



# BOARD OF RETIREMENT

## Staff Report

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**File #:** 24-235.1

**Agenda Date:** 7/11/2024

**Agenda #:** 16.

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**FROM:** Stacey Barnier, Director of HR and Risk Management

**SUBJECT:** Employment Agreements for Chief Executive Officer Deborah Cherney and Chief Counsel Barbara Hannah

**RECOMMENDATION:**

Approve updated Employment Agreements for Chief Executive Officer, Deborah Cherney, and Chief Counsel, Barbara Hannah.

**BACKGROUND:**

Chief Executive Officer Deborah Cherney (CEO) and Chief Counsel Barbara Hannah (Chief Counsel) are entitled to annual performance evaluations, which typically take place in the span of March to May of each calendar year. Their existing *Letters of Employment* date back to 2018.

Evaluation feedback from the Board and staff for the current review cycle were collected in March and April 2024. Under the Board's direction, the Executive Committee has met to review the evaluation feedback, and the Board met in Closed Session on June 6, 2024 to discuss the evaluations. The Board provided direction to staff and the Executive Committee to develop updated Employment Agreements for both CEO and Chief Counsel. The Executive Committee then met with the CEO and Chief Counsel to review proposed updates to their Employment Agreements. Copies of the proposed agreements are attached as Exhibits A and B, respectively, for the CEO and Chief Counsel; the Executive Committee recommends that the Board approve the updated agreements.

In a separate companion action item on the July 11, 2024 Board meeting agenda, the Board will need to make a determination of the performance incentive, if any, to be provided to the CEO. The Chief Counsel is not eligible for this during this review cycle.

**COMMITTEE REVIEW:**

The Executive Committee reviewed this item at its June 20, 2024 meeting, and recommends Board approval with a 2-0 vote. Vice Chair Basle was absent.

**BUDGET IMPACT:**

Costs for this item are included in the current year administrative and/or non-administrative budget.

**STRATEGIC PLANNING GOAL/OBJECTIVE:**

Quality Employer and Workplace

**STAFF CONTACT:**

Stacey Barnier

**ATTACHMENTS:**

Exhibit A: Employment Agreement for Deborah Cherney

Exhibit B: Employment Agreement for Barbara Hannah