 2024:** Mr. Okada reported to the Board that he researched the issue regarding the approval of meeting minutes and concluded that Board Members can vote on the approval of minutes for Board Meetings even when they were not present, and they are not required to abstain. Ms. Salas asked if there were any changes or corrections, or objections, to the minutes from the regular meeting held on September 24, 2024. There were no changes, corrections, or objections presented.

**Action:** Ms. Orr moved to approve the minutes from the September 24, 2024 regular Board meeting. The motion was seconded by Ms. Finnegan and carried with a vote of 8-0-0, with trustees Arnott, Finnegan, DeCarsky (for Raw), Marangu, O'Malley, Orr, Perkel, and Salas all in favor; none opposed; none abstained.

**2501.3.2 Approval of Board Meeting Minutes from December 3, 2024:** Ms. Salas asked if there were any changes or corrections, or objections, to the minutes from the regular meeting held on December 3, 2024. There were no changes, corrections, or objections presented.

**Action:** Mr. Marangu moved to approve the minutes from the December 3, 2024, regular Board meeting. The motion was seconded by Ms. Arnott and carried with a vote of 8-0-0, with trustees Arnott, Finnegan, DeCarsky (for Raw), Marangu, O'Malley, Orr, Perkel, and Salas all in favor; none opposed; none abstained.

**2501.4.0 Approval of the Consent Agenda:** Ms. Salas asked if there were any items to be removed for discussion from the Consent Agenda. No items were removed.

Action: Ms. Perkel moved to approve the items on the Consent Agenda. The motion was seconded by Ms. DeCarsky and carried with a vote of 8-0-0, with trustees Arnott, Finnegan, DeCarsky (for Raw), Marangu, O'Malley, Orr, Perkel, and Salas all in favor; none opposed; none abstained.

2501.4.1 **Disability Retirements:**

- a) The Board found that **Celia Gonzales** (1) is permanently incapacitated from the performance of her usual and customary duties as a Licensed Vocational Nurse, (2) found that her disability was the result of an injury arising out of and in the course of her employment and (3) granted her application for a service-connected disability retirement.
- b) The Board (1) approved and adopted the proposed findings of the Hearing Officer, Catherine Harris, that **Scott Grosso** is permanently disabled and unable to perform his job duties as a Sheriff Sergeant, and that his disability was the result of an injury arising out of and in the course of his employment, and (2) approved and adopted the Hearing Officer's recommendation to grant his application for a service-connected disability retirement.
- c) The Board found that **Yunghui Lin** (1) is permanently incapacitated from the performance of her usual and customary duties as a Nurse Practitioner, (2) found that her disability was not the result of an illness arising out of and in the course of her employment and (3) granted her application for a non-service-connected disability retirement.
- d) The Board found that **Estela Reyes** (1) is able to substantially perform her usual and customary duties as a Community Worker II and (2) denied her application for a service-connected disability retirement.

2501.4.2 **Survivor Death Benefits:** None.

2501.4.3 **Service Retirements:**

| <b>Name</b>            | <b>Effective Retirement Date</b> | <b>Department</b>                  |
|------------------------|----------------------------------|------------------------------------|
| Alton, Angela          | November 30, 2024                | Deferred - San Mateo County Health |
| Arndt, Amy             | October 8, 2024                  | Deferred - Probation               |
| Belluomini, Sandra     | October 26, 2024                 | District Attorney's Office         |
| Berrada, Zenda         | December 1, 2024                 | Deferred - Public Health           |
| Brown, Mark            | October 2, 2024                  | Deferred - Aging & Adult Services  |
| Bruj, Ellen            | November 22, 2024                | San Mateo County Health            |
| Carlos, David          | November 1, 2024                 | Child Support Services             |
| Ledesma, Heather       | November 26, 2024                | County Executive's Office          |
| Lee, Elizabeth P       | November 7, 2024                 | Mental Health                      |
| Londono, Michelle      | November 15, 2024                | Deferred - Human Services Agency   |
| Lux, Michelle          | November 6, 2024                 | DRO of Michael Marty               |
| Marlow, Kimberly       | October 5, 2024                  | County Counsel                     |
| Miller, Doreen         | November 23, 2024                | Aging & Adult Services             |
| Miyashiro, Rand        | October 5, 2024                  | Deferred - Human Services Agency   |
| Moreno-Duran, Rosario  | November 29, 2024                | Human Services Agency              |
| Mulero, Joseph         | October 12, 2024                 | Public Health                      |
| Realyvasquez, Fernando | November 1, 2024                 | Sheriff's Office                   |
| Ruiz-Vides, Annette    | June 24, 2024                    | Deferred – Superior Court          |

|                      |                   |                             |
|----------------------|-------------------|-----------------------------|
| Santos-Bottjer, Liza | October 26, 2024  | San Mateo County Health     |
| Scully, Michael      | November 7, 2024  | Public Works                |
| Severson, Holly      | October 19, 2024  | Mental Health               |
| Sheehan, Melissa     | October 19, 2024  | Health Information Services |
| Sila, Siaga          | December 1, 2024  | Public Safety Communication |
| Streck, Helen        | November 19, 2024 | Deferred - General Services |
| Tendencia, Bonnie    | November 19, 2024 | Public Works                |
| Volokitin, Trisha    | October 5, 2024   | Sheriff's Office            |
| Yue, Xin             | October 2, 2024   | Elections                   |

