Executive Team:
Dominic D. Brown, CPA, CFE
Chief Executive Officer
Daryn Miller, CFA
Chief Investment Officer
Jennifer Zahry, JD
Chief Legal Officer
Matthew Henry, CFE
Chief Operations Officer

KCERA
KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

Board of Retirement:
Joseph D. Hughes, Chair
Jordan Kaufman, Vice-Chair
Ajaib Gill
Rocio Mosqueda
David Couch
John Sanders
Rick Kratt
Jeff Frapwell
Tyler Whitezell
Chase Nunneley, Alternate
Robb Seibly, Alternate
Alternate 7th Member (Vacant)

November 24, 2026

Trustees, Board of Retirement
Other Interested Parties

Subject: Meeting of the Kern County Employees' Retirement Association Administrative Committee

Ladies and Gentlemen:

A meeting of the Kern County Employees' Retirement Association Administrative Committee will be held on Monday, November 30, 2026, at 1:00 p.m. in the KCERA Boardroom, 11125 River Run Boulevard, Bakersfield, California, 93311.

HOW TO PARTICIPATE: LISTEN TO OR VIEW THE BOARD MEETING
To listen to the live audio of the Board meeting, please dial one of the following numbers and enter ID# 852 8070 1700:

- (669) 900-9128; U.S. Toll-free: (888) 788-0099 or (877) 853-5247

To access live audio and video of the Board meeting, please use the following:

- https://us02web.zoom.us/j/85280701700?pwd=o31m4DUWAgu373yEHqZu4Rkfl6o5WZ.1
- Passcode: 100438

Items of business will be limited to the matters shown on the attached agenda. If you have any questions or require additional service, please contact KCERA at (661) 381-7700 or send an email to Administration@kcera.org.

Sincerely,

Dominic D. Brown

Dominic D. Brown
Chief Executive Officer

Attachments

❖ ***KCERA Board Agenda Notifications:*** *Sign up here on the KCERA website.*

AGENDA:

All agenda item supporting documentation is available for public review on KCERA's website at www.kcera.org following the posting of the agenda. Any supporting documentation that relates to an agenda item for an open session of any regular meeting that is distributed after the agenda is posted and prior to the meeting will also be available for review at the same location.

AMERICANS WITH DISABILITIES ACT
(Government Code Section 54953.2)

Disabled individuals who need special assistance to listen to and/or participate in the meeting of the Board of Retirement may request assistance by calling (661) 381-7700 or sending an email to Administration@kcera.org. Every effort will be made to reasonably accommodate individuals with disabilities by making meeting materials and access available in alternative formats. Requests for assistance should be made at least two (2) days in advance of a meeting whenever possible.

CALL TO ORDER

ROLL CALL (IN PERSON)

REMOTE APPEARANCE(S)
Item 1 withdrawn from agenda if no trustee(s) request to appear remotely:

1. Trustee(s) who have notified the Committee of a "Just Cause" to attend this meeting via teleconference. (See Government Code Section 54953.8.3).

CONSENT MATTERS
All items listed with an asterisk (*) are considered to be routine and non-controversial by staff and will be approved by one motion if no member of the Committee or public wishes to comment or ask questions. If comment or discussion is desired by anyone, the item will be removed from the consent agenda and will be considered in the listed sequence with an opportunity for any member of the public to address the Committee concerning the item before action is taken. Staff recommendations are shown in caps after each item.

*2. Annual Review of KCERA Insurance Coverages – RECEIVE AND FILE

PUBLIC COMMENTS

3. The public is provided the opportunity to comment on agenda items at the time those agenda items are discussed by the Committee. This portion of the meeting is reserved for persons to address the Committee on any matter not on this agenda but under the jurisdiction of the Committee. Committee members may respond briefly to statements made or questions posed. They may ask a question for clarification and, through the Chair, make a referral to staff for factual information or request staff to report back to the Committee at a later meeting. Speakers are limited to two minutes. Please state your name for the record prior to making a presentation.

MATTERS FOR CONSIDERATION
Staff recommendations are shown in caps after each item.

4. Discussion and appropriate action on review of proposed updates to KCERA's Election Procedures Policy presented by Chief Executive Officer Dominic Brown and Governance Consultants Julie Becker and Benita Falls Harper, Aon – REVIEW PROPOSED UPDATES; RECOMMEND THE BOARD OF RETIREMENT APPROVE PROPOSED UPDATES

CALL FOR PUBLIC COMMENT ON EXECUTIVE SESSION ITEM(S)

EXECUTIVE SESSION

5. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (pursuant to Government Code Section 54957) – Title: Chief Executive Officer

RETURN TO PUBLIC SESSION:

- ROLL CALL TO CONFIRM QUORUM
- REPORT OF EXECUTIVE SESSION ACTIONS, IF APPLICABLE

ADMINISTRATIVE MATTERS (CONTINUED)

6. Discussion and review of the 2027-2028 Chief Executive Officer Performance Evaluation Criteria presented by Chief Executive Officer Dominic Brown – RECOMMEND THE BOARD OF RETIREMENT APPROVE THE CHIEF EXECUTIVE OFFICER PERFORMANCE EVALUATION CRITERIA FOR THE 2027-2028 EVALUATION PERIOD

REFERRALS TO STAFF, ANNOUNCEMENTS, OR REPORTS

7. On their own initiative, Committee members may make a brief announcement, refer matters to staff, subject to KCERA's rules and procedures, or make a brief report on their own activities.

8. Adjournment

Date: November 30, 2026

To: Trustees, Administrative Committee

From: Dominic D. Brown, Chief Executive Officer

Subject: **KCERA Insurance Coverages**

This report updates the Administrative Committee on insurance coverage maintained by KCERA for the fiscal year 2026-2027 pursuant to section 6(a) of the Administrative Committee Charter.

1. Types and Costs of Insurance:

	2026-2027	2025-2026
KCERA Building Contents	$6,003.00	$5,386.00
Worker's Comp	$24,890.00	$36,170.00
Crime	$385.00	$431.00
Cyber liability	$2,054.00	$1,747.00
General liability	$25,196.00	$16,216.00
Total County	$58,528.00	$59,950.00

KCERA private coverages

	2026-2027	2025-2026
Fiduciary	$161,214.00	$155,498.00
Building	$4,459.00	$5,879.00
Earthquake & Flood	$9,063.00	$9,997.00
Total Private	$174,736.00	$171,374.00

KCERA maintains several policies to cover the exposures inherent in administering a public pension plan. County-provided insurance coverages for worker's compensation, crime, cyber liability, general liability, and the contents of our building are charged on a fiscal year basis, and the cost estimates are provided to KCERA by the County during the County's budget development process.

