



**San Francisco City and County
Employees' Retirement System**
PERSONNEL COMMITTEE MINUTES

Wednesday, June 3, 2026

1145 Market Street, 6th Floor

San Francisco, CA 94103

10:00 AM

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. There will be an opportunity for members of the public to provide public comment remotely by phone.

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.

PERSONNEL COMMITTEE MEMBERS

Scott Heldfond, Chair

Joseph Driscoll

A.J. Thomas

Alison Romano, CEO & CIO

Personnel Committee Meeting

PUBLIC COMMENT CALL-IN: 415-655-0001

Access Code: 2661 463 7556

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 [**2661 463 7556**], then '#’.
- 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.

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DISABILITY ACCESS

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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@sfgov.org or 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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(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

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OPENING CALENDAR

1. **Roll Call**
Commissioner Heldfond
Commissioner Driscoll
Commissioner Thomas

2. **060326-02** **General Public Comment**

Chair Heldfond called for public comment.

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

3. **060326-03** **Action Item** **Approval of the Minutes of the April 28, 2026 Special Personnel Committee Meeting**

Documents provided to the Personnel Committee prior to the current meeting: Draft Minutes of the April 28, 2026 Special Personnel Committee Meeting.

Public Comment was called.

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

Action: Moved by Commissioner Thomas, seconded by Commissioner Driscoll to approve the Minutes of the April 28, 2026 Personnel Committee Meeting.

Ayes: Commissioners Heldfond, Driscoll, Thomas

4. **060326-04** **Discussion Item** **Discussion Regarding Incentive Plan Design**

Documents provided to the Personnel Committee prior to the current meeting: Staff Memorandum, Mercer Presentation

The Board engaged in a question and answer session.

Public Comment was called.

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

Action: This was a discussion item only.

5. 060326-05 Closed Session Conference with Labor Negotiator

Chair Heldfond announced that the Personnel Committee would be going into Closed Session

Public Comment was called.

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

The Committee entered Closed Session at 10:15 am.

The following individuals were present for closed session: Commissioners Heldfond, Driscoll, Thomas, Caryn Bortnick, COO; Michael Nettles, HR Manager; Tran Ly, General Legal Counsel; Susan Lemke, Mercer.

The Committee ended Closed Session at 12:15 pm and returned to Open Session.

Action: Moved by Commissioner Thomas, seconded by Commissioner Driscoll, not to disclose discussions held in Closed Session under San Francisco Administrative Code Section 67.12 (a).

Ayes: Commissioners Heldfond, Driscoll, Thomas

6. 060326-06 Discussion Item Personnel Committee Member Good of the Order

Commissioner Thomas extended gratitude for Michael Nettles for his help in this process.

Public Comment was called.

There was no public comment and Public Comment was closed.

7. 060326-07 Adjournment

Having no further business, the Committee adjourned the meeting at 12:20 PM. Next scheduled meeting is June 25, 2026