2501.4.4 **Continuances:**

**Survivor's Name**

Acacio, Donald  
 Bodden, Linda  
 Boyle, Rory  
 Carboni, Maryanne  
 Casey, Teresita  
 Da Cunha, Joyce  
 Rodriguez, Ramon  
 Salas, Vivan  
 Solomons, Jane

**Beneficiary of:**

Acacio, Barbara  
 Bodden, Reginald  
 Buscher, Karin  
 Ruffoni, Henry  
 Casey, James  
 Da Cunha, Henrique  
 Bise, Eugene  
 Salas, Andrew  
 Carter, Raul

2501.4.5 **Deferred Retirements:**

**Name**

Albin, Rebecca  
 Benttinen, Kendra  
 Diaz, Marina  
 Hahn, Agnes  
 Ho, Pui Ki  
 Huang, Zhhui  
 La, Diana  
 Lacroix, Catherine  
 Marin, Brenda  
 Ornelas, Kimberly  
 Perez, Nadia  
 Rafidi, Nijmeh  
 Recoder, Rachel  
 Rohlke, Faith  
 Saffold, Carlton  
 Seshandri, Aruna  
 White, Diana  
 Williams, Peter  
 Yakabe, Alison  
 Yee, Julian

**Retirement Plan Type**

S5, Vested Auto Defer – Code 31700  
 G4, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 G7, Vested - Reciprocity  
 G7, Vested Auto Defer – Code 31700  
 G7, Non-Vested - Reciprocity  
 G7, Vested Auto Defer – Code 31700  
 G5, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 S7, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 G7, Vested Auto Defer – Code 31700  
 G7, Non-Vested - Reciprocity  
 G4, Vested - Reciprocity  
 G7, Vested – Reciprocity  
 G5, Vested Auto Defer – Code 31700  
 G7, Non-Vested – Reciprocity

2501.4.6 **Member Account Refunds:**

**Name**

Ali, Azar  
 Alvarado, Katya

**Retirement Plan Type**

G7, Non-vested  
 G7, Non-vested

|  |                |
|--|----------------|
| Gamber, Joyce (FBO: Rego, Teresa)                | G4, Vested     |
| Soldano, Curtis                                  | G4, Non-vested |
| Solis, Blanca (FBO: Madrigal-Sainz, Jesus)       | G7, Non-vested |
| Solis, Blanca (FBO: Mirabal, Orlando)            | G7, Non-vested |
| Solis, Blanca (FBO: Rivera, Celysa)              | G7, Non-vested |
| O'Brien, Sara (FBO: Estate of Sara Jane O'Brien) | G7, Vested     |

2501.4.7 **Member Account Rollovers:** None.

2501.4.8 **Member Account Redeposits:**

| Name            | Retirement Plan Type |
|-----------------|----------------------|
| Jacuinde, Ana   | G2                   |
| Wong, Mackenzie | G7                   |

2501.4.9 **Acceptance of Trustees' Reports of Education Activities:** None.

2501.4.10 **Semi-Annual Compliance Certification Statements for the Period Ended December 31, 2024:** The Board accepted the semi-annual Compliance Certification Statements for SamCERA's non-alternative investment managers, as of December 31, 2024.

2501.4.11 **Approval of Resolutions that Define Compensation Earnable and Pensionable Compensation:** The Board approved amendments to (1) the Resolution defining Compensation Earnable, pursuant to Government Code §31461 for members who are not subject to Government Code §7522.34 and (2) the Resolution defining Pensionable Compensation for members who are subject to Government Code §7522.34.

2501.5.1 **Consideration of Agenda Items, if any, Removed from the Consent Agenda:** None.

2501.5.2 **Approval of Cost of Living Allowance (COLA):** Mr. Hood reviewed Milliman, Inc.'s recommendations for Cost of Living Adjustments for 2025. The recommended adjustments included a COLA of 3.0% for General, Safety and Probation Plan 1 and 2 members, and a COLA of 2% for Plan 4, 5, 6 and 7 members if they retire before April 2, 2025. Ms. Salas called for a motion to approve the Resolution Adopting the Cost of Living Adjustments Effective April 1, 2025, as recommended by Milliman, Inc.