KCERA also maintains insurance coverage through private brokers for fiduciary and building insurance policies with Los Angeles-based broker The Liberty Company Insurance Brokers.

2. KCERA Insurance Profile

KCERA is profiled by insurers when determining premium costs. KCERA is classified as a "public entity" on its insurance applications. No other entity classification breakdown is provided. Insurance companies set KCERA's premiums based on the number of its employees and trustees, amount of plan assets, and on its policy deductibles.

3. General Liability

The general liability coverage provided by County Risk Management includes a variety of coverages, including Employment Practices Liability coverage, errors and omissions, employer's liability and public official's liability (directors and officers).

4. Fiduciary Insurance Coverage

KCERA maintains fiduciary insurance to pay, on behalf of the insured (i.e., the Plan, past, present, and future trustees, and employees of the plan), covered losses and claims expenses arising from claims alleging "wrongful acts" by KCERA's fiduciaries or its employees. This includes losses resulting from any breach of fiduciary duty by the Board or any negligent acts, errors, and omissions by any trustee or KCERA employee.

KCERA's coverage has remained at $15 million since 2015 and Staff does not recommend a change to that level.

5. Building and Building Contents

KCERA's property insurance covers the building structure, but not the contents of the building. The contents of the building are covered under KCERA's coverage through the County. In 2023, KCERA added Earthquake and Flood coverage not previously included in property insurance policy.

6. Waiver of Recourse

The Board is provided with the ability to purchase waiver of recourse coverage from their personal funds. Waiver of Recourse, or non-recourse, coverage is an endorsement to a fiduciary liability insurance policy that prevents an insurer from exercising its subrogation rights against an insured fiduciary. Waiver of Recourse Coverage with Hudson Insurance Company, for those who elect to purchase it, has been secured for the period of July 8, 2026 through July 8, 2027 to provide eligible KCERA fiduciaries and management with defense and indemnification coverage.

Staff recommends that the Administrative Committee receive and file this report.

Date: November 30, 2026

To: Trustees, Administrative Committee

From: Dominic D. Brown, Chief Executive Officer

Subject: **Updates to KCERA's Election Procedures Policy**

KCERA's Election Procedures Policy governs the election of the second, third, seventh, eighth, and alternate seventh and eighth members to the KCERA Board of Retirement. Staff is proposing policy updates to conform to new changes in the law that will impact our upcoming special election early next year. Attached are a redline and clean version of the changes proposed by Staff. The recommended changes are summarized below:

- Government Code section 31520.1 has been amended, effective January 1, 2027, to clarify that only active members of KCERA may hold the second, third, seventh, and alternate seventh Trustee seats, and that only active members of KCERA may vote in the elections for those seats. This change in the law is intended to clarify that deferred members are not eligible to run for Trustee seats or to vote in Board elections.
- Proposed edits to provide clarity regarding safety member candidate and voting eligibility; and
- Other recommended updates will align the policy with actual internal election administration processes.

Staff recommends your Committee make a recommendation to the Board of Retirement to approve the proposed policy updates.

11125 River Run Blvd
Bakersfield, CA 93311
661.381.7700
www.kcera.org

ELECTION PROCEDURES POLICY

This policy and procedures shall govern the election of the second, third, seventh, eighth, and alternate seventh and eighth members to the Kern County Employees' Retirement Association ("KCERA") Board of Retirement (hereafter "Board").

ELECTION ADMINISTRATION RESPONSIBILITIES AND CONTRACT

1) The Board delegates responsibility for conducting Board elections in a manner set forth in this Election Procedures Policy for elected positions on KCERA's Board to the KCERA Chief Executive Officer (hereafter "CEO"). The CEO may delegate powers and duties to other KCERA staff, and/or to consultants as appropriate. Any reference to the CEO herein shall mean the CEO or his/her designee.

2) All costs associated with any election for membership on the Board shall be paid by KCERA.

3) In order to prevent an actual or perceived conflict of interest, KCERA shall contract with a third-party election administration provider (hereafter "Contracted Election Provider") to conduct all elections.

4) The CEO shall be responsible for noticing the election; providing all requisite forms to candidates, certifying eligibility of candidates, and posting them on the KCERA website; validating candidate statements, and ballot designations; creating a list of eligible voters and forwarding it to the Contracted Elections Provider; preparing ballots; renting a P.O. Box designated for KCERA elections; providing the vote-counting site; storing election materials; and posting the certification provided by the Contracted Election Provider to the KCERA website.

5) The CEO shall review any preliminary challenges to election procedures. If a formal contest statement is filed, the CEO shall determine if a recount will be conducted and notify the requestor.

6) The CEO shall be responsible for determining the disposition of all questionable ballots that are set aside by the Contracted Election Provider.

ELECTION CALENDAR

7) The CEO shall develop a written Election Calendar in March each year in which an election is held that substantially complies with the requirements set forth in this policy. Elections shall be held in October of each election year for terms expiring December 31 of that year. The Election Calendar may deviate from the timelines provided in this policy when the CEO determines that

PROPOSED

impossibility, impracticability, improved efficiency, unreasonable expense, or other circumstances warrant such a deviation. If any day on which action is required pursuant to this policy falls on a weekend or holiday, KCERA's next scheduled workday shall be the day on which such action must occur.

NOTICE OF ELECTION

8) The Notice of Election (hereafter "Notice") period is specified in the Election Calendar and continues for an interval of twenty (20) business days, excluding County holidays. The CEO shall publish a Notice as follows:

   a. For all eligible voting members, Notices shall be mailed to the last known address of such member on file with KCERA.

   b. For member organizations, Notices shall be furnished to any organization of active or retired members.

   c. As used in this Policy, only active and retired members are "eligible voting members". (Gov. Code, § 31520.1(d).)

9) The Notice shall include the Election Calendar, a brief description of voting procedures, and other relevant information. The Notice shall be posted on KCERA's website and at the KCERA office during the Notice period.

ELIGIBILITY OF CANDIDATES

10) Any active general member who is not employed in the office of KCERA[1] is eligible to run for the position of second or third member of the Board. If the second and third member seats are included in the same election, a general member may only submit nomination documents for one seat.

