



Human Resources Committee Meeting

March 1, 2022 at 5:00 p.m.

Zoom Link: <https://fresnoeoc.zoom.us/j/89018110350>

Meeting ID: 890 1811 0350

1-669-900-6833



HUMAN RESOURCES COMMITTEE MEETING AGENDA

FEBRUARY 22, 2022 AT 5:00 P.M.

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

Approve

A. November 15, 2021 HR Committee Minutes.docx

3

B. November 18, 2021 Pension Committee Minutes.docx

6

4. HR METRICS

A. HR Metrics.pdf

Information

9

5. 2021 LEGAL SUMMARY

A. Recap of Litigated Cases 2021.docx

Information

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6. PLAN FINANCIALS AND INVESTMENT REPORTS

A. Plan Financials and Investment Report.pdf

Accept

12

7. RETIREMENT PLAN DEMOGRAPHICS

A. Retirement Plan Demographics.pdf

Information

17

8. INVESTMENT PERFORMANCE SUMMARY

A. Investment Performance Summary.pdf

Information

22

9. PUBLIC COMMENTS

(This portion of the meeting is reserved for persons wishing to address the Committee on items within jurisdiction but not on the agenda. Comments are limited to three minutes).

10. ADJOURNMENT

**HUMAN RESOURCES COMMITTEE MEETING
November 15, 2021
5:00 PM**

MINUTES

1. CALL TO ORDER

Committee Chair, Barigye McCoy, called the meeting to order at 5:03 PM.

2. ROLL CALL

Roll was called and a quorum was established.

Commissioners Present: Barigye McCoy, Jimi Rodgers, Linda Hayes

Commissioners Absent: Joel Lee, Daniel Martinez

Staff Present: Heather Brown, Mike Garcia, Melissa Soto, Pa Vang

3. APPROVAL OF PREVIOUS MINUTES

August 16, 2021 Meeting Minutes

Public Comment: None heard

Motion by: Rodgers **Second by:** Hayes to approve the August 16, 2021 meeting minutes with the correction to remove Maiyer Vang. All in favor.

4. HR METRICS

A. 2021 Third Quarter Scorecard

Reviewing scoreboard, Commissioner Rodgers asked what was the reasoning for the 37 staffs terminated within first year. Michael commented reasoning of resignation was not specified at the time, majority were finding other employment. Rodgers notice the 9 % turnover rate as of March 2021 following the previous year. Rodgers asked do we think its COVID related. Michael commented it may be COVID related and the availability of jobs in the market with the rise of wages. As it's easier for others to seek employment. Rodgers asked how does it affect the agency, and are we able to find qualified individuals to apply? Looking on the number of average days to fill and hire, what is the result and the new trend that has appeared? Michael commented it's difficult as others are moving on but there have been internal promotions and for last month numbers of days to fill a position has gone down. Rodgers asked is there any areas that the board may be concerned about on positions aren't being filled. Michael commented the only concern is in Head Start, as more resignation has come from that area. The number went down, as programs are responding and moving the recruitment quicker. Hayes questions the negative 25 staff and the relations to the terminated

37 staffs. Michael commented everything on the scorecard is for the third quarter as a (90-day period). No further questions.

5. WORKER COMPENSATION

A. 2022 Worker Compensation Renewal

Worker compensation renewal for 2022 updated every single year which was provided to Heffernan with estimated wages by job code. They are marketing our policy to carriers that specialize in non-profits, which should be available by the December board meeting to vote on.

6. UNION NEGOTIATIONS

Garcia introduced the negotiations with both unions representing Transit employees: Stationary Local 39 and the Amalgamated Transit Union (ATU). Both negotiations have concluded and copies of the contracts will be available at the next board meeting.

McCoy asked if interviews were being conducted for the Department Head of Transportation. Soto commented we are still in the process of accepting applications. Hayes questioned that there used to be an HR report on staffing, has it been eliminated? Brown commented that the scorecard was used in the HR report for the last year and we will add the director level positions and above to the scorecard.

7. LEGAL SUMMARY

Legal Summary 2021

Garcia introduced two cases of employees versus Workers' Compensation. The first open case is with Transit and a settlement offer had been made. For the second case, a settlement was proposed, but the timeline for response has passed and we have not received a response. There is also an EEOC claim from Energy Services for wrongful termination. Necessary documentation has been provided to the attorney and the attorney is asking for dismissal.

Another case was closed due to inactivity and no response. There are currently 21 cases in workers compensation of which two are closed. This has been our smallest number of cases with attorney representation. Breakdown of cases are as follows: (1) Early Head Start, (2) Training and Employment, (12) Head Start, (1) VAC Program, and (8) Transit.

Garcia provided a summary of the 21 cases. Some were multiple claims and closed cases. Hayes asked if there is any concern. Garcia commented the only concern is of a former employee who hired an attorney to request employee file and payroll data. No lawsuit or EEOC claims have been filed. We are waiting to see what will happen. This looks like an open and shut case.

8. PUBLIC COMMENTS

None heard.

9. ADJOURNMENT

The meeting was adjourned at 5:21 PM.

Respectfully submitted,

Barigye McCoy
Chair

PENSION COMMITTEE MEETING
Thursday, November 18, 2021
5:00 p.m.

MINUTES

1. CALL TO ORDER

Lisa Nichols, Chair, called the meeting to order at 5:08PM.

2. ROLL CALL

Committee Members:	Present	<u>Presenters and Others:</u>	
Lisa Nichols, Chair	✓	<u>Guest Presenter(s):</u>	
LeRoy Candler	✓	Fred Hamsayeh - RBG	
Felipe De Jesus Perez		Lloyd Engleman - RBG	
Brian King	✓		
Ruben Zarate	✓		
Trustees:		Staff Presenters:	
Emilia Reyes	✓	Steve Warnes	
Jim Rodriguez		Mike Garcia	
Employee Representatives:		Lucy Yang	
Baldev Birk	✓	Elionora Vivanco	
		Karina Perez	
		Michelle Tutunijan	

3. APPROVAL OF MINUTES

A. September 2, 2021 Pension Committee Minutes

Public comment: None heard.

