

SBCERS

Santa Barbara County Employees' Retirement System

DATE: April 9, 2025

TO: SBCERS Board of Retirement Operations Committee

FROM: Cristal Rodriguez, General Counsel

RE: **CEO Review Guidelines**

Recommendation

That the Operations Committee recommend to the Board of Retirement that the CEO Review Guidelines be repealed.

Summary

The purpose of these Guidelines is to establish a documented process for the Board of Retirement to follow when evaluating the performance and determining compensation for its Chief Executive Officer.

Since 2015, the Board has maintained these Guidelines as a standalone policy, separate from the CEO Charter. Staff recommends integrating the substance of the Guidelines into the Charter and repealing the Guidelines. This proposed change aligns with the structure of other staff charters and reduces the overall number of policies for greater simplicity.

Attachments

- CEO Review Guidelines – Proposed
- CEO Review Guidelines – Proposed redline