11) To be eligible to run for the position of seventh member or alternate seventh member of the Board, the candidate must be an active safety member from one of the following Kern County Departments: 1) Fire, 2) Sheriff, 3) Office of the District Attorney, or 4) Probation. Candidates from the Probation Department are placed on the ballot only when there is no eligible safety member candidate from the Fire Department, Sheriff's Department, or Office of the District Attorney. (Gov. Code, §§ 31469.4, 31470.2, 31470.4, and 31520.1.) Subject to the restrictions on Probation Department candidates, the seventh member shall be the candidate who received the highest number of votes of all safety member candidates. The alternate seventh member shall be the candidate who received the second highest number of votes and who is not employed by the same Kern County Department as the candidate who is elected to (or currently holding) the seventh member seat.

[1] *Kern County Employees' Retirement Association v. Bellino* (2005) 126 Cal.App.4th 781

PROPOSED

12) Candidates for the position of eighth member and alternate eighth member of the Board shall be retired members of KCERA. The eighth member of the Board shall be the candidate who received the highest number of votes of all retired member candidates. The alternate eighth member shall be elected separately by the retired members of KCERA in the same manner and at the same time as the eighth member is elected. Retired member candidates may only pursue nomination for one seat in the same election.

13) If there is any difference between these eligibility standards and the County Employees' Retirement Law of 1937 or other applicable law relating to eligibility requirements for members of the Board, the provisions of the applicable law will apply.

NOMINATION PERIOD

14) The Nomination Period is specified in the Election Calendar and continues for an interval of twenty (20) business days, excluding County holidays. The Nomination Period immediately follows the Notice of Election Period. Qualified applicants may obtain a KCERA Board Election Information Packet (hereafter "Board Election Information Packet") containing the required nomination documents from KCERA or the KCERA website beginning on the first date of the Nomination Period and through the last date of the Nomination Period.

REQUIRED NOMINATION DOCUMENTS

15) During the Nomination Period, qualified applicants may pursue election to a seat on the Board by completing and submitting all the following required nomination documents, included in the Board Election Information Packet available on the KCERA website:

- KCERA Candidate Nomination Petition Paper
- KCERA Declaration of Candidacy
- KCERA Candidate's Statement of Qualifications (if desired)

NOMINATION PETITION

16) During the specified Nomination Period, KCERA shall receive nominations for candidates through KCERA's Candidate Nomination Petition Paper (hereafter "Nomination Paper"). Only those members eligible to vote in the election for the seat may sign a Nomination Paper of a prospective candidate for that seat. No member may sign more than one Nomination Paper for the same seat, and in the event a member does so, the member's signature shall count only on the first Nomination Paper filed which contains that member's signature. Any member eligible to vote in the election may circulate a Nomination Paper for the candidate for whom the member is eligible to vote.

17) The Circulator Declaration on the Nomination Paper may either be notarized or signed in the presence of authorized KCERA staff. Within 5 business days after the close of the Nomination

PROPOSED

Period, KCERA staff shall verify that the individuals listed on the Nomination Paper are eligible to sign the candidate's Nomination Paper based on a report of eligible members. Any nominee whose Nomination Paper does not contain an adequate number of verified members shall be so notified by KCERA staff, and his or her name shall not be placed on the ballot.

DECLARATION OF CANDIDACY

18) Each Nomination Paper shall include a Declaration of Candidacy of the nominee, using the KCERA form included in the Board Election Information Packet. The nominee's Declaration of Candidacy may either be notarized or signed in the presence of authorized KCERA staff.

CANDIDATE STATEMENT OF QUALIFICATIONS

19) The candidate may also complete and submit a KCERA Candidate Statement of Qualifications (hereafter "Candidate Statement") which shall be mailed with the ballot to each member. Only Candidate Statements that adhere to the guidelines below will be included on the ballot. If a candidate does not submit a Candidate Statement by the deadline outlined in the Election Calendar, no statement will be included on the ballot for that candidate.

a. The statement shall be limited to include:

   i. the name and occupation, including identification of the candidate's employing department or special district; and

   ii. a brief description of the candidate's education and qualifications expressed by the candidate, which shall not exceed 200 words.

b. At the option of the candidate, the title of the public service position he or she holds or from which he or she is retired may be printed immediately after or below his or her name on the ballot. In lieu of the public service position designation, a candidate may have the name of his or her appointing authority's department or division printed on the ballot. A candidate for the same seat which he or she presently holds may also have the word "Incumbent" printed immediately after or below his or her name on the ballot.

c. The statement may not refer to any other candidate's qualifications, character, or activities.

d. The candidate shall declare under penalty of perjury that the contents of his or her candidate statement are true and correct.

e. Candidate Statements may be withdrawn and changed until the filing deadline outlined in the published Election Calendar. Candidate Statements shall remain confidential until the expiration of the filing deadline.

f. The Candidate Statement shall be included as a part of the ballot in the same formatting that it is received from the candidate (capitalization, bold, underline, etc.), except that it

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may be reformatted to the block format. Additionally, the statement will not be edited for grammar and punctuation.

g. Information contained in the Candidate Statement is the responsibility of the candidate, and KCERA accepts no responsibility for its validity or its contents. KCERA will not assist in any way with additional campaign materials that a candidate or someone supporting or opposing a candidate may wish to distribute to voters.

20) The above-required documents are due no later than 5:00 p.m. on the last date of the Nomination Period as stated in the Election Calendar. There is no opportunity to amend the documents after that time.

CERTIFICATION OF ELIGIBLE CANDIDATES

21) According to the Election Calendar, KCERA shall publish a list of all eligible candidates. The list of candidates shall be posted at the KCERA office and on the KCERA website for a period of ten (10) business days.

22) Only candidates who meet the filing requirements and properly submit the Required Nomination Documents will be certified. The CEO shall certify a candidate's eligibility no later than five (5) business days after the close of the nomination period, as outlined on the Election Calendar. In the event a candidate is not eligible, notice shall be provided to the Contracted Election Provider and to the ineligible candidate.

EXTENSION OF NOMINATION PERIOD IF INCUMBENT FAILS TO FILE

23) Notwithstanding any other provision of this policy, if an incumbent trustee does not meet the filing requirements provided herein by 5:00 p.m. on the last day of the Nomination Period, the Nomination Period will be extended for five (5) additional business days, as outlined in the Elections Calendar. Any person (other than the person who was the incumbent on the last day of the Nomination Period) shall have until 5:00 p.m. on the last day of the Extended Nomination Period to meet the filing requirements provided herein. This extension provision is not applicable where there is no incumbent to be elected, or the incumbent is not eligible for re-election to the trustee position in which he or she holds at the time the nomination period closes.