Motion/Second: Candler/King to approve the September 2, 2021 meeting minutes.

Ayes: Nichols, Candler, Birk, King, Reyes

Abstain: None.

Nayes: None heard

4. PLAN FINANCIALS AND INVESTMENT REPORTS

A. Plan Financials and Investment Report

Steve Warnes present the 3rd quarter of the year from July-September. The retirement plan employer report, as of July 1, 2021 is \$51,007,472 with a remaining of \$48,828,779. There was a withdrawal taken by employees of 2,437,933 following by the layoff taken place in June were from this withdrawal. The change in value show a decrease of \$265,127 which is flat. Distributions within quarter for 401(a) is 92 and 403(b) is 69. Steve Warnes also show Annual activity plan. He stated that the 401(a) plans have increased by 11%, 403(b) increased by 34% and 457(b) plans decrease by 2%. With all the plans there is an increase of \$5.7 million. He shows a chart of funds that is available for employees to choose to invest. Steve stated there is not changes at this time. The target date funds for 401(a) plans is 91% on the target date, 403(b) is 68% asset on the target date funds and 457(b) plan is 61% on the target date fund.

Public comment: None heard.

B. **Motion/Second:** Leroy/King to accept the Plan Financials and Investment Report

Ayes: Nichols, Candler, Birk, King, Reyes

Nayes: None heard

5. RETIREMNET PLAN DEMOGRAPHICS

A. Retirement Plan Demographics

Steve Warnes present the participant information as of September 30, 2021. 401(a) plans have 1,015 participants, 403(b) with 389 and 475(b) have 6. This is for both non-terminated participant and terminated participants. The numbers have decrease due to the layoff in June. There are 6 active loans at of right now. Participants by age, seem to be higher for 41-55. 403(b) plan saving rates went from 5.9% to 6% and then 6.3% and currently at 6.5% which is a good number so far. There is a total of 70% of participation by Deferral rate for at 5% is 22% and over 5%.is 48%.

Public comment: None heard

No action required.

6. INVESTMENT PERFORMANCE SUMMARY

A. Investment performance Summary

Fed Hamsayeh presented the 401(a)-plan summary. He stated that was a name change in from Pension to the Retirement plan. He mentions about the investment such as large value, large blend, large growth, and mid-cap value are part of the investment. The score of 10 and 11 is what matter. There is mid-cap and small value, which they are smaller companies and there are some good scores number on there. The target date is 90% for the 401(a) and 70% for 403(b). Fed said the 401(a) plans will enroll employees after a certain time and it is given them 5%. This is why the percentage is so high because they are default to be in it. From there, the retirement plan will put them in the target date that will match their retirement. The reason why investment doesn't score a 12 is because they do not have a 10-year tracker. Also, he said as long as the score is 7 or higher is it good. Target -date 2060 does not have a score because is new and no one will retire in 2060 as of right now. The target date retirement scores a 9, this is for employees who is currently still working at the age of 65.

Michelle, asked about the auto enroll for 401(a) plan 5%, if there is anything beyond the 5% into this fund. Fed answered that 403(b) can do that where you can choose how much you want to put down for your plan. Steve also mention that employees can but away money using 403(b) instead of waiting for their 2 year to start.

Public comment: None heard
No action required.

7. Other Business

Next meeting will be at February 22 @ 5:00pm

8. Public Comments

Public comment: None heard
No action required.

9. Adjournment

Meeting Adjourned at 5:31pm

Respectfully submitted,

Lisa Nichols, Chair



HUMAN RESOURCES COMMITTEE MEETING

Date: March 1, 2022	Program: Human Resources
Agenda Item #: 4	Assistant Director: Melissa Soto
Subject: HR Metrics	Officer: N/A

Background

The following information is intended to provide the Committee a high-level snapshot of Human Resources annual activity. The information is broken down into the six strategic goal areas that the program has identified:

- Talent
- Compensation & Benefits
- Safety & Worker's Compensation
- Systems & Data
- Employee Relations & Engagement
- Training & Development

This scorecard is meant to be a versatile tool that can adapt to present pertinent information to the HR Committee each month.

Talent



230 Recruitment Hires

76 Agency Promotions

2 Vacant Director roles

Avg. Days to Fill ¹



Avg. Days to Hire ²



351 Separations

109 Accept Another Job

15 At Will

1 Absenteeism

16 Attend School

6 Death

27 End Temp. Assignment

10 Health Reasons

6 Moved out of Town

18 No Notice or Reason

51 Personal Reasons

20 Retirement

71 Reduction in Force/Layoff

Other Resignation

Net Gain/Loss: **-121 staff**



Systems & Data

Launched ADP Vaccine Tracker

Compensation & Benefits



77% of Benefit Eligible Staff are enrolled in **Medical** benefits



81% of Benefit Eligible Staff are enrolled in **Dental** benefits

National enrollment average of benefit eligible employees is **78%**

Employee Relations & Engagement



96 staff terminated within first year of employment

Turnover Tracker	
Year	Fresno EOC
2020	16.33%
2021	32.5%

New Hire Survey Highlights

51 Respondents

Did New Hire Orientation meet your expectations?
Yes—96.1%

Is your supervisor available to answer your questions in a timely manner? **Yes—100%**

Do you feel you were provided sufficient training to successfully perform your job duties and responsibilities? **Yes—94.1%**

Safety & Worker's Compensation

Injuries requiring Medical Treatment: **15**

Preventable Injuries: **14**



- 6 Slip/Trip/Fall
- 5 Improper Lifting Technique
- 1 Improper Use of Equipment
- 1 Lack of Situational Awareness
- 1 Repetitive Motion
- 1 Other (Falling Tree Branch)

Injury Types:

- 9 Sprain/Strain
- 1 Concussion
- 2 Fracture/Break
- 2 Contusion
- 1 Pain/Soreness



85% Fully Vaccinated Workforce

Training & Development



- 59 Trainings conducted
- 866 Total participants
- 2,197 Training hours earned



Most Popular:
Professional Boundaries

Average Training Rating: **4.3/5.0**

¹ Time to fill—posting date to hire date

² Time to hire—date applied to hire date



HUMAN RESOURCES COMMITTEE MEETING

Date: March 1, 2022	Program: Human Resources
Agenda Item #: 5	Assistant Director: Melissa Soto
Subject: 2021 Legal Summary	Officer: N/A

Background

The following information has been prepared for the Committee to provide an overview of litigated cases against the Agency for 2021.

