



**SERS Retirement Board  
Compensation Committee  
Meeting Agenda  
December 21, 2023  
7:30 A.M**

To Join Zoom Meeting:

<https://ohsers.zoom.us/j/92619341575?pwd=OW1pZmRLVHRWdS9sM0p3S0VraVJsUT09>

**Meeting ID:** 926 1934 1575      **Password:** 12345

To join by phone, dial: (301) 715-8592 and enter the meeting ID: **926 1934 1575** and password: **12345** when prompted.

1. Roll Call
2. Approval of **October 19, 2023**, Compensation Committee Minutes (R)
3. Executive session pursuant to R.C. 121.22 (G)(1) to discuss the employment and compensation of a public employee (R)
4. **Recess to reconvene after Technology Committee meeting** (R)
5. CBIZ Annual Salary Presentation
6. Adjournment (R)

**SCHOOL EMPLOYEES RETIREMENT SYSTEM**

**COMPENSATION COMMITTEE**

**December 21, 2023**

\_\_\_\_\_ A.M.

Roll Call:

Jeffrey DeLeone	_____
James Haller	_____
Barbra Phillips	_____
Aimee Russell	_____
Daniel Wilson	_____

Guests in Attendance:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**APPROVAL OF MINUTES OF THE COMPENSATION COMMITTEE MEETING**

\_\_\_\_\_ moved and \_\_\_\_\_ seconded the motion to approve the minutes of the Compensation Committee meeting held on October 19, 2023.

Upon roll call, the vote was as follows:

<b><u>ROLL CALL:</u></b>	<b><u>YEA</u></b>	<b><u>NAY</u></b>	<b><u>ABSTAIN</u></b>
Jeffrey DeLeone	_____	_____	_____
James Haller	_____	_____	_____
Barbra Phillips	_____	_____	_____
Aimee Russell	_____	_____	_____
Daniel Wilson	_____	_____	_____

<b>School Employees Retirement System</b>		<b>COMPENSATION COMMITTEE MINUTES</b>	
<b>Preparer</b>	Vatina Gray	<b>Meeting Date:</b>	October 19, 2023
<b>Committee Chair</b>	Daniel Wilson	Committee roll call was as follows: Present: Daniel Wilson, James Haller, Barbra Phillips, and Aimee Russell. Absent: Jeffrey DeLeone.  <b>Also in Attendance:</b> Lisa Reid, representative from the Ohio Attorney General's Office and SERS Staff: Richard Stensrud, Joe Marotta, and Vatina Gray.	
<b>Agenda</b>	<ol style="list-style-type: none"> <li>1. Roll Call</li> <li>2. Approval of September 21, 2023 Compensation Committee Minutes (R)</li> <li>3. Executive Session pursuant to R.C. 121.22 (G)(1) to discuss the employment and compensation of a public employee (R)</li> <li>4. Adjournment</li> </ol>		
<b>Discussion</b>	<p>The SERS Compensation Committee meeting began in open session at 7:35 a.m.</p> <p><b><u>ROLL CALL</u></b></p> <p>The SERS Compensation Committee roll call was as follows: Daniel Wilson, James Haller, Barbra Phillips, and Aimee Russell. Absent: Jeffrey DeLeone.</p> <p><b><u>APPROVAL OF MINUTES</u></b></p> <p>James Haller moved and Barbra Phillips seconded the motion to approve the minutes of the Compensation Committee meeting held on September 21, 2023. Upon roll call the vote was as follows: Yea: Daniel Wilson, James Haller, Barbra Phillips, and Aimee Russell. Absent: Jeffrey DeLeone. The motion carried.</p> <p><b><u>EXECUTIVE SESSION</u></b></p> <p>James Haller moved and Aimee Russell seconded the motion that the Compensation Committee convene in Executive Session pursuant to R.C. 121.22 (G)(1) to discuss the employment and compensation of a public employee. Upon roll call the vote was as follows: Yea: Daniel Wilson, James Haller, Barbra Phillips, and Aimee Russell. Absent: Jeffrey DeLeone. The motion carried.</p> <p>The committee convened in Executive Session at 7:36 a.m.</p> <p>The committee returned to open session at 7:57 a.m.</p> <p><b><u>ADJOURNMENT</u></b></p> <p>Daniel Wilson moved that the Compensation Committee adjourn at 7:57 a.m.</p>		