WITHDRAWAL

24) A candidate may withdraw his or her declaration of candidacy no later than the last day of the Nomination Period as outlined in the Election Calendar, or in the event the preceding paragraph is applicable, no later than the last day of the Extended Nomination Period.

WRITE-IN CANDIDATES

25) A member may declare candidacy as a write-in candidate by meeting the filing requirements provided herein by the deadlines listed in the Election Calendar.

PROPOSED

APPOINTMENT IN LIEU OF ELECTION

26) After the Nomination Period ends, if only one candidate has met the filing requirements provided herein, no election shall be held for that seat, and the CEO shall prepare an appointment in lieu of election declaring such member elected to the seat for which he or she was nominated.

ELECTION OF SEVENTH AND ALTERNATE SEVENTH MEMBER

27) The eligible safety candidate receiving the highest number of votes will be elected to the seventh member seat. If there is more than one eligible safety candidate, the alternate seventh member shall be the candidate who received the second highest number of votes and who is not employed by the same Kern County Department as the candidate who is elected to the seventh member seat.

28) If KCERA declares an appointment in lieu of election for the seventh member, KCERA shall provide notification regarding the write-in candidate process to Kern County Departments employing eligible alternate seventh member candidates and member groups representing the alternate seventh member candidates. An election for the alternate seventh member position will be held only if an eligible safety candidate timely files as a Write-in Candidate.

29) If no eligible candidate for the alternate seventh position meets filing requirements provided herein as a Write-in Candidate, the Board may choose not to fill the alternate member seat or may choose to receive applications for appointment. Applications for appointment to an alternate member seat shall be placed on a regular Board meeting agenda.

BALLOTS

30) Ballots shall be prepared by the Contracted Election Provider and mailed to each member eligible to vote according to the Election Calendar timeline. All members eligible to vote will receive both electronic and paper ballots.

- Only active general members of KCERA are eligible to vote for the second and third seats on the Board.
- Only active members designated as safety members are eligible to vote for the seventh member or alternate seventh member seats on the Board.
- Only retired members are eligible to vote for the eighth member or the alternate eighth member seats on the Board.

31) The names of all certified candidates who have timely met filing requirements provided herein shall be printed on the ballot.

32) The order in which the candidates are listed on the ballot shall be determined by a random drawing conducted by the Contracted Elections Provider. Voting instructions shall be included with the ballots mailed and electronically emailed to the members.

PROPOSED

33) Instead of voting for a candidate listed on the ballot, a member may cast a vote for an eligible Write-in Candidate by writing in the name of that member in the space provided.

34) If a member returns more than one ballot, only the first ballot received is counted and the following ballot(s) received will be voided. The CEO must pick up all ballots from the designated P.O. Box at 9:00 a.m. on the day following the scheduled voting deadline.

35) The ballot will be void and shall not be counted if the member fails to comply with voting instructions. Ballots shall be void if:

a. Received after Election Day

b. A duplicate ballot is cast

c. It is not possible to determine who submitted the ballot

d. It was submitted in the same envelope with other ballots; and/or

e. The voter's intent cannot be determined.

36) Ballots determined to be void under this section shall be marked as such and shall not be counted by the Contracted Election Provider. The Contracted Election Provider will deliver ballots marked as void to the CEO on the day designated for counting ballots.

STATEMENT BY BOARD OF RETIREMENT

37) In addition to the ballot, the voting instructions, and the candidate statements (if any), each member shall receive an informational statement from the Board.

VOTING DEADLINE

38) In order to be processed and counted, voted ballots must be received at the designated P.O. Box no later than 11:59 p.m. on Election Day.

CAMPAIGN GUIDELINES

39) No member may use County/Employer time or resources to campaign for a member seeking election to the Board, including dissemination of campaign information via the Participating Employers' electronic communications system; provided, however, employers shall permit each candidate, upon request, to post reasonable campaign material on the organization bulletin board. Posted items shall be no larger than 8 ½" by 11 ½". Employers may reasonably refuse to post any offensive or defamatory material. Nothing herein shall be deemed to make any campaign material or statement or the authors thereof free or exempt from any civil or criminal action or penalty because of any false, slanderous, or libelous statements offered for distribution or posting.

PROPOSED

COUNTING OF BALLOTS

40) The Contracted Election Provider shall provide a list of all returned ballot envelopes to KCERA staff for reconciliation. Contracted Election Provider staff shall conduct the ballot count. The Contracted Election Provider shall meet at 9:00 a.m. in the KCERA office on the date designated on the Election Calendar following the election, for the counting of ballots and determination of any questionable ballots. Any person may observe the ballot count.

41) The candidate for the second, third, seventh, eighth, and alternate eighth member seats who receives the highest number of votes cast for such seat shall be elected to such seat for the next succeeding term. In the event of a tie vote, the procedures set forth in California Elections Code section 15651(a) shall be used to determine the election results.

CERTIFICATION OF ELECTION RESULTS

42) Following the ballot count, the Contracted Election Provider shall certify the election results. The CEO shall file the certified election results with the Board. The certified election results shall be posted on KCERA's website and at the entrance to KCERA's office for a period of ten (10) business days.

CONTEST OF ELECTION RESULTS

43) Within five (5) business days of certification of the election results by the Contracted Election Provider (or as revised pursuant to the Election Calendar), a candidate may request a recount of all ballots to be conducted by the Contracted Election Provider, upon written application to KCERA. Prior to the requested recount, the Contracted Election Provider shall determine the cost for conducting such a recount. The candidate requesting the recount shall deposit this amount with KCERA prior to the recount for payment to the Contracted Election Provider. Money so deposited shall only be returned to the depositor if, upon the completion of the recount, the candidate requesting the recount is found to have received the highest number of all votes cast. The recount shall be conducted in the same manner as the original count.

RETENTION OF BALLOTS

44) All envelopes containing voted ballots and all voted ballots (whether or not counted) shall be retained for 30 days in the KCERA office or until such further time as is required to settle any contest concerning the election.