**Action:** Ms. Orr moved to approve the Resolution Adopting the Cost of Living Adjustments Effective April 1, 2025, as recommended by Milliman, Inc. The motion was seconded by Ms. O'Malley and carried with a vote of 8-0-0, with trustees Arnott, Finnegan, DeCarsky (for Raw), Marangu, O'Malley, Orr, Perkel, and Salas all in favor; none opposed; none abstained.

2501.6.1 **Report on Preliminary Monthly Portfolio Performance for the Period Ended December 31, 2024:** Mr. Coultrip reported that SamCERA's preliminary return for December was -1.3%, bringing the preliminary trailing twelve-month net return ending December to 8.8%. SamCERA's estimated market value as of December was \$6.7 billion, while the actuarial funded ratio as of June 30, 2024 was 87.6%. This item was informational and for discussion only, no action was taken.

2501.6.2 **Educational Presentation on SamCERA's Security Lending Program:** Ms. Paris and Ms. Cardenas of Northern Trust presented a general overview of their firm's securities lending program and answered questions from the Board. This item was informational and for discussion only, no action was taken.

2501.6.3 **Approval of Resolution Updating SamCERA's Investment Policy:** Mr. Coultrip reviewed staff's proposed updates to SamCERA's Investment Policy. Ms. Salas called for a motion to approve the Resolution Updating SamCERA's Investment Policy.

Action: Ms. DeCarsky moved to approve the Resolution updating SamCERA's Investment Policy. The motion was seconded by Ms. Arnott and carried with a vote of 8-0-0, with trustees Arnott, Finnegan, DeCarsky (for Raw), Marangu, O'Malley, Orr, Perkel, and Salas all in favor; none opposed; none abstained.

2501.6.4 **Presentation of Private Assets Semi-Annual Performance Reports as of June 30, 2024:** Ms. Ng reported that as of June 30, 2024, SamCERA's private equity portfolio had a total market value of \$451 million (6.9% of SamCERA's total fund). The private equity portfolio's net IRR since inception is 18.6%, 490 bps above the same cash flow invested in the Russell 3000 Total Return Index return of 13.7%. As of June 30, 2024, SamCERA had a total of forty-six funds with \$872.9 million in committed capital across thirty private equity managers. Ms. Ng also reported that as of June 30, 2024, SamCERA's private real assets portfolio had a total market value of \$367 million (5.6% of SamCERA's total fund). The private real assets portfolio's net IRR is 6.8%, and there were twenty-two private asset funds in the portfolio with \$519.8 million in committed capital across fourteen private real asset managers. Mr. Shooshani and Mr. Nicolini reviewed the reports with the Board. This item was informational and for discussion only, no action was taken.

2501.6.5 **Approval of Proposed Alternative Investments (to be heard in Closed Session, Confidential Under Gov. Code §54956.81 and §7928.710, see item C2):** This item was heard in Closed Session at 12:06 p.m. and Open Session was reconvened at 12:26 p.m. See Closed Session report under C2.

2501.7.1 **Discussion of Board Staff Retreat Topics:** Mr. Hood reviewed the draft agenda for the March Board-Staff retreat with the Board. Mr. Hood also gave the Board an opportunity to provide their feedback. This item was informational and for discussion only, no action was taken.

2501.7.2 **Approval of Resolution Authorizing the Chief Executive Officer to Approve the Payment of a Member's Benefits by Check Pursuant to Board Regulation 5.5(C):** Mr. Hood reviewed staff's recommendation to delegate the authority to approve the payment of a member's benefits by check to the CEO, pursuant to Board Regulations 5.5(C). Ms. Salas called for a motion to approve the Resolution Authorizing the Chief Executive Officer to Approve the Payment of a Member's Benefits by Check.

Action: Ms. Orr moved to approve the Resolution Authorizing the Chief Executive Officer to Approve the Payment of a Member's Benefits by Check. The motion was seconded by Mr. Marangu and carried with a vote of 8-0-0, with trustees Arnott, Finnegan, DeCarsky (for Raw), Marangu, O'Malley, Orr, Perkel, and Salas all in favor; none opposed; none abstained.

2501.8.1 **Chief Executive Officer's Report:** Mr. Hood reported that the Memorandum of Understanding with the County regarding supplemental contributions, which the Board authorized him to negotiate last month, has been executed. Mr. Hood also reported to the Board that the 1099 tax forms went out early January, so now staff is receiving back the undelivered ones for members that have moved. Mr. Hood also reported that February Board Meeting items will include the funding dashboard, the budget and financial reports, and the final retreat schedule.