The information is broken down into two categories:

- Open/pending cases - DFEH, EEOC Other
- Workers Compensation cases



HUMAN RESOURCES COMMITTEE MEETING

Date: March 1, 2022	Program: Retirement Benefits
Agenda Item #: 6	Trustee/ Officer: Jim Rodriguez
Subject: Plan Financials and Investment Report	Trustee/ Officer: Emilia Reyes

Recommended Action

Staff recommend Committee acceptance for full Board consideration of the retirement plan financial and investment reports for the period ending December 31, 2021.

Background

In accordance with the Agency's bylaws, the Committee will review and approve quarterly financial reports and investment performance reports of the retirement plans. Additionally, the Committee is to provide employees with a diversified slate of investment options and make changes to the funds offered as needed. As such, the below financial reports pertaining to the retirement plans are presented for acceptance.

Fiscal Impact

The following reports are compiled from information made available by Transamerica and RBG:

- A. Quarterly Activity Reconciliation
- B. Annual Activity Reconciliation
- C. Plan Diversification Report

Note: The interest rate for deposits received between 10/01/2021 and 12/31/2021 is 2.20% on an annualized basis for Standard Stable Asset Fund II, which is unchanged from the prior quarter.

Conclusion

The Committee's review of the financial reports and Investment summary is part of the Committee duties and with acceptance by the Committee, this item will move forward for full Board consideration at the March 23, 2022 Commission Meeting.

Fresno EOC
Retirement Plan Employer Report -- Quarterly Activity Reconciliation
as of December 31, 2021

Category	401(a)	403(b)	457(b)	All Plans
BEGINNING BALANCE October 1, 2021	\$40,858,725	\$7,096,592	\$873,462	\$48,828,779
CONTRIBUTION	527,854	314,049	5,871	\$847,774
CHANGE IN VALUE	1,946,303	356,272	24,106	\$2,326,681
WITHDRAWAL	(1,339,187)	(240,886)	(13,816)	(\$1,593,889)
DISTRIBUTION FEES	(619)	(380)		(\$999)
HARDSHIP WITHDRAWAL FEE				\$0
LOAN SETUP & MAINTENANCE FEE		(106)		(\$106)
LOAN PRINCIPAL		1,360		\$1,360
LOAN INTEREST PAID		105		\$105
LOAN ISSUED		(2,000)		(\$2,000)
ADMINISTRATIVE FEES	(50,132)	(8,695)	(461)	(\$59,288)
CONVERSION ASSETS				\$0
MANAGED ADVICE FEE	(1,849)	(670)		(\$2,519)
EMPLOYER ADVANCED				\$0
ENDING BALANCE December 31, 2021	\$41,941,095	\$7,515,640	\$889,163	\$50,345,898
# Distributions within Quarter	75	15	8	98
Plan Balance by Source:				
Employee After-Tax/Roth Contribution	\$2,053,414	\$926,720	\$0	\$2,980,134
Employee Pre-Tax Contribution / Deferred	-	6,046,442	702,405	6,748,847
Employer Contributions	39,887,681	-	186,758	40,074,439
Rollover	-	542,478	-	542,478
Total	\$41,941,095	\$7,515,640	\$889,163	\$50,345,898

Fresno EOC
Retirement Plan Employer Report – Annual Activity Reconciliation
as of December 31, 2021

Category	401(a)	403(b)	457(b)	All Plans
BEGINNING BALANCE January 1, 2021	\$ 40,048,739	\$ 6,125,640	\$ 941,000	\$ 47,115,380
CONTRIBUTION	1,732,045	1,359,854	19,756	3,111,655
CHANGE IN VALUE	4,959,738	888,350	59,888	5,907,976
WITHDRAWAL	(4,645,461)	(805,536)	(123,401)	(5,574,397)
DISTRIBUTION FEES	(3,254)	(1,504)	-	(4,758)
LOAN SETUP & MAINTENANCE FEE	-	(413)	-	(413)
LOAN PRINCIPAL	-	9,621	-	9,621
LOAN INTEREST PAID	-	573	-	573
LOAN ISSUED	-	(15,000)	-	(15,000)
ADMINISTRATIVE FEES	(163,691)	(43,469)	(8,080)	(215,240)
CONVERSION ASSETS	19,780	-	-	19,780
MANAGED ADVICE FEE	(6,802)	(2,477)	-	(9,279)
ENDING BALANCE December 31, 2021	\$ 41,941,095	\$ 7,515,640	\$ 889,163	\$ 50,345,898