SWEARING IN ELECTED MEMBERS

45) Newly-elected members of the Board shall be sworn in by the CEO or other public official authorized to administer oaths prior to participating in their first Board or Committee meeting. This can be done in conjunction with New Trustee Orientation.

PROPOSED

SPECIAL ELECTIONS

46) A special election shall be called by the Board within 30 days of the occurrence of the vacancy if a vacancy occurs for any reason during the term of an elected board member, other than alternate members, unless the term will end less than 365 days from the occurrence of the vacancy; provided, however, that if the term of office will end less than 365 days from the occurrence of the vacancy, the Board may call a special election to fill such vacancy of the Board if, in its discretion, determines that such action is in the best interests of KCERA.

47) The vacancy shall be filled for the duration of the current term, except that, if the remaining portion of the current term is six months or less on the date of the election, a single election may be held to fill the vacancy for the remainder of the current term and to fill the position for the succeeding term. (Gov. Code, § 31523.) Nominations and voting shall follow the same process specified for a regular election. The candidate receiving the highest number of votes for the vacated seat shall be declared elected to that seat. Such candidate shall serve for the remainder of the unexpired term from and after the first day of the first month following the declaration of his/her election.

48) The Board of Retirement may call a special election to fill a vacancy occurring in the seat of any alternate member if the Board, in its discretion, determines that such action is in the best interests of KCERA.

BOARD DISCRETION

49) The purpose of this Election Procedures Policy is to ensure an orderly, fair, and impartial process for the conduct of elections of trustees to the Board. In the event there is any ambiguity or uncertainty regarding the application of these procedures to a particular election issue, or there is no procedure specifically addressing the election issue, the Board shall decide the issue upon application by any person, or on its own motion. In exercising its administrative discretion under these procedures, the Board shall be mindful of the purpose of these procedures and may be guided by general principles of California elections or other applicable law.

RESOURCE LINKS

- KCERA Board Election Information Packet:
  - KCERA Candidate Nomination Petition Paper
  - KCERA Declaration of Candidacy Form
  - KCERA Candidate's Statement of Qualifications Form
- KCERA Election Calendar
- KCERA Elections Webpage

PROPOSED

PROPOSED

POLICY REVIEW AND HISTORY

1) This policy shall be reviewed at least every five (5) years.
2) This policy was:
   a) Adopted by the Board on August 8, 2018.
   b) Amended on April 12, 2023, May 7, 2025, and December 9, 2026.

Kern County Employees' Retirement Association
11125 River Run Boulevard
Bakersfield, CA 93311

Tel (661) 381-7700 • Fax (661) 381-7799
Toll Free (877) 733-6831
TTY Relay (800) 735-2929
www.kcera.org

ELECTION PROCEDURES POLICY

This policy and procedures shall govern the election of the second, third, seventh, eighth, and alternate seventh and eighth members to the Kern County Employees' Retirement Association ("KCERA") Board of Retirement (hereafter "Board").

ELECTION ADMINISTRATION RESPONSIBILITIES AND CONTRACT

1. The Board delegates responsibility for conducting Board elections in a manner set forth in this Election Procedures Policy for elected positions on KCERA's Board to the KCERA Chief Executive Officer (hereafter "CEO"). The CEO may delegate powers and duties to other KCERA staff, and/or to consultants as appropriate. Any reference to the CEO herein shall mean the CEO or his/her designee.

2. All costs associated with any election for membership on the Board shall be paid by KCERA.

3. In order to prevent an actual or perceived conflict of interest, KCERA shall contract with a third-party election administration provider (hereafter "Contracted Election Provider") to conduct all elections.

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5. The CEO shall review any preliminary challenges to election procedures. If a formal contest statement is filed, the CEO shall determine if a recount will be conducted and notify the requestor.

6. The CEO shall be responsible for determining the disposition of all questionable ballots that are set aside by the Contracted Election Provider.

ELECTION CALENDAR

7. The CEO shall develop a written Election Calendar in March each year in which an election is held that substantially complies with the requirements set forth in this policy. Elections shall be held in October of each election year for terms expiring December 31 of that year. The Election

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Calendar may deviate from the timelines provided in this policy when the CEO determines that impossibility, impracticability, improved efficiency, unreasonable expense, or other circumstances warrant such a deviation. If any day on which action is required pursuant to this policy falls on a weekend or holiday, KCERA's next scheduled workday shall be the day on which such action must occur.

NOTICE OF ELECTION

8. The Notice of Election (hereafter "Notice") period is specified in the Election Calendar and continues for an interval of twenty (20) business days, excluding County holidays. The CEO shall publish a Notice as follows:

   a. For all eligible voting members, Notices shall be mailed to the last known address of such member on file with KCERA.
   b. For member organizations, Notices shall be furnished to any organization of active or retired members.
   ~~b.~~c. As used in this Policy, only active and retired members are "eligible voting members". (Cal. Gov. Code section 31520.1(d)).

9. The Notice shall include the Election Calendar, a brief description of voting procedures, and other relevant information. The Notice shall be posted on KCERA's website and at the KCERA office during the Notice period.

ELIGIBILITY OF CANDIDATES

10. Any active general member who is not employed in the office of KCERA[1] is eligible to run for the position of second or third member of the Board. If the second and third member seats are included in the same election, a general member may only submit nomination documents for one seat.

11. To be eligible to run for the position of seventh member or alternate seventh member of the Board, the ~~member~~ candidate must be an active safety member ~~and be among~~from one of the following Kern County Departments: -1) Fire ~~Department~~, 2) ~~Kern County~~ Sheriff~~'s Department~~, 3) Office of the District Attorney~~(Investigators only)~~, or 4) ~~the~~ Probation~~Department~~. ~~Safetymembers~~Candidates from the Probation Department ~~will~~ are ~~only be~~ placed on the ballot ~~if~~only when ~~there is~~there is no~~eligible safety member~~ eligible safety member candidate from the ~~Fire Department~~Fire Department, Sheriff's Department, or Office of the District Attorney. (~~See~~ Cal. Gov. Code sections 31469.4, 31470.2, 31470.4, and 31520.1. ~~).~~ t~~The group defined in Government Code sections 31470.2 or 31470.4.~~ Subject to the restrictions on Probation Department candidates, ~~T~~the ~~alternate~~ seventh ~~safety~~ member shall be the candidate who received the highest number of votes of all safety member candidates. -The alternate ~~for the~~ seventh ~~member~~ member shall be the candidate who received the second highest number of votes and who is not employed by the same Kern County Department as the candidate who is

[1] *Kern County Employees' Retirement Association v. Bellino* (2005) 126 Cal.App.4th 781

elected to (or currently holding) the seventh member seat. ~~from the group under sections 31470.2 or 31470.4, which is not represented by the seventh member who received the highest number of votes of all candidates in that group.~~

12. Candidates for the position of eighth member and alternate eighth member of the Board shall be retired members of KCERA. The ~~alternate~~ eighth member of the Board shall be the candidate who received the highest number of votes of all retired member candidates. The alternate ~~seventh~~eighth member shall be elected separately by the retired members of KCERA in the same manner and at the same time as the eighth member is elected. Retired member candidates may only pursue nomination for one seat in the same election.

