



San Bernardino County Employees'
Retirement Association

BOARD OF RETIREMENT

348 W. Hospitality Lane, 1st Floor, San Bernardino, CA 92408
Live stream access: <https://sbcera.legistar.com/calendar.aspx>

Agenda

Thursday, December 4, 2025

9:00 AM

Board Room

CALL TO ORDER & PLEDGE OF ALLEGIANCE

PUBLIC COMMENT

Members of the public who wish to provide public comment have three options:

1. Public may submit written comments before the commencement of each meeting, on our website at www.sbcera.org/publiccomment.
2. Public may also provide comment, during this general public comment time, by phone by dialing (877) 853-5257, and entering the meeting ID - 8495 600 9247 # #.
3. Public may also provide comment by appearing in-person.

Persons wishing to address the Board in-person should provide notice to the Clerk of the Board prior to the beginning of the meeting. The Board will provide an opportunity for the public to address any subject, within the jurisdiction of the Board, which is not already scheduled on this agenda. Members of the public are required to limit comments to three minutes.

ACTION ITEMS

1. Adopt SBCERA Resolution No. 2025-7 declaring results of the 2025 Board of Retirement election. [25-478](#)

RECOGNITIONS

2. Presentation to Harry Hatch in recognition of his service as a Trustee on the Board of Retirement from 1995 through 2025. [25-480](#)
3. Recognize the Communications Team for Receiving Communications Honors at PRSA Polaris Awards. [25-458](#)

CONSENT

Items listed on the Consent Calendar are expected to be routine and non-controversial and, unless the Board directs that an item be held for further discussion, the entire Consent Calendar will be acted upon together. If the Board directs that an item listed on the Consent Calendar be held for further discussion, the item will be addressed under “Deferred Items,” the first item listed on the Action Items Calendar.

4. Approve minutes of regular meeting conducted on November 6, 2025. [25-476](#)
5. Approve the Service-Connected Disability Retirement application of Adam Cortinas - San Bernardino County - District Attorney. [25-354](#)
6. Approve the Service-Connected Disability Retirement application of Mary Jean Higgins - San Bernardino County - Sheriff. [25-453](#)
7. Dismiss with prejudice the appeal of the Disability Retirement Application of Ralph Noriega, Jr. - San Bernardino County - Sheriff, due to Applicant’s noncooperation to complete the Formal Hearing record pursuant to SBCERA Procedures for Disability Retirement Applications and Formal Hearing, Rule 33(c) and (k) - Dismissal for Lack of Prosecution. [25-459](#)
8. Approve the request to extend the employment of Ellen Hargrove from January 3, 2026, through June 30, 2027, in accordance with SBCERA Benefits Policy No. 032, Retirees Returning to Work. The request meets the policy criteria for extensions beyond the 18-month employment limit, based on the employer’s demonstration of extreme necessity and the time-limited scope of the assignment (limited duration). [25-455](#)
9. Deny the request to extend the employment of Ronald Ketcham from January 1, 2026, through July 1, 2027, in accordance with SBCERA Benefits Policy No. 032, “Retirees Returning to Work.” The request does not meet the policy criteria for extensions beyond the 18-month employment limit, as the employer has not demonstrated an extreme necessity or a time-limited operational need as required under the policy. [25-468](#)
10. Deny the request to extend the employment of Andrew Silva from January 1, 2026, through July 1, 2027, in accordance with SBCERA Benefits Policy No. 032, Retirees Returning to Work. The request does not meet the policy criteria for extensions beyond the 18-month employment limit, as the employer has not demonstrated an extreme necessity or a time-limited operational need as required under the [25-462](#)

policy.