Fresno EOC
Retirement Plan Summary Report
as of December 31, 2021

Fund Name	Ticker Symbol	401(a) Pension			403(b)			457(b)			Ranking (10 point maximum)
		Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	
State Street Instl US Govt Money Market Premier	GVMXX	\$55.45	0.00%	0	\$4.59	0.00%	0	\$0.00	0.00%	0	
Standard Stable Asset Fund II		\$528,094.30	1.25%	66	\$606,079.04	8.06%	36	\$131,885.11	14.83%	1	
Fidelity Total Bond	FTBFX	\$399,035.36	0.95%	63	\$144,420.37	1.92%	64	\$0.00	0.00%	0	9
PIMCO Income Instl	PIMIX	\$102,968.07	0.24%	43	\$48,772.51	0.64%	34	\$92,525.09	10.40%	2	9
Eaton Vance High Income Opportunities I	EIHIX	\$3,808.00	0.00%	2	\$3,843.24	0.05%	9	\$0.00	0.00%	0	7
PIMCO International Bond (USD-Hedged) I	PFORX	\$20,318.10	0.04%	31	\$9,965.99	0.13%	23	\$0.00	0.00%	0	8
American Funds American Balanced R6	RLBGX	\$212,122.91	0.50%	40	\$62,697.89	0.83%	30	\$0.00	0.00%	0	9
Vanguard Equity-Income Adm	VEIRX	\$322,044.00	0.76%	57	\$139,397.85	1.85%	62	\$0.00	0.00%	0	10
Calvert US Large Cap Core Rspnb Idx I	CISIX	\$22,135.06	0.05%	3	\$38,478.61	0.51%	12	\$0.00	0.00%	0	9
Vanguard 500 Index Admiral	VFIAX	\$451,529.16	1.07%	64	\$316,696.43	4.21%	68	\$0.00	0.00%	0	10
Vanguard Growth Index Adm	VIGAX	\$122,376.52	0.29%	7	\$146,052.00	1.94%	17	\$0.00	0.00%	0	10
Vanguard Mid-Cap Value Index Admiral	VMVAX	\$254,740.80	0.60%	61	\$85,799.64	1.14%	63	\$0.00	0.00%	0	10
Vanguard Strategic Equity Inv	VSEQX	\$23,807.65	0.05%	33	\$12,733.97	0.16%	31	\$0.00	0.00%	0	2
JPMorgan Mid Cap Growth R6	JMGMX	\$177,752.47	0.42%	59	\$89,797.59	1.19%	65	\$102,852.61	11.56%	1	10
Vanguard Small Cap Value Index Admiral	VSIAX	\$101,273.31	0.24%	58	\$48,614.71	0.64%	63	\$0.00	0.00%	0	10
Calvert Small Cap I	CSVIX	\$356.01	0.00%	1	\$7,327.91	0.09%	10	\$0.00	0.00%	0	8
PIMCO StocksPLUS Small Institutional	PSCSX	\$98,836.60	0.23%	56	\$28,177.84	0.37%	58	\$0.00	0.00%	0	10
T. Rowe Price QM U.S. Smll-Cap Grth Eqty	PRDSX	\$115,796.29	0.27%	49	\$50,238.43	0.66%	56	\$0.00	0.00%	0	6
American Beacon Intl Equities Instl	AAIEX	\$147,446.72	0.35%	57	\$72,921.24	0.97%	62	\$0.00	0.00%	0	9
American Funds New Perspective R6	RNPGX	\$417,707.75	0.99%	61	\$174,594.02	2.32%	63	\$0.00	0.00%	0	10
Pax World Global Envrnmntl Markets Instl	PGINX	\$47,423.51	0.11%	49	\$34,667.82	0.46%	59	\$0.00	0.00%	0	9
Vanguard Total Intl Stock Index Admiral	VTIAX	\$423,733.65	1.01%	59	\$159,009.74	2.11%	62	\$0.00	0.00%	0	9
Goldman Sachs Intl Sm Cap Insights Instl	GICIX	\$582.71	0.00%	1	\$10,959.75	0.14%	8	\$0.00	0.00%	0	7
American Funds New World R6	RNWXG	\$861.14	0.00%	1	\$13,218.18	0.17%	8	\$0.00	0.00%	0	9

Fund Name	Ticker Symbol	401(a) Pension			403(b)			457(b)			Ranking (10 point maximum)
		Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	Fund Amount	Percentage	Participant Count	
PIMCO RealPath Blend 2025 Institutional	PPZRX	\$5,512,969.18	13.14%	103	\$588,955.19	7.83%	35	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2030 Institutional	PBPNX	\$6,006,058.97	14.32%	118	\$861,770.89	11.46%	46	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2035 Institutional	PDGZX	\$5,770,946.51	13.75%	134	\$851,335.86	11.32%	53	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2040 Institutional	PVPNX	\$4,738,550.57	11.29%	128	\$893,435.12	11.88%	44	\$43,463.42	4.88%	1	9
PIMCO RealPath Blend 2045 Institutional	PVQNX	\$2,840,406.02	6.77%	120	\$425,534.96	5.66%	46	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2050 Institutional	PPQZX	\$1,185,212.24	2.82%	98	\$313,715.13	4.17%	39	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2055 Institutional	PRQZX	\$505,073.06	1.20%	81	\$156,619.39	2.08%	28	\$0.00	0.00%	0	9
PIMCO RealPath Blend 2060 Institutional	PRBMX	\$94,338.96	0.22%	34	\$0.00	0.00%	0	\$0.00	0.00%	0	9
PIMCO RealPath Blend Income Institutional	PBRNX	\$11,169,602.24	26.63%	122	\$1,085,690.84	14.44%	36	\$508,223.25	57.15%	3	9
T. Rowe Price Spectrum Mod Gr Alloc	TRSGX	\$286.58	0.00%	2	\$176.67	0.00%	2	\$0.00	0.00%	0	9
Vanguard LifeStrategy Cnsv Gr Inv	VSCGX	\$122,900.35	0.29%	3	\$33,941.47	0.45%	3	\$10,213.65	1.14%	1	8
Total		\$ 41,941,150.22	100%		\$ 7,515,644.88	100%		\$ 889,163.13	100%		

% of Participants at least partially invested in
Target Date Funds

87%

76%

67%

If an investment fails to meet the criteria standards, as determined by its score, it may be placed on a "watch list" (as defined in the attached Addendum). If the investment maintains a watch list score for four consecutive quarters, or five out of eight quarters, the investment may be considered for further action (see Part IX below) by the Committee. In the event an investment receives a score which is below that of "watch list" status, or experiences extraordinary circumstances which may render it imprudent to maintain, it may be considered for action (see Part IX below) by the Committee at the earliest administratively practicable date.