~~12.~~13.

If there is any difference between ~~T~~these eligibility standards and ~~shall be deemed to be amended to comply with current provisions of~~ the County Employees' Retirement Law of 1937 or other applicable law relating to eligibility requirements for members of the Board, the provisions of the applicable law will apply. ~~or as determined by a court of competent jurisdiction.~~

NOMINATION PERIOD

~~13.~~14. The Nomination Period is specified in the Election Calendar and continues for an interval of twenty (20) business days, excluding County holidays. The Nomination Period immediately follows the Notice of Election Period. Qualified applicants may obtain a KCERA Board Election Information Packet (hereafter "Board Election Information Packet") containing the required nomination documents from KCERA or the KCERA website beginning on the first date of the Nomination Period and through the last date of the Nomination Period.

REQUIRED NOMINATION DOCUMENTS

~~14.~~15. During the Nomination Period, qualified applicants may pursue election to a seat on the Board by completing and submitting all the following required nomination documents, included in the Board Election Information Packet available on the KCERA website:

- KCERA Candidate Nomination Petition Paper
- KCERA Declaration of Candidacy
- KCERA Candidate's Statement of Qualifications (if desired)

NOMINATION PETITION

~~15.~~16. During the specified Nomination Period, KCERA shall receive nominations ~~of~~ for candidates ~~by circulation of a~~ through KCERA's Candidate Nomination Petition Paper (hereafter "Nomination Paper"). ~~The number of eligible members required to sign a Nomination Paper for the respective office is not less than 15, nor more than 20. Signatures on the Nomination Paper may include a~~

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~~scanned physical signature but may not be a digitally generated signature.~~ Only those members ~~qualified~~ eligible to vote in the election for the ~~office~~ seat may sign a Nomination Paper of a prospective candidate for that seat. No member may sign more than one Nomination Paper for the same ~~office~~seat, and in the event a member does so, the member's signature shall count only on the first Nomination Paper filed which contains that member's signature. Any member eligible to vote ~~at~~ in the election may circulate a Nomination Paper for the candidate for whom the member is eligible to vote.

~~16.~~17. The ~~Affidavit of~~ Circulator Declaration on the Nomination Paper may either be notarized or signed in the presence of authorized KCERA staff. Within 5~~10~~ business days after the close of the Nomination Period, KCERA staff shall verify that the individuals listed on the Nomination Paper are eligible to sign the candidate's Nomination Paper based on a report of eligible members. Any nominee whose Nomination Paper does not contain an adequate number of verified members shall be so notified by KCERA staff, and his or her name shall not be placed on the ballot.

DECLARATION OF CANDIDACY

~~17.~~18. Each Nomination Paper shall include a Declaration of Candidacy of the nominee, using the KCERA form included in the Board Election Information Packet. The nominee's Declaration of Candidacy may either be notarized or signed in the presence of authorized KCERA staff.

CANDIDATE STATEMENT OF QUALIFICATIONS

~~18.~~19. The candidate may also complete and submit a KCERA Candidate Statement of Qualifications (hereafter "Candidate Statement") which shall be mailed with the ballot to each member. Only ~~The~~ Candidate Statements ~~must~~ that adhere to the ~~following~~ guidelines below will be included on the ballot. If a candidate does not submit a Candidate Statement by the deadline outlined in the Election Calendar, no statement will be included on the ballot for that candidate.

a. The statement~~, which shall not exceed 200 words,~~ shall be limited to include:
   i. the name and occupation, including identification of the candidate's employing department or special district; ~~,~~ and
   ~~a.~~ii. a brief description of the candidate's education and qualifications expressed by the candidate, which shall not exceed 200 words.

b. At the option of the candidate, the title of the public service position he or she holds or from which he or she is retired may be printed immediately after or below his or her name on the ballot. In lieu of the public service position designation, a candidate may have the name of his or her appointing authority's department or division printed on the ballot. A candidate for the same seat which he or she presently holds may also have the word "Incumbent" printed immediately after or below his or her name on the ballot. ~~Any title or designation provided to KCERA to print on the ballot, as indicated above, shall be declared by the candidate to be true and correct under penalty of perjury.~~

c. The statement may not ~~make reference~~refer to any other candidate's qualifications, character, or activities.

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~~b.~~d. ~~, and t~~The candidate shall declare under penalty of perjury that the contents of his or her candidate statement are true and correct.
~~KCERA shall not cause to be printed or circulated any statement which is not so limited and declared under penalty of perjury.~~

~~c.~~e. Candidate Statements may be withdrawn and changed until the filing deadline outlined in the published Election Calendar. Candidate Statements shall remain confidential until the expiration of the filing deadline.

~~d.~~f. The Candidate Statement shall be included as a part of the ballot in the same formatting that it is received from the candidate (capitalization, bold, underline, etc.), except that it may be reformatted to the block format. Additionally, the statement will not be edited for grammar and punctuation.

~~e.~~g. Information contained in the Candidate Statement is the responsibility of the candidate, and KCERA accepts no responsibility ~~-~~for its validity or its contents. KCERA will not assist in any way with additional campaign materials that a candidate or someone supporting or opposing a candidate may wish to distribute to voters.

~~19.~~20. The above-required documents are due no later than 5:00 p.m. on the last date of the Nomination Period as stated in the Election Calendar. There is no opportunity to amend the documents after that time.

CERTIFICATION OF ELIGIBLE CANDIDATES

~~20.~~21. According to the Election Calendar, KCERA shall publish a list of all eligible candidates. The list of candidates shall be posted at the KCERA office and on the KCERA website for a period of ten (10) business days.