	<b>Action Items</b>	<b>Assigned Person</b>	<b>Due Date</b>
<b>Action Items</b>	n/a	n/a	n/a

**EXECUTIVE SESSION**

\_\_\_\_\_ moved and \_\_\_\_\_ seconded the motion that the Committee convene in Executive Session pursuant to R.C. 121.22 (G)(1) to discuss the employment and compensation of a public employee.

**CONVENE IN EXECUTIVE SESSION AT \_\_\_\_\_ A.M./P.M.**

Upon roll call, the vote was as follows:

**ROLL CALL**

	<b>YEA</b>	<b>NAY</b>	<b>ABSTAIN</b>
Jeffrey DeLeone	_____	_____	_____
James Haller	_____	_____	_____
Barbra Phillips	_____	_____	_____
Aimee Russell	_____	_____	_____
Daniel Wilson	_____	_____	_____

**RETURN TO OPEN SESSION AT \_\_\_\_\_ A.M. / P.M.**

RECESS TO  
RECONVENE  
AFTER TECH  
COMMITTEE AT  
2:30PM

# Memo

To: Retirement Board  
From: Richard Stensrud  
CC: Karen Roggenkamp, Joe Marotta, Michelle Miller  
Date: December 13, 2023  
Re: CBIZ Compensation Committee Presentation

---

You will recall that as part of our compensation engagement with CBIZ, they provide us with annual recommendations for salary structure and salary budget adjustments. As described below, both matters are addressed annually in the normal course of business and are important for maintaining the compensation structure and objectives established in the compensation study. Similar to what was done last year, CBIZ will provide preliminary information on these topics to the Compensation Committee at the December meeting and will present an official recommendation, with updated information, to the full Board in February.

The salary structure (i.e., the salary ranges for all employees) is annually reviewed and adjusted based on the changes to the labor market salary data for the markets against which SERS' positions are benchmarked (public sector or private sector, depending on the position). This is important because it helps assure that SERS' salary ranges remain aligned with the salaries for comparable positions, and in so doing, helps assure that the salary ranges allow SERS to attract and retain the quality of employees that will enable SERS to continue to be successful at our mission. The annual adjustment also reduces the potential for having to make larger adjustments when market-competitive pay is assessed every three to five years in the full compensation study.

A few things to note about the salary structure adjustment:

- The salary range adjustment is the same for all positions.
- Changes to salary ranges does not mean that employees receive a salary increase in the amount of the change – it is simply the salary range that is changed.

Adjusting the salary budget annually to match market trends for annual salary growth is important and a best practice because it assures that wages remain competitive in the relevant markets and that larger salary increases are not required when the next compensation study is performed. As you will recall, annual merit increases are the primary source of salary growth for most SERS employees. Salary growth can also come via a promotion; be based on expanded job duties; for an equity adjustment to keep the employee appropriately placed in her/his salary range; or because the employee is below the minimum of her/his salary range. SERS employees do not receive automatic step increases or cost of living adjustments.

Please note that the CBIZ recommendations will be based on objective market data but ultimately the salary structure and salary budget adjustments will be determined by the Board.

Joe Rice of CBIZ will present the attached information on these topics in a Compensation Committee session Thursday afternoon, following completion of the regular Board Meeting and the Technology Committee meeting. The session is expected to start at approximately 2:30 pm.