An investment may be removed when the Committee has lost confidence in the investment manager's ability to: 1) Achieve performance, style, allocation and/or risk objectives; 2) Maintain acceptable qualitative standards (e.g., stable organization, compliance guidelines). If the investment manager has failed to adhere to and/or remedy one or both above conditions, the investment may be considered for removal from the Plan. The Committee may also remove an investment option for any reason it deems necessary and prudent.



HUMAN RESOURCES COMMITTEE MEETING

Date: March 1, 2022	Program: Retirement Benefits
Agenda Item #: 7	Trustee/ Officer: Jim Rodriguez
Subject: Retirement Plan Demographics	Trustee/ Officer: Emilia Reyes

Background

The information presented below is intended to keep the Committee apprised on the demographics of the participants within the various retirement plans as of the quarter ending December 31, 2021.

The following reports are compiled and generated from information made available by Transamerica and by RBG:

- A. Participant Information Report – Quarterly Comparison
- B. Graph of Participants by Age
- C. Graph of Participants by Account Balance
- D. 403(b) Savings Rate chart and graph

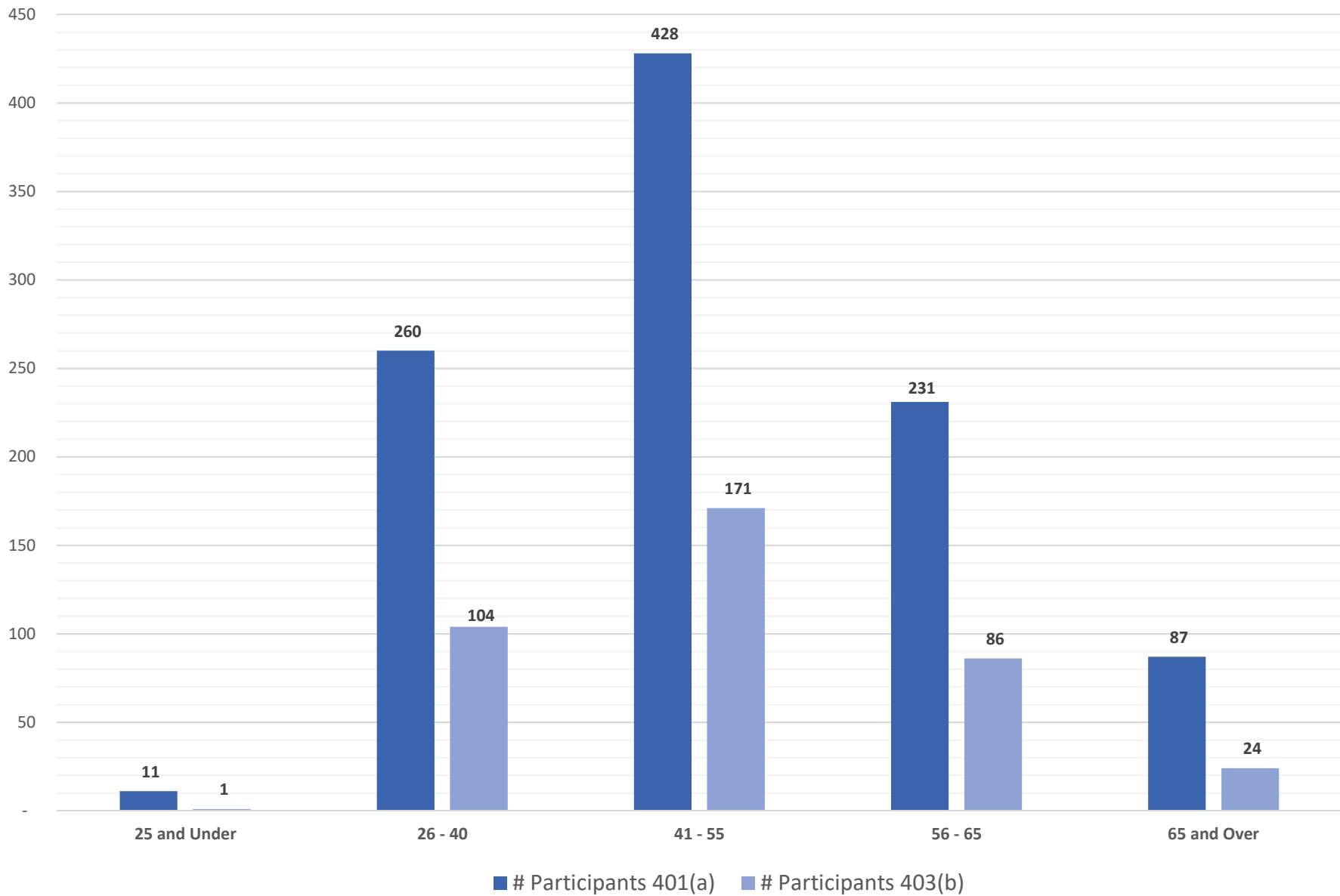
Fresno EOC
Retirement Plan Employer Report -- Participant Information
as of December 31, 2021

Participant Count Report @ 12/31/2021	401(a) Pension	403(b)	457(b)
Participants With Balance	1,017	386	6
Non-Terminated Participants With Balance	749	321	1
Terminated Participants With Balance	268	65	5
Terminated Participants With Balance < \$5000	37	12	-
Auto Increase	n/a	44	-
# Employees with Active Loans	n/a	5	n/a
Managed Advice	54	51	-