~~21.~~22. Only candidates who meet the filing requirements and properly submit the Required Nomination Documents ~~outlined in section 15 above~~ will be certified. The CEO shall certify a candidate's eligibility no later than five (5) business days after the close of the nomination period, as outlined on the Election Calendar. In the event a candidate is not eligible, notice shall be provided to the Contracted Election Provider and to the ineligible candidate.

EXTENSION OF NOMINATION PERIOD IF INCUMBENT FAILS TO FILE

~~22.~~23. Notwithstanding any other provision of this policy, if an incumbent trustee does not meet the filing requirements provided herein by 5:00 p.m. on the last day of the Nomination Period, the Nomination Period will be extended for five (5) additional business days, as outlined in the Elections Calendar. Any person (other than the person who was the incumbent on the last day of the Nomination Period) shall have until 5:00 p.m. on the last day of the Extended Nomination Period to meet the filing requirements provided herein. This extension provision is not applicable where there is no incumbent to be elected, or the incumbent is not eligible for re-election to the trustee position in which he or she holds at the time the nomination period closes.

WITHDRAWAL

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~~23.~~24. A candidate may withdraw his or her declaration of candidacy no later than the last day of the Nomination Period as outlined in the Election Calendar, or in the event the preceding paragraph ~~23 above~~ is applicable, no later than the last day of the Extended Nomination Period.

WRITE-IN CANDIDATES

~~24.~~25. A member may declare candidacy as a write-in candidate by meeting the filing requirements provided herein by the deadlines listed in the Election Calendar.

APPOINTMENT IN LIEU OF ELECTION ~~RESULT IF NO MORE THAN ONE CANDIDATE~~

After the Nomination Period ends, if only one candidate ~~member~~ has met the filing requirements provided herein, no election shall be held for that seat~~,~~ and the CEO shall prepare an appointment in lieu of election declaring such member elected to the ~~office~~ seat for which he or she was nominated. ~~If the seventh member is appointed in lieu of election, an election may be held for the alternate seventh member if an eligible candidate timely files as a Write-in Candidate.~~

ELECTION OF SEVENTH AND ALTERNATE SEVENTH MEMBER

26. The eligible safety candidate receiving the highest number of votes~~-~~ will be ~~the~~ elected to the seventh member seat~~position of the Board~~. If there is more than one eligible safety candidate, ~~T~~the alternate seventh member shall~~will~~ be the candidate ~~who is not represented by the same group as the elected seventh member and who receives more votes than any other eligible safety candidate.~~ who received the second highest number of votes and who is not employed by the same Kern County Department as the candidate who is elected to the seventh member seat.

27. ~~If only one eligible safety member files nomination papers, no election will be held for the seventh member position, and that member will be declared elected and appointed in- lieu of election. If the seventh member is appointed in lieu of election, an election will be held for the alternate seventh member position, if an eligible candidate timely files as a Write-in Candidate.~~

~~25.~~28. If KCERA declares an appointment in lieu of election for the seventh member, KCERA shall provide notification regarding the write-in candidate process to Kern County Departments employing eligible alternate seventh member candidates and member groups representing the alternate seventh member candidates. ~~-~~An election for the alternate seventh member position will be held only if an eligible safety candidate timely files as a Write-in Candidate.

~~26.~~29. If no eligible candidate for the alternate seventh position meets filing requirements provided herein as a Write-in Candidate, the Board may ~~elect~~ choose not to fill the alternate member seat or may ~~elect~~ choose to receive applications for appointment. Applications for appointment to an alternate member seat shall be placed on a regular Board meeting agenda.

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BALLOTS

~~27.~~30. Ballots shall be prepared by the Contracted Election Provider and mailed to each member eligible to vote according to the Election Calendar timeline. All members eligible to vote will receive both electronic and paper ballots.

- Only active general ~~M~~members of KCERA are eligible to vote for the second and third seats on the Board~~members are all active and deferred members of KCERA~~.
- ~~All~~ Only active ~~and deferred~~ members designated as safety members are eligible to vote for the seventh member or alternate seventh ~~safety~~ member seats on the Board~~of the Board~~.
- Only retired members are eligible to vote for the eighth member or the alternate eighth member seats o~~f~~n the Board.

~~28.~~31. The names of all certified candidates who have timely met filing requirements provided herein shall be printed on the ballot. ~~The ballot shall not contain the name of any candidate unless duly nominated as provided herein. At the option of the candidate, the title of the public service position he or she holds or from which he or she is retired may be printed immediately after or below his or her name on the ballot. In lieu of the public service position designation, a candidate may have the name of his or her appointing authority's department or division printed on the ballot. A candidate for the same seat which he or she presently holds may also have the word "Incumbent" printed immediately after or below his or her name on the ballot. Any title or designation provided to KCERA to print on the ballot, as indicated above, shall be declared by the candidate to be true and correct under penalty of perjury.~~

~~29.~~32. The order in which the candidates are listed on the ballot shall be determined by a random drawing conducted by the Contracted Elections Provider. Voting instructions shall be included with the ballots mailed and electronically emailed to the members.

~~30.~~33. Instead of voting for a candidate listed on the ballot, a member may cast a vote for an eligible Write-in Candidate ~~who has timely met filing requirements provided herein,~~ by writing in the name of that member in the space provided.

~~31.~~34. If a member returns more than one ballot, only the first ballot received is counted and the following ballot(s) received will be voided. The CEO must pick up all ballots from the designated P.O. Box at 9:00 a.m. on the day following the scheduled voting deadline.

~~32.~~35. The ballot will be void and shall not be counted if the member fails to comply with voting instructions. Ballots shall be void if:

a. Received after Election Day
b. A duplicate ballot is cast

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c. It is not possible to determine who submitted the ballot
d. It was submitted in the same envelope with other ballots; and/or
e. The voter's intent cannot be determined.

~~33.~~36. Ballots determined to be void under this section shall be marked as such and shall not be counted by the Contracted Election Provider. The Contracted Election Provider will deliver ballots marked as void to the CEO on the day designated for counting ballots.

STATEMENT BY BOARD OF RETIREMENT

~~34.~~37. In addition to the ballot, the voting instructions, and the candidate statements (if any), each member shall receive an informational statement from the Board.

VOTING DEADLINE

~~35.~~38. In order to be processed and counted, voted ballots must be received at the designated P.O. Box no later than 11:59 p.m. on Election Day.

