



**Seattle City Employees' Retirement System  
Board of Administration Special Meeting  
Seattle City Hall, Boards and Commissions Room, 600 Fourth Avenue, Seattle  
(206) 386-1293**

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**Minutes of Thursday, October 27, 2016**

**Board Members Present:** Tim Burgess (Chair), Lou Walter, Jean Becker, Robert Harvey, Jr., Sherri Crawford, Susan Coskey

**SCERS Staff Present:** Ken Nakatsu, Nina Melencio

**Others Present:** Carlton Seu (Seattle City Attorney's Office), Brent Meyer (SDHR), Cindy Krebs (Alliance Resource Consulting, LLC)

**Call to Order**

Tim Burgess, Chair, called the meeting to order at 1:15 p.m.

**Compensation Study Results**

Brent Meyer, Senior Personnel Analyst with the City's Classification/Compensation department gave an overview of the compensation study conducted by the Seattle Department of Human Resources (SDHR) in partnership with Compensation Connections, LLC. The study requested compensation and organization data from sixteen (16) organizations for the following positions:

- Executive Director
- Chief Investment Officer (CIO)
- Chief Finance/Operations Officer (CFOO)
- Deputy Chief Investment Officer
- Senior Investment Analyst
- Investment Analyst

Organizations included the Washington State Investment Board (WSIB), University of Washington Endowment Fund, Pennsylvania State Employees Retirement System, San Bernardino County ERA, City of Dallas, Baltimore County ERS, and other municipalities and publicly funded pensions.

Of the 16 organizations, 14 organizations replied to the request for information. Mr. Meyer stated that based on the information gathered, market data supported moving the CIO position to the existing Executive 4 (from its current Executive 3 range) salary range and that staff at SDHR have begun the process to do that. All other positions surveyed align with the market data.

**Executive Session**

The Board of Directors entered Executive Session at 1:15 p.m. for approximately one hour and forty-five minutes for the purpose of evaluating the qualifications of applicants for public employment.

Executive Session was closed and the Board of Administration meeting re-entered regular session at 2:35 p.m.

**Adjourn Meeting**

The meeting adjourned at 2:35 p.m.

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Susan Coskey, Board Secretary