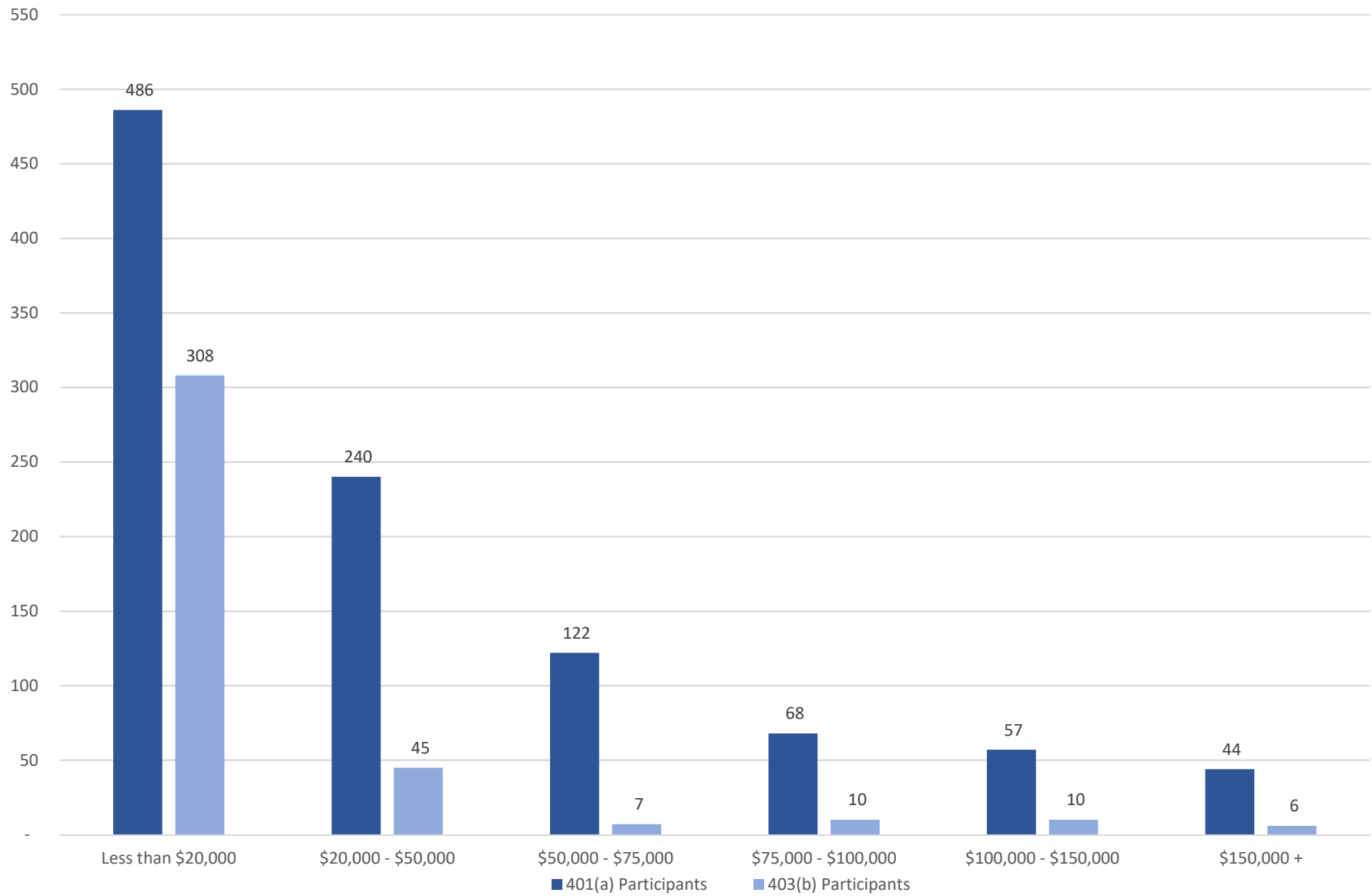
Participant Count Report @ 9/30/2021	401(a) Pension	403(b)	457(b)
Participants With Balance	1,015	389	6
Non-Terminated Participants With Balance	746	327	1
Terminated Participants With Balance	269	62	5
Terminated Participants With Balance < \$5000	46	12	-
Auto Increase	n/a	52	-
# Employees with Active Loans	n/a	6	n/a
Managed Advice	52	52	-

Change in Participant Count from Prior Quarter	401(a) Pension	403(b)	457(b)
Participants With Balance	2	(3)	-
Non-Terminated Participants With Balance	3	(6)	-
Terminated Participants With Balance	(1)	3	-
Terminated Participants With Balance < \$5000	(9)	-	-

Fresno EOC Plan Participants by Age
as of 12/31/21



Fresno EOC Plan Participants by Account Balance
as of 12/31/21



Fresno EOC
403(b) Plan Saving Rates
For the Quarter Ending December 31, 2021

	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4
Average Deferral						
% of pay	6.0%	5.9%	6.0%	6.3%	6.5%	6.9%
by amount	\$ 125	\$ 142	\$ 158	\$ 170	\$ 185	\$ 168

Participation by Deferral Rate

Under 5%	33%	33%	34%	32%	30%	29%
At 5%	23%	23%	23%	21%	22%	23%
Over 5%	44%	44%	43%	47%	48%	48%



HUMAN RESOURCES COMMITTEE MEETING

Date: March 1, 2022	Program: Retirement Benefits
Agenda Item #: 8	Trustee/ Officer: Jim Rodriguez
Subject: Investment Performance Summary	Trustee/ Officer: Emilia Reyes

Background

The information presented below is intended to keep the Committee apprised on the investment performance summary for the investment funds within the retirement plans and to receive an update of the current investment market, in accordance with the Committee's responsibilities as outlined in the Agency's bylaws.

The Performance Summary report is made available by RBG as an excerpt from their full quarterly review report on the plans, investments, regulations, and economic environment. This detailed report provides information on the ranking of each fund against its peer group, on historic performance, on expense ratios, on rankings, and on the amount of funds being held.

Representatives from RBG / LPL will be available to response to any questions, to highlight any significant items, and to provide an update of the current investment market.