11. Approve the SBCERA Salary Schedule for All Employees effective December 27, 2025 (the pay period included January 1, 2026), reflecting a 3.6% Cost of Living Adjustment (COLA). [25-473](#)
12. Approve and adopt the 2026 Medical Advisor Panel and Hearing Officer Panel. [25-475](#)

ACTION ITEMS

13. Action on Deferred Items from Consent, if any. [25-484](#)
14. Approve and adopt one of two alternate amendments to SBCERA By-Laws Article II, Section 4 regarding the voting requirements for the SBCERA Board of Retirement. [25-474](#)
15. Approve a €75 million commitment to Patria Co-Investment Partnership Fund I. [25-393.1](#)
16. Approve the CY 2026 Investment Manager Due Diligence Schedule and Exception List. [25-433.1](#)
17. Approve the remodel of SBCERA Suite 106 and additional tenant improvements and authorize the Chief Executive Officer to execute agreements with Pacific Tusk Builders and associated subcontractors in an amount not to exceed \$682,190. [25-460](#)

INFORMATION ITEMS

18. Report on the Budget vs Actual Review - For the First Quarter of the Fiscal Year Ending June 30, 2026 (as of September 30, 2025). [25-419](#)
19. Annual Comprehensive Financial Report, Independent Auditor's Report, and other Required Communications for the year ended June 30, 2025. [25-425-1](#)
20. 2025 Operational Due Diligence Report by Kreischer Miller. [25-435.1](#)
21. Calendar Year 2026 Pensionable Compensation Limit for Tier 2 Members. [25-454](#)

RECEIVE AND FILE

22. Report on the Audit Committee meeting conducted on November 20, 2025. [25-477](#)

- 23. Report on the Investment Committee meeting conducted on November 20, 2025. [25-464](#)
- 24. Service Retirements Approved by the Chief Executive Officer. [25-471](#)

EXECUTIVE REPORTS

- 25. Chief Executive Officer. [25-481](#)
- 26. Chief Counsel. [25-461](#)
- 27. Chief Investment Officer. [25-465](#)

TRUSTEE ATTENDANCE REPORTS

Pursuant to Government Code §53232.3(d) members of a legislative body shall provide brief reports on meetings attended at the expense of the local agency at the next regular meeting of the legislative body.

- 28. Report by the Trustees concerning conferences and other meetings attended (as specified by Education & Training Policy No. 003 - "Trustee Travel and Expense Policy"). [25-482](#)

CLOSED SESSION

Any Closed Session Disability Applications, whether pulled from Consent Agenda or originally agendaized as a Closed Session Agenda item, will be considered in Closed Session unless the applicant specifically waives confidentiality and requests that his or her application be considered in Open Session.

Disability Applications - [Article 1, Section 1, California Constitution (Right to Privacy) and California Government Code Section 54957]:

- 29. Approve and adopt the proposed findings and recommendations of the referee regarding the application for a Service-Connected Disability Retirement with Supplemental Retirement Allowance of Juanita Allen-Saleem - San Bernardino County - Probation. [23-184.1](#)
- 30. Approve and adopt the proposed findings and recommendations of the referee regarding the application for a Service-Connected Disability Retirement of Mark S. Martinez - San Bernardino County - Sheriff. [23-185.1](#)

OPEN SESSION

- 31. Report by Counsel on actions taken in Closed Session. [25-483](#)

SUGGESTIONS FOR FUTURE AGENDA ITEMS**ADJOURN****NOTES**

SBCERA conducts its meetings in accordance with Rosenberg's Rules of Order, as revised by SBCERA.

The term "Action" in the wording of any Agenda item contained herein serves as notice that the Board may, in its discretion, dispose of any item by any action in the following non-exclusive list: approve, disapprove, modify, defer, table, take no action, and receive and file.

The Board of Retirement meeting facility is accessible to persons with disabilities. If assistive listening devices or other auxiliary aids or services are needed in order to participate in the public meeting, requests should be made through the Clerk of the Board at least three (3) business days prior to the meeting. The Clerk of the Board telephone number is (909) 885-7980 and the office is located at 348 West Hospitality Lane, 1st Floor, San Bernardino, California 92408.

UPCOMING MEETINGS

Investment Committee Meeting
Thursday, December 11, 2025
9:00 AM

Administrative Committee Meeting
Thursday, December 18, 2025
9:00 AM

Board Meeting*
Thursday, January 8, 2026
9:00 AM

*Changed from regular schedule

HOLIDAYS

Wednesday, December 24, 2025
In Observance of Christmas Eve

Thursday, December 25, 2025
In Observance of Christmas Day

Wednesday, December 31, 2025

In Observance of New Year's Eve

Thursday, January 1, 2026

In Observance of New Year's Day