# Annual Compensation Guidance

School Employees Retirement System of Ohio

December 21, 2023



# Agenda

---

**Labor market trends**

**CBIZ survey results**

**Salary increase guidance**

**HR Metrics**

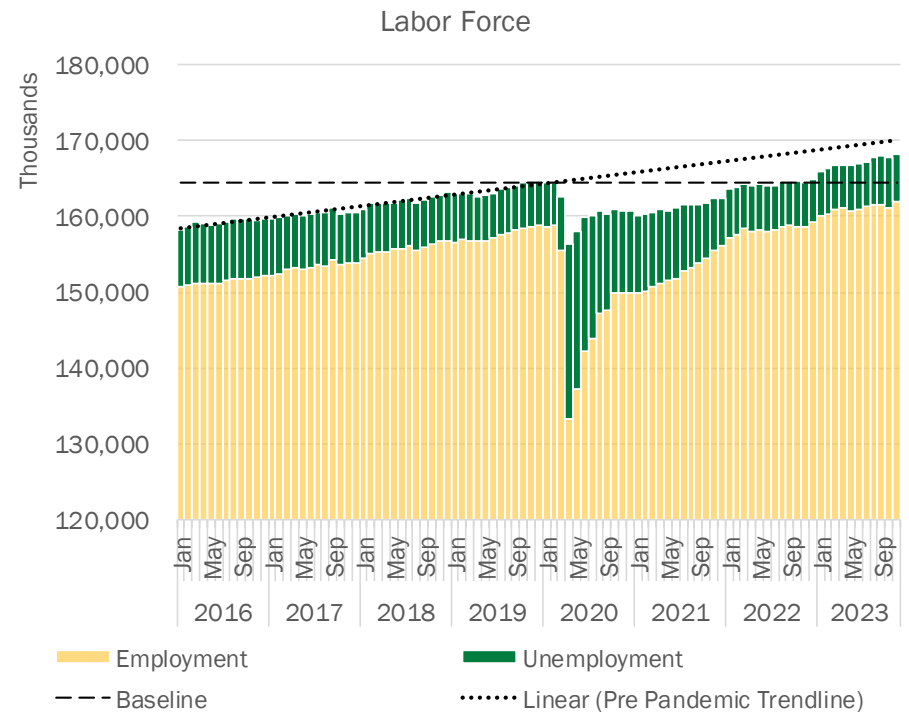
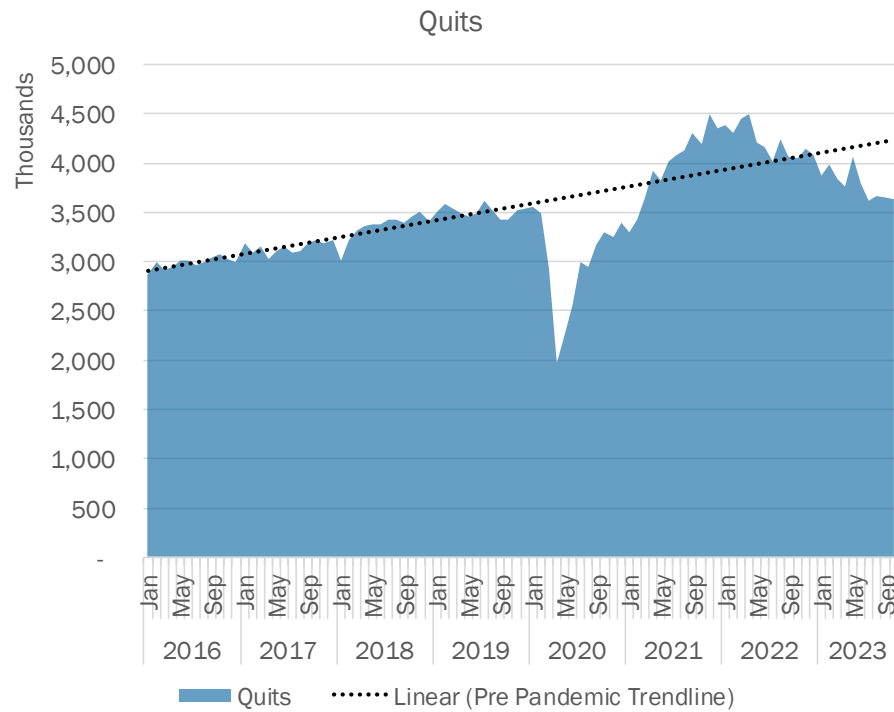
**Custom 2024 guidance**