Returns Analysis

Performance as of 12/31/2021

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
Vanguard LifeStrategy Cnsvr Gr Inv	VSCGX	2.46	6.05	6.05	11.01	8.05	7.09	7.07	9/30/1994	9/30/1994	0.12	0.12
StyleBenchmark		2.72	6.51	6.51	11.57	8.35	7.16	-	-	-	-	-

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
T. Rowe Price Spectrum Mod Gr Allc	TRSGX	3.69	14.12	14.12	17.96	13.45	12.12	9.70	7/29/1994	7/29/1994	0.88	0.77
StyleBenchmark		5.28	14.88	14.88	18.16	12.92	11.18	-	-	-	-	-

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
PIMCO RealPath Blend Income Instl	PBRNX	3.46	8.99	8.99	13.10	9.35	-	7.48	12/31/2014	12/31/2014	0.39	0.38
StyleBenchmark		2.56	6.36	6.36	11.55	8.35	-	-	-	-	-	-
PIMCO RealPath Blend 2025 Institutional	PPZRX	4.31	10.94	10.94	15.01	10.65	-	8.31	12/31/2014	12/31/2014	0.34	0.33
StyleBenchmark		3.19	8.38	8.38	13.18	9.49	-	-	-	-	-	-
PIMCO RealPath Blend 2030 Institutional	PBPNX	5.00	12.96	12.96	16.13	11.43	-	8.96	12/31/2014	12/31/2014	0.29	0.28
StyleBenchmark		3.82	10.37	10.37	14.74	10.58	-	-	-	-	-	-
PIMCO RealPath Blend 2035 Institutional	PDGZX	5.63	15.05	15.05	17.09	12.07	-	9.39	12/31/2014	12/31/2014	0.25	0.24
StyleBenchmark		4.38	12.16	12.16	16.13	11.53	-	-	-	-	-	-
PIMCO RealPath Blend 2040 Institutional	PVPNX	6.05	16.60	16.60	17.97	12.63	-	9.80	12/31/2014	12/31/2014	0.21	0.20
StyleBenchmark		4.83	13.56	13.56	17.18	12.25	-	-	-	-	-	-
PIMCO RealPath Blend 2045 Institutional	PVQNX	6.38	17.71	17.71	18.62	13.06	-	10.02	12/31/2014	12/31/2014	0.17	0.16
StyleBenchmark		5.12	14.52	14.52	17.90	12.75	-	-	-	-	-	-
PIMCO RealPath Blend 2050 Institutional	PPQZX	6.63	18.50	18.50	19.01	13.26	-	10.20	12/31/2014	12/31/2014	0.15	0.14
StyleBenchmark		5.31	15.15	15.15	18.37	13.07	-	-	-	-	-	-
PIMCO RealPath Blend 2055 Institutional	PRQZX	6.58	18.73	18.73	18.91	13.18	-	10.13	12/31/2014	12/31/2014	0.14	0.13
StyleBenchmark		5.32	15.19	15.19	18.40	13.09	-	-	-	-	-	-
PIMCO RealPath Blend 2060 Institutional	PRBMX	6.64	18.72	18.72	-	-	-	16.02	12/31/2019	12/31/2019	0.15	0.14
No Benchmark Data		-	-	-	-	-	-	-	-	-	-	-

Core Lineup

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
Asset Allocation												

Returns Analysis

Performance as of 12/31/2021

Core Lineup

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio		
				1 Year	3 Year	5 Year	10 Year				Gross	Net	
Moderate													
American Funds American Balanced R6	RLBGX	6.54	16.11	16.11	15.58	11.78	11.47	12.10	5/1/2009	7/25/1975	0.26	0.26	
StyleBenchmark		4.66	12.40	12.40	15.18	10.89	9.52	-	-	-	-	-	
Fixed Income													
Multisector Bond													
PIMCO Income Instl	PIMIX	0.17	2.61	2.61	5.46	5.08	6.97	7.68	3/30/2007	3/30/2007	0.62	0.62	
StyleBenchmark		-0.19	0.59	0.59	4.50	3.53	3.63	-	-	-	-	-	
Active	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio		
				1 Year	3 Year	5 Year	10 Year				Gross	Net	
U.S. Equity													
Large Cap Value													
Vanguard Equity-Income Adm	VEIRX	8.70	25.64	25.64	17.54	12.67	13.23	8.85	8/13/2001	3/21/1988	0.19	0.19	
Russell 1000 Value Index		7.77	25.16	25.16	17.64	11.16	12.97	-	-	-	-	-	
Mid Cap Growth													
JPMorgan Mid Cap Growth R6	JMGMX	3.66	10.99	10.99	32.13	23.25	18.41	18.04	11/1/2011	3/2/1989	0.74	0.70	
Russell Mid-Cap Growth Index		2.85	12.73	12.73	27.46	19.83	16.63	-	-	-	-	-	
Small Cap Blend													
PIMCO StocksPLUS Small Institutional	PSCSX	1.38	14.08	14.08	20.09	12.34	14.65	11.43	3/31/2006	3/31/2006	0.70	0.70	
Calvert Small-Cap I	CSVIX	7.50	19.95	19.95	20.31	13.10	14.67	9.83	4/29/2005	10/1/2004	0.97	0.96	
Russell 2000 Index		2.14	14.82	14.82	20.02	12.02	13.23	-	-	-	-	-	
Small Cap Growth													
T. Rowe Price QM US Small-Cap Gr Eq	PRDSX	3.90	11.30	11.30	22.31	15.79	15.45	8.98	6/30/1997	6/30/1997	0.78	0.78	
Russell 2000 Growth Index		0.01	2.83	2.83	21.17	14.53	14.14	-	-	-	-	-	
SMid Cap Blend													
Vanguard Strategic Equity Inv	VSEQX	7.58	30.86	30.86	22.29	12.89	15.09	11.21	8/14/1995	8/14/1995	0.17	0.17	
Russell 2500 Index		3.82	18.18	18.18	21.91	13.75	14.15	-	-	-	-	-	
International/Global Equity													
International Large Cap Value													
American Beacon International Eq R5	AAIEX	1.30	9.63	9.63	9.79	6.68	6.71	6.90	8/7/1991	8/7/1991	0.72	0.72	
MSCI EAFE Large Value ND USD		1.40	11.75	11.75	7.74	5.08	5.37	-	-	-	-	-	
International Small-Mid Cap Blend													
Goldman Sachs Intl Sm Cp Insghts Instl	GICIX	1.06	13.05	13.05	13.97	9.85	10.58	5.89	9/28/2007	9/28/2007	0.93	0.87	
MSCI EAFE Smid Cap ND USD		0.57	8.76	8.76	14.63	10.34	9.90	-	-	-	-	-	
Emerging Market Equity													
American Funds New World R6	RNWGX	0.17	5.13	5.13	19.03	14.59	9.58	10.56	5/1/2009	6/17/1999	0.59	0.59	

