

Deferred Compensation Plan BOARD REPORT 11-73

Date: November 1, 2011
To: Board of Deferred Compensation Administration
From: Staff
Subject: January 2012 Training Event

*Board of Deferred
Compensation Administration
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Recommendation:

That the Board of Deferred Compensation Administration approve staff's recommendation to develop a training on participant demographic trends and their relationship to Plan administration for the Board's scheduled January, 2012 training event.

Background:

At its June 21, 2011 meeting, the Board approved a staff proposal for enhancing Board meetings by incorporating greater planning, structure, and efficiency. The new structure established a calendar which attempts to group related topics to the greatest extent possible (although certain critical or time-sensitive topics may have to be considered outside the framework of the calendar). The calendar assists the Board, staff and Plan service providers in more efficient project development, reporting, and consideration of various subjects. The calendar for 2012 is provided as an attachment.

At the Board's upcoming January 2012 meeting, the schedule provides for an in-meeting training event. Staff is proposing working with the consultant to develop a training that would focus on participant demographic trends and their relationship to Plan administration. Specifically, this training would review demographic data of the City's participant population and compare it to broader trends in retirement readiness and trends in other defined contribution plans. The focus would be both on active and retired populations.

Given the ongoing work of the Board in developing a Strategic Plan, staff believes this training topic would provide valuable context for important ongoing initiatives likely to be incorporated into the Plan. The City's Plan has already achieved a high participation rate, and faces what may be a static or declining workforce for an extended period of time, with a growing retiree population. Investigating and understanding these demographic shifts may influence the types of products, services, and communications efforts emphasized by the Plan going forward. As such, staff views this as one of the most valuable potential topics that could be offered as a threshold review.

The topic of training, and additional potential future training topics, will be further addressed as part of developing the Training Policy. The Training Policy will be incorporated into the Strategic Plan.

Submitted by: _____
Steven Montagna

Approved by: _____
Alejandrina Basquez

BOARD MEETING STRUCTURE - 2012

MONTH	AGENDA TOPICS			
January	Administrative Issues	Communications		Training
February	Administrative Issues	TPA Admin Review		
March	Passive Managers Presentations ¹	Quarterly Investment Review	Investment Issues	
April	Administrative Issues	Communications		
May	Administrative Issues	TPA Admin Review		
June	Active Managers A Presentations ²	Quarterly Investment Review	Investment Issues	
July	Administrative Issues	Communications		Training
August	Administrative Issues	TPA Admin Review		
September	Active Managers B Presentations ³	Quarterly Investment Review	Investment Issues	
October	Administrative Issues	Communications		Strategic Planning
November	Fixed Income Managers ⁴	Quarterly Investment Review	Investment Issues	
December	Administrative Issues	TPA Admin Review		

¹ Includes the four (4) passive Large-Cap, Mid-Cap, Small-Cap and Bond Fund managers.

² Includes four (4) of eight active managers: Mid-Cap Growth, Mid-Cap Value, Small-Cap Growth, Small-Cap Value

³ Includes three (3) of eight active managers: International Developed, International Emerging Market, and International Small-Cap.

⁴ Includes the five (5) Stable Value, Bank Deposit Account, and active Bond Fund managers.