# Labor Market Trends

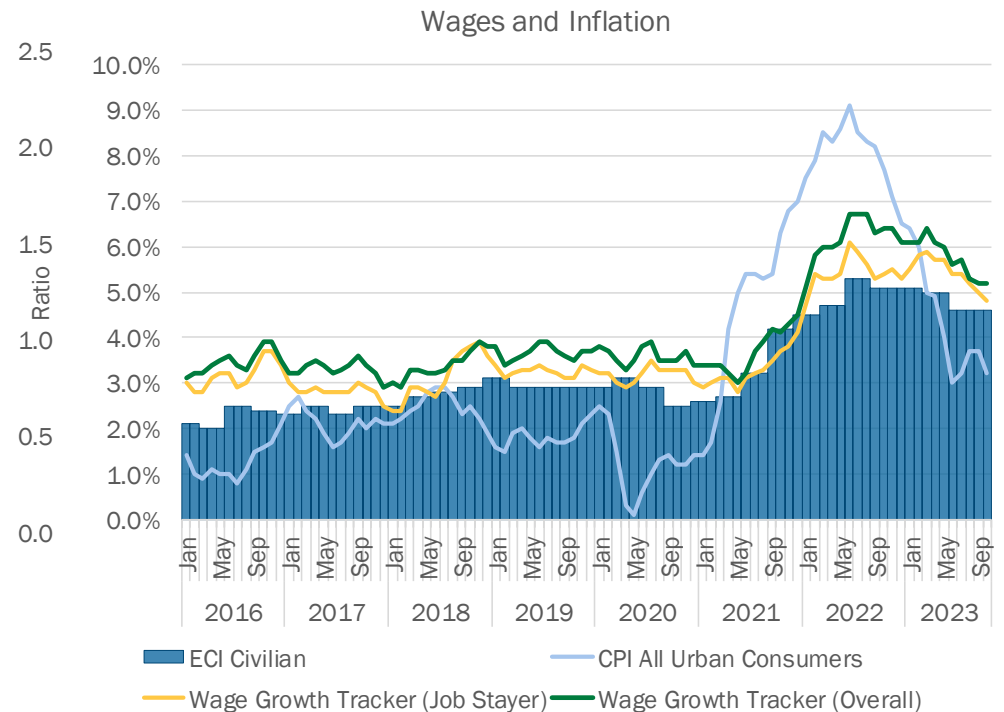
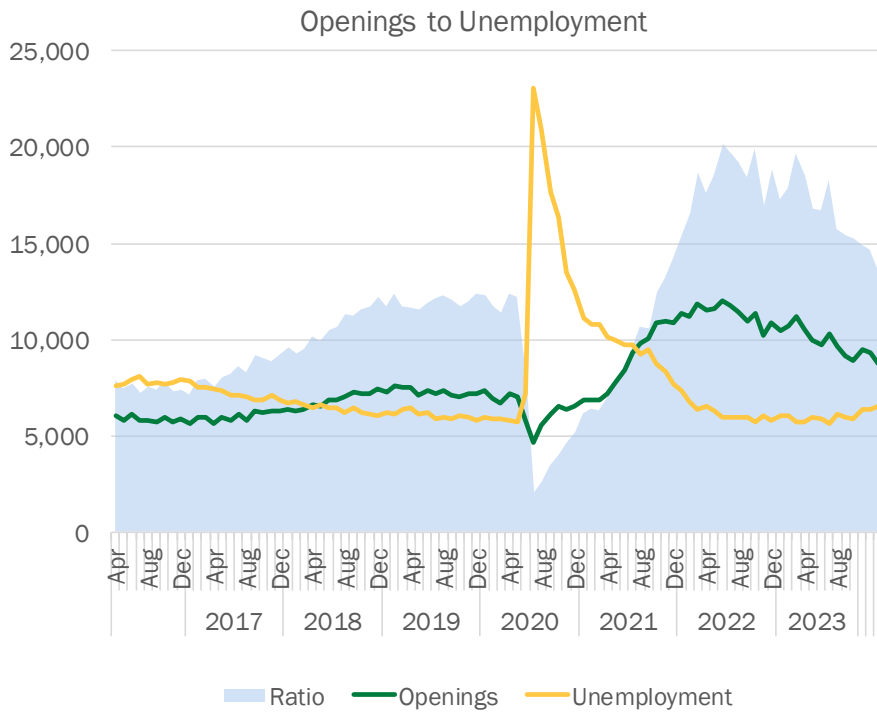
---