2501.8.2 **Assistant Executive Officer's Report:** Ms. Smith reported to the Board that she has reached out to the Election's Office regarding the two upcoming special elections, one for the retired seat and one for the alternate seat and is waiting for the election calendar. Ms. Smith also added to the discussion from earlier regarding earnings codes, that any new earnings codes or pay increases negotiated by the

County, requires a fiscal impact report provided by SamCERA's actuary, Milliman. The report is submitted to the Board of Supervisors.

Ms. Lukan reported on upcoming education opportunities including CALAPRS General Assembly in Napa in March, Pension Bridge in Half Moon Bay in March, IFEBP Investment Institute in Fort Myers, FL in April, and SACRS Spring in Rancho Mirage in May, and she will send an email with all the information mentioned. Mr. Hood reported to the Board that in their day-of folders are the SACRS election memos for the Board of Directors election, which will take place at the SACRS Spring Conference.

2501.8.3 **Chief Investment Officer's Report:** Mr. Coultrip reported to the Board that staff did a minor rebalance via the Overlay program - \$30 million was sold in US Equity Exposure, and \$10 million was bought of International and \$20 million of fixed income.

2501.8.4 **Chief Legal Counsel's Report:** Mr. Okada reported to the Board that the gift limit for gifts that Trustees can receive from a single source in the course of a year has been increased to \$630 each for calendar years 2025 and 2026. This amount is an increase from the \$590 limit for calendar years 2025 and 2026. He also reported that Form 700s for the calendar year 2024 are due on April 1. Finally, Mr. Okada reported that the briefing schedule for the *LACERA vs. County of Los Angeles* case has been pushed out. Furthermore, Mr. Okada spoke with ACERA's counsel, who is going to be drafting an Amicus Brief that systems can sign on to, and they think that brief will be ready in late February. The submission for those briefs will be due in mid-April, and once he receives a copy of that draft, he will see if there is anything that needs more discussion and will schedule a closed session in March if necessary.

C1 **Consideration of Disability Items, if any, removed from the Consent Agenda:** None.

C2 **Approval of Proposed Alternative Investments (to be heard in Closed Session, Confidential Under Gov. Code §54956.81 and §7928.710, see item C2):**

The Board entered Closed Session at 12:06pm

The Board met in Closed Session for the approval of proposed alternative investments:

Regarding a \$40 million commitment to 400 Capital Asset Based Term Fund IV, L.P., as part of SamCERA's opportunistic credit portfolio within the Growth category, there was a motion and a second to approve such commitment.

Ayes: Arnott (Secretary), Decarsky (for Raw), Finnegan, Marangu (Vice Chair), O'Malley, Orr, Perkel, and Salas (Chair)

Nos: None

Abstain: None

Absent: Hoefler and Raw

Motion carried 8-0-0

No other matters were heard in Closed Session and the Board exited Closed Session at 12:26pm.

C3 **Public Employee Performance Evaluation, in accordance with Gov. Code § 54957, Title: Chief Executive Officer (to be heard in Closed Session Confidential Under Gov. Code §54957):**

The Board met in Closed Session to discuss the Public Employee Performance Evaluation of the Chief Executive Office. No reportable action was taken.

2501.9.0 **Reports on Actions Taken in Closed Session:** Mr. Okada reported on Item C2 above. Ms. Arnott reported on Item C3 above. There were no additional closed session items.

2501.10 **Adjournment:** Ms. Salas adjourned the meeting at 1:12 p.m. in memory of the deceased members listed below.

|                     |                   |                          |
|---------------------|-------------------|--------------------------|
| Welsh, Hyacinth     | November 7, 2024  | Hospital                 |
| Ruffoni, Henry      | November 8, 2024  | Civil Service Commission |
| McNaughton, Elouise | November 10, 2024 | Courts                   |
| May, Susan          | November 14, 2024 | Human Services           |
| Bodden, Reginald    | November 15, 2024 | Probation                |
| Da Cunha, Henrique  | November 21, 2024 | Probation                |
| Gray, Irene         | November 22, 2024 | Courts                   |
| Wright, John        | November 28, 2024 | Sheriff's                |
| McGaughy, Marjorie  | December 1, 2024  | Mental Health            |
| Smith, Charlotte    | December 8, 2024  | Public Health            |
| Theocheung, Joseph  | December 15, 2024 | Hospital                 |
| Hekker, Henry       | December 16, 2024 | Sheriff's                |
| Molinari, Albert    | December 17, 2024 | Sheriff's                |
| Hopkins, Terry      | December 19, 2024 | Assessor's Office        |
| Carraher, Marjorie  | December 24, 2024 | Hospital                 |
| Upton, Warren       | December 25, 2024 | General Services         |
| Suwabe, Kaora       | January 5, 2025   | Probation                |
| Kanakaris, Anna     | January 6, 2025   | Hospital                 |
| Anderson, Irma      | January 6, 2025   | Health                   |



Alma R. Salas  
Board Chair