Returns Analysis

Performance as of 12/31/2021

Active	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
MSCI EM (Emerging Markets) ND USD		-1.31	-2.54	-2.54	10.94	9.87	5.49	-	-	-	-	-
Global Equity												
American Funds New Perspective R6	RNPGX	6.72	18.10	18.10	27.28	20.28	15.81	15.40	5/1/2009	3/13/1973	0.41	0.41
Pax Global Environmental Markets Instl	PGINX	8.64	22.23	22.23	25.44	16.52	13.75	8.86	3/27/2008	3/27/2008	0.95	0.95
MSCI ACWI NR		6.68	18.54	18.54	20.38	14.40	11.85	-	-	-	-	-
Fixed Income												
Core Fixed Income												
Fidelity Total Bond Fund	FTBFX	0.15	-0.09	-0.09	6.27	4.43	3.84	4.87	10/15/2002	10/15/2002	0.45	0.45
BB Aggregate Bond		0.01	-1.54	-1.54	4.79	3.57	2.90	-	-	-	-	-
High Yield												
Eaton Vance High Income Opportunities I	EIHIX	0.85	7.48	7.48	8.80	5.87	6.87	7.84	10/1/2009	6/8/1994	0.68	0.68
BofA ML US High Yield Master II Index		0.66	5.36	5.36	8.57	6.10	6.72	-	-	-	-	-
Global Fixed Income												
PIMCO International Bond (USD-Hdg) Instl	PFORX	-0.34	-1.67	-1.67	3.86	3.55	4.78	6.77	12/2/1992	12/2/1992	0.52	0.52
BofA ML Global Broad Market Index		-0.80	-5.24	-5.24	3.32	3.13	1.77	-	-	-	-	-
Cash Alternatives												
Stable Value												
The Standard Stable Asset Fund II	SSAFII.Stan	-	-	-	-	-	-	-	-	-	-	-
No Benchmark Data		-	-	-	-	-	-	-	-	-	-	-
Money Market												
State Street Instl US Govt MMkt Premier	GVMXX	0.01	0.03	0.03	0.85	1.01	0.53	0.61	10/25/2007	10/17/2007	0.12	0.12
No Benchmark Data		-	-	-	-	-	-	-	-	-	-	-
Passive	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
U.S. Equity												
Large Cap Blend												
Vanguard 500 Index Admiral	VFIAX	11.02	28.66	28.66	26.03	18.43	16.51	8.21	11/13/2000	8/31/1976	0.04	0.04
Calvert US Large Cap Core Rspnb Idx I	CISIX	9.76	25.62	25.62	28.14	19.59	17.42	7.06	6/30/2000	6/30/2000	0.35	0.24
Russell 1000 Index		9.78	26.45	26.45	26.21	18.43	16.54	-	-	-	-	-
Large Cap Growth												
Vanguard Growth Index Admiral	VIGAX	10.73	27.26	27.26	34.78	24.77	19.29	9.11	11/13/2000	11/2/1992	0.05	0.05
Russell 1000 Growth Index		11.64	27.60	27.60	34.08	25.32	19.79	-	-	-	-	-
Mid Cap Value												
Vanguard Mid-Cap Value Index Admiral	VMVAX	8.21	28.76	28.76	19.11	11.61	13.57	14.18	9/27/2011	9/27/2011	0.07	0.07
Russell Mid-Cap Value Index		8.54	28.34	28.34	19.62	11.22	13.44	-	-	-	-	-
Small Cap Value												
Vanguard Small Cap Value Index Admiral	VSIAX	6.38	28.09	28.09	18.51	10.31	13.30	14.00	9/27/2011	5/21/1998	0.07	0.07

Returns Analysis

Performance as of 12/31/2021

Passive	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
Russell 2000 Value Index		4.36	28.27	28.27	17.99	9.07	12.03	-	-	-	-	-
International/Global Equity												
International Equity												
Vanguard Total Intl Stock Index Admiral	VTIAX	2.11	8.62	8.62	13.67	9.90	7.68	6.05	11/29/2010	4/29/1996	0.11	0.11
MSCI ACWI ex USA NR		1.82	7.82	7.82	13.18	9.61	7.28	-	-	-	-	-

Disclosure

For use by Plan Sponsors or Institutional Investors Only- not intended for distribution to Retail Investors

Performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate so that an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data quoted.

The performance data quoted may not reflect the deduction of additional fees, if applicable. Additional fees would reduce the performance quoted.

Performance data is subject to change without prior notice. Expenses shown reflect the fund's prospectus Net and Gross expense ratios.

Some funds, accounts, or share classes may not be available for investment. Performance history prior to inception (if applicable) reflects another share class or account reflecting the manager's historical performance record. Expenses for mutual funds reflect the fund's prospectus Net and Gross expense ratios. In the case of Collective Investment Trust Funds, expenses generally reflect the CIT fund fact sheet and/ or Trust agreement Fund Inception Date - the date on which a fund commenced operations.

Share Class Inception Date - the date on which a fund's share class was introduced.

Contact Accelerate Retirement- Lloyd Engleman with any questions about this report or for the most current month-end performance at .