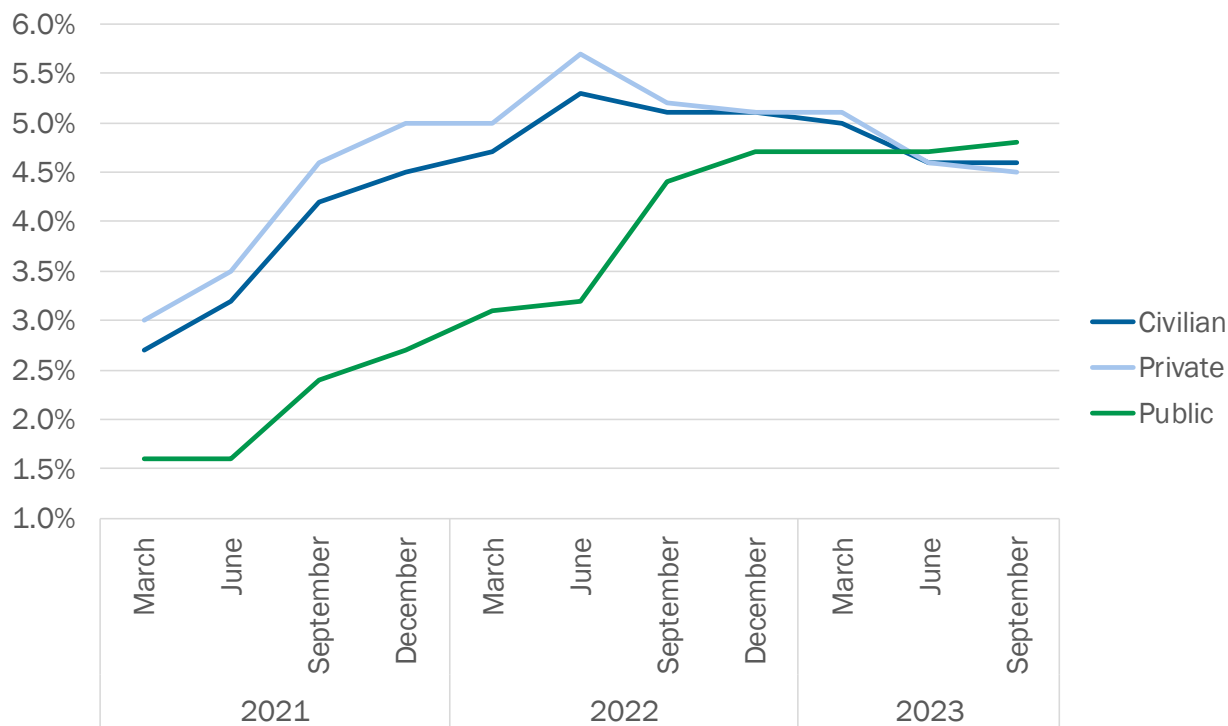
# Quits & Labor Force



# Openings & Wages

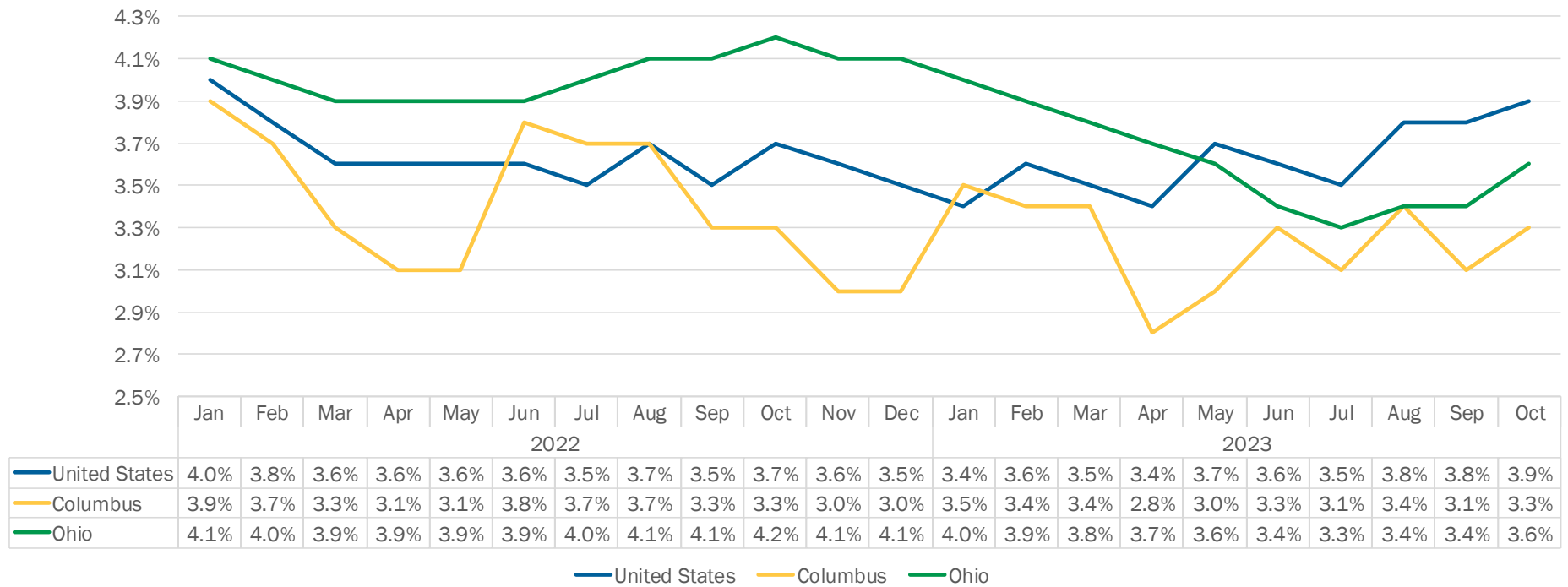


# Employment Cost Index Detail



**The public sector was late in responding to wage pressures, but is not growing wages faster than the private sector**

# Unemployment



# Highlights

---

**Labor market dynamics continue to point to higher wage growth**

**Seeing some cooling and gradual return to trend**

**Public sector wage growth has now surpassed private**

**Columbus market continues to see development, employer growth, and job gains**



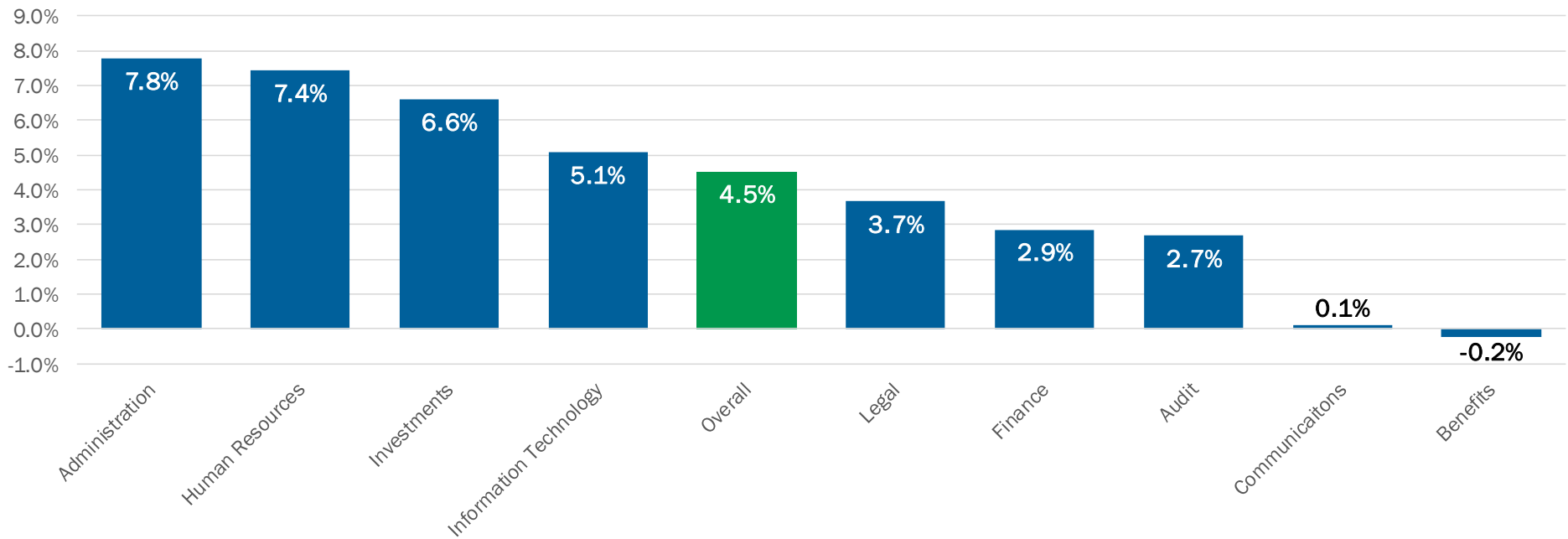
# CBIZ Survey Results

---

# Annual CBIZ Survey

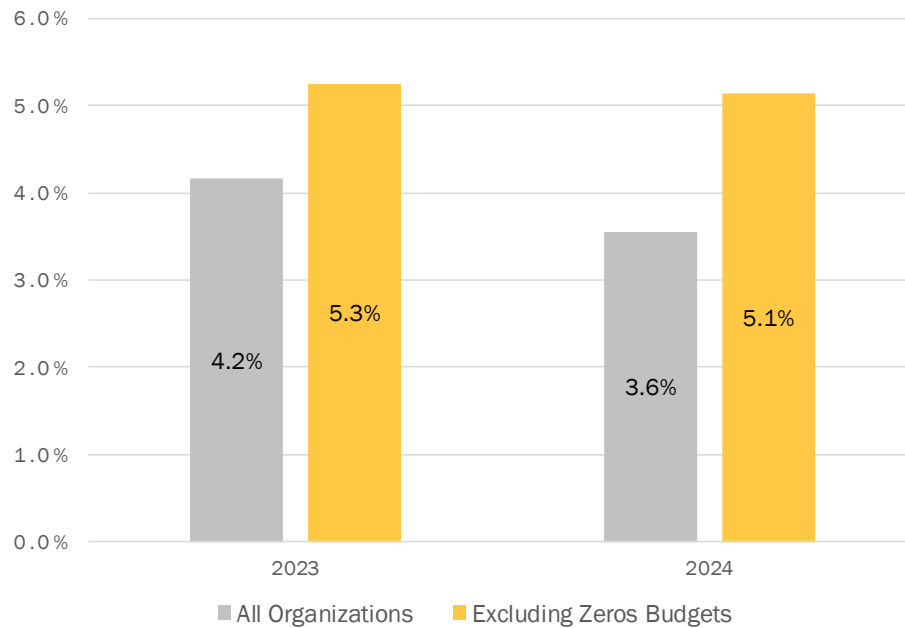


Average TCC Change by Function



# Salary Increase Trends

## SALARY INCREASE BUDGET - AVERAGE



## NOTES

### Ohio System Peers 2024 projections

- OPERS – 6.5%
- OP&F – 5.0%

### SERS

- 2023
  - 4.5% increase budget
  - 5.7% with promotions and headcount addition

# Salary Increase Guidance

---



# CBIZ 2024 Guidance

3.6%  
Structure  
Update

- Tied to ECI and Salary Budget Survey
- Broad Measure of Wage movement

5.0% Salary  
Increase  
Budget

