



Wednesday, October 08, 2025

1145 Market Street, 6th Floor

San Francisco, CA 94103

12:00 PM

Members of the Committee will attend this meeting in-person. Members of the public attending the meeting in person will have an opportunity to provide public comment on every item. In addition to in-person public comment, members of the public may provide public comment remotely by phone. The Board will hear remote public comment on each agenda item in the order that commenters add themselves to the queue to comment on the item.

MISSION STATEMENT

San Francisco City and County Employees' Retirement System is Dedicated to Securing, Protecting and Prudently Investing the Pension Trust Assets, Administering Mandated Benefit Programs, and Providing Promised Benefits

GOVERNANCE COMMITTEE MEMBERS

Joseph Driscoll, Chair

Scott Heldfond

Shruti Gandhi

Alison Romano, CEO & CIO

Governance Committee Meeting

PUBLIC COMMENT CALL-IN: 415-655-0001

Access Code: 2660 519 5369

Providing Public Comment

- Public comment will be available on each item on this agenda. Each speaker will be allowed 2 minutes to speak. Comments or opportunities to speak during the public comment period are available via phone call by calling **(415) 655-0001**, access code [2660 519 5369], press '#' then '#' again.
- When connected you will hear the meeting discussions, but you will be muted and in listening mode only.
- When your item of interest comes up, dial *3 to be added to the speaker line. Best practices are to call from a quiet location, speak clearly and slowly, and turn down your television, radio, or computer.

DISABILITY ACCESS

The San Francisco Employees' Retirement System is wheelchair accessible. Remote public participation is available upon request for individuals who cannot attend in person due to disability. Making a request to participate remotely no later than one hour prior to the start of the meeting helps ensure availability of the meeting link. Sign Language Interpretation is also available upon request. If requesting remote Sign Language Interpretation, please submit an accommodation request a minimum of four business hours prior to the start of the meeting. Allowing a minimum of 48 business hours for all other accommodation requests (for example, for other auxiliary aids and services) helps ensure availability. To request accommodation, please contact the Board Secretary at Jennie.ngo@sfgov.org or 415.487.7012.

There is accessible parking in the vicinity of 1145 Market Street at Civic Center Plaza. Accessible **MUNI** lines are available at the corner of Market Street and 8th Street. The closest accessible **MUNI /BART** station is Civic Center Station.

Materials accompanying the agenda are available for public inspection and copying at SFERS, 1145 Market Street, 7th Floor. For additional information, please contact Jennie Ngo, Board Secretary, at (415) 487-7012. Written reports or background materials for calendar items are available for public inspection and are available online at <https://mysfers.org/about-sfers/retirement-board/>.

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The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Know Your Rights Under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE SUNSHINE ORDINANCE TASK FORCE.

Sunshine Ordinance Task Force, City Hall, 1 Dr Carlton B. Goodlett Place, Room 244, San Francisco, CA 94103-4689
(415) 554-7724 by fax at (415) 554-7854 or by email at sotf@sfgov.org

Citizens interested in obtaining a free copy of the Sunshine Ordinance can print a copy of Chapter 67 of the San Francisco Administrative Code on the Internet, <http://www.sfgov.org/sunshine/>

Any materials distributed to the Retirement Board (or committee) within 72 hours of the meeting or after distribution of the agenda packet to Board (or committee) members are available for public inspection at SFERS, 1145 Market Street, 7th Floor, during regular office hours.

Lobbyist Registration and Reporting Requirements:

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code sections 2.100 – 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 25 Van Ness Avenue, Suite 220, San Francisco, CA 94103, telephone (415) 252-3100, fax (415) 252-3112 and web site: www.sfgov.org/ethics

OPENING CALENDAR

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|---------------------|-----------------------|----------|
| 1. Roll Call | Commissioner Driscoll | 12:00 PM |
| | Commissioner Heldfond | 12:00 PM |
| | Commissioner Ghandhi | Absent |

2. 100825-02 General Public Comment

Commissioner Driscoll called for General Public Comment.

There were no comments from the public, and General Public Comment was closed.

3. 100825-03 Action Item Approval of the Minutes of the January 29, 2025 Governance Committee Meeting

Documents provided to the Governance Committee prior to the current meeting: Draft Minutes of the January 29, 2025 Governance Committee Meeting.

Chair Driscoll called for Public Comment.

There were no comments from the public, and Public Comment was closed.

Action: Moved by Commissioner Heldfond, seconded by Commissioner Driscoll, to approve Minutes of the January 29, 2025 Governance Committee Meeting.

Ayes: Commissioners Driscoll, Heldfond

Absent: Commissioner Ghandhi

4. 100825-04 Action Item Board Education Needs Assessment

Documents provided to the Governance Committee prior to the current meeting: Staff Memorandum, Report on Education Needs Assessment Survey and Next Steps.

Alison Romano, CEO & CIO, Ashley Dunning, Nossaman, presented an oral and written report on this item.

The presentation summarized the results of the Education Needs Assessment Survey and outlined a proposed Education Plan for the Committee's consideration. Key components of this plan included conducting a half day offsite education workshop in 2026 and 2027 and continuing on-site education through both Board meetings and the Investment Committee Meetings. In addition, SFERS and the Governance Committee will work to identify additional remote learning opportunities (webinars and podcasts) and Board-level conferences.

The committee engaged in a question and answer session.

Chair Driscoll called for Public Comment.

There were no comments from the public, and Public Comment was closed.

Action: Moved by Commissioner Heldfond, seconded by Commissioner Driscoll, to recommend to the Board for approval the Board of Education Plan.

Ayes: Commissioners Driscoll, Heldfond

Absent: Commissioner Gandhi

5. 100825-05 Action Item Review and Recommend to Board Revisions to Personnel Committee Terms of Reference

Documents provided to the Governance Committee prior to the current meeting: Staff Memorandum, Redline of Personnel Committee Terms of Reference

Alison Romano, CEO & CIO, reported that under the current Personnel Committee Terms of Reference, the Committee is responsible for overseeing the evaluation of the Executive Director, succession planning for the Executive Director and employment searches, as needed. The proposed changes to the Terms of Reference specify closely related responsibilities, including processes around compensation and contracting for the Executive Director.

The committee engaged in a question-and-answer session.

Chair Driscoll called for Public Comment.

There were no comments from the public, and Public Comment was closed.

Action: Moved by Commissioner Heldfond, seconded by Commissioner Driscoll, to recommend to the Board for approval revisions to the Personnel Committee Terms of Reference

Ayes: Commissioners Driscoll, Heldfond

Absent: Commissioner Gandhi