CAMPAIGN GUIDELINES

~~36.~~39. No member may use County/Employer time or resources to campaign for a member seeking election to the Board, including dissemination of campaign information via the Participating Employers' electronic communications system; provided, however, employers shall permit each candidate, upon request, to post reasonable campaign material on the organization bulletin board. Posted items shall be no larger than 8 ½" by 11 ½". Employers may reasonably refuse to post any offensive or defamatory material. Nothing herein shall be deemed to make any campaign material or statement or the authors thereof free or exempt from any civil or criminal action or penalty because of any false, slanderous, or libelous statements offered for distribution or posting.

COUNTING OF BALLOTS

~~37.~~40. The Contracted Election Provider shall provide a list of all returned ballot envelopes to KCERA staff for reconciliation.~~verify the names on all returned envelopes against the members mailing list or roster and prepare ballots for counting.~~ Contracted Election Provider staff shall conduct the ballot count. The Contracted Election Provider shall meet at 9:00 a.m. in the KCERA office on the date designated on the Election Calendar following the election, for the counting of ballots and determination of any questionable ballots. Any person may observe the ballot count.

~~38.~~41. The candidate for the second, third, seventh, eighth, and alternate eighth member ~~offices~~ seats who receives the highest number of votes cast for such ~~office~~ seat shall be elected to such ~~office~~ seat for the next ~~term next~~ succeeding term. In the event of a tie vote, the procedures set forth in California Elections Code section 15651(a) shall be used to determine the election results.

CERTIFICATIONE OF ELECTION RESULTS

~~39.~~ Following the ballot count, t~~T~~he Contracted Election Provider shall certify the election results. ~~CEO~~ The CEO shall file the~~a~~ certifi~~ced~~date ~~of~~ election~~s~~ results with the Board. The certified ~~icate of~~ election results shall be posted on KCERA's website and at the entrance to KCERA's office for a period of ten (10) business days.~~one week commencing with the day following the day election results are certified by the CEO.~~

42.

CONTEST OF ELECTION RESULTS

40.43. Within five (5) business days of certification of the election results by the Contracted Election Provider (or as revised pursuant to the Election Calendar), a candidate may ~~upon written application to KCERA~~ request a recount of all ballots to be conducted by the Contracted Election Provider, upon written application to KCERA. Prior to the requested recount, the Contracted Election Provider shall determine the cost for conducting such a recount. The candidate requesting the recount shall deposit this amount with KCERA prior to the recount for payment to the Contracted Election Provider. Money so deposited shall only be returned to the depositor if, upon the completion of the recount, the candidate requesting the recount is found to have received ~~a plurality~~the highest number of all votes cast. The recount shall be conducted in the same manner as the original count.

RETENTION OF BALLOTS

41.44. All envelopes containing voted ballots and all voted ballots (whether or not counted) shall be retained for 30 days in the KCERA office or until such further time as is required to settle any contest concerning the election.

SWEARING IN ELECTED MEMBERS

42.45. Newly-elected members of the Board shall be sworn in by the CEO or other public official authorized to administer oaths prior to participating in their first Board or Committee meeting. This can be done in conjunction with New Trustee Orientation.

SPECIAL ELECTIONS

43.46. A special election shall be called by the Board within 30 days of the occurrence of the vacancy if a vacancy occurs for any reason during the term ~~of office~~ of an elected board member, other than alternate members, unless the term ~~of office~~ will end less than 365 days from the occurrence of the vacancy; provided, however, that if the term of office will end less than 365 days from the occurrence of the vacancy, the Board may call a special election to fill such vacancy of the Board if, in its discretion, determines that such action is in the best interests of KCERA.

44.47. The vacancy shall be filled for the duration of the current term, except that, if the remaining portion of the current term is six months or less on the date of the election, a single election may

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be held to fill the vacancy for the remainder of the current term and to fill the position for the succeeding term. (Gov't Code §31523). Nominations and voting shall ~~be substantially in the manner~~follow the same process ~~prescribed~~ specified for a regular election. The candidate receiving the highest number of votes for the vacated seat shall be declared elected to that seat. Such candidate shall serve for the remainder of the unexpired term from and after the first day of the first month following the declaration of his/her election.

~~45.~~48. The Board of Retirement may call a special election to fill a vacancy occurring in the ~~office~~ seat of any alternate member if the Board ~~if~~, in its discretion, determines that such action is in the best interests of KCERA.

BOARD DISCRETION

~~46.~~49. The purpose of this Election Procedures Policy is to ensure an orderly, fair, and impartial process for the conduct of elections of trustees to the Board. In the event there is any ambiguity or uncertainty regarding the application of these procedures to a particular election issue, or there is no procedure specifically addressing the election issue, the Board shall decide the issue upon application by any person, or on its own motion. In exercising its administrative discretion under these procedures, the Board shall be mindful of the purpose of these procedures and may be guided by general principles of California elections or other applicable law.

RESOURCE LINKS

- KCERA Board Election Information Packet:
  - KCERA Candidate Nomination Petition Paper
  - KCERA Declaration of Candidacy Form
  - KCERA Candidate's Statement of Qualifications Form
- KCERA Election Calendar
- KCERA Elections Webpage

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POLICY REVIEW AND HISTORY

1) This policy shall be reviewed at least every five (5) years.
2) This policy was:
   a) Adopted by the Board on August 8, 2018.
   b) Amended on April 12, 2023, ~~and~~ May 7, 2025, and December 9, 2026.

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Date: November 30, 2026

To: Trustees, Administrative Committee

From: Dominic D. Brown, Chief Executive Officer

Subject: **2027-28 Chief Executive Officer Performance Evaluation Criteria**

In accordance with the Chief Executive Officer Performance Evaluation Policy, the Chief Executive Officer must be reviewed by the Administrative Committee each year for the twelve-month period for which the criteria are effective. The following criteria and ratings were approved for 2026-2027, and will be used for 2027-2028:

CHIEF EXECUTIVE OFFICER
PERFORMANCE EVALUATION CRITERIA

	Weighting
1. General Management Abilities as determined by the CEO Evaluation Survey	30%
2. Financial Accounting and Reporting	15%
3. Budgetary Control	15%
4. Strategic Plan Implementation	40%
	100%

The Chief Executive Officer is required to complete a self-evaluation annually and to share that with the Board, along with the results of a Stakeholder Survey, Employee Survey, and Trustee Survey.

Therefore, it is recommended that your Committee recommend the Board of Retirement approve the 2027-2028 Chief Executive Officer Performance Evaluation Criteria.