

# SBCERS

Santa Barbara County Employees' Retirement System

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**DATE:** April 9, 2025

**TO:** SBCERS Board of Retirement Operations Committee

**FROM:** Cristal Rodriguez, General Counsel

**RE:** Charter – Chief Executive Officer

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## Recommendation

That the Operations Committee recommend the Chief Executive Officer Charter (“Charter”) with proposed revisions for approval by the Board of Retirement or provide direction to staff for further amendment or research on the policy.

## Summary

The purpose of the Charter is to outline the duties and responsibilities of the Chief Executive Officer (“CEO”). The proposed policy revisions include updated language regarding the management of real property to reflect the change of ownership of Robin Hill Road. Additionally, staff recommends adding a Performance Review and Evaluation section. Since 2015, the Board has maintained a separate CEO Review Guidelines (“Guidelines”) that document a process for assessing the CEO’s performance. Staff proposes incorporating the substance of the Guidelines into the Charter and repealing the Guidelines. This change aligns with the structure of other staff charters and simplifies the overall number of policies.

## Attachments

- CEO Charter - Proposed
- CEO Charter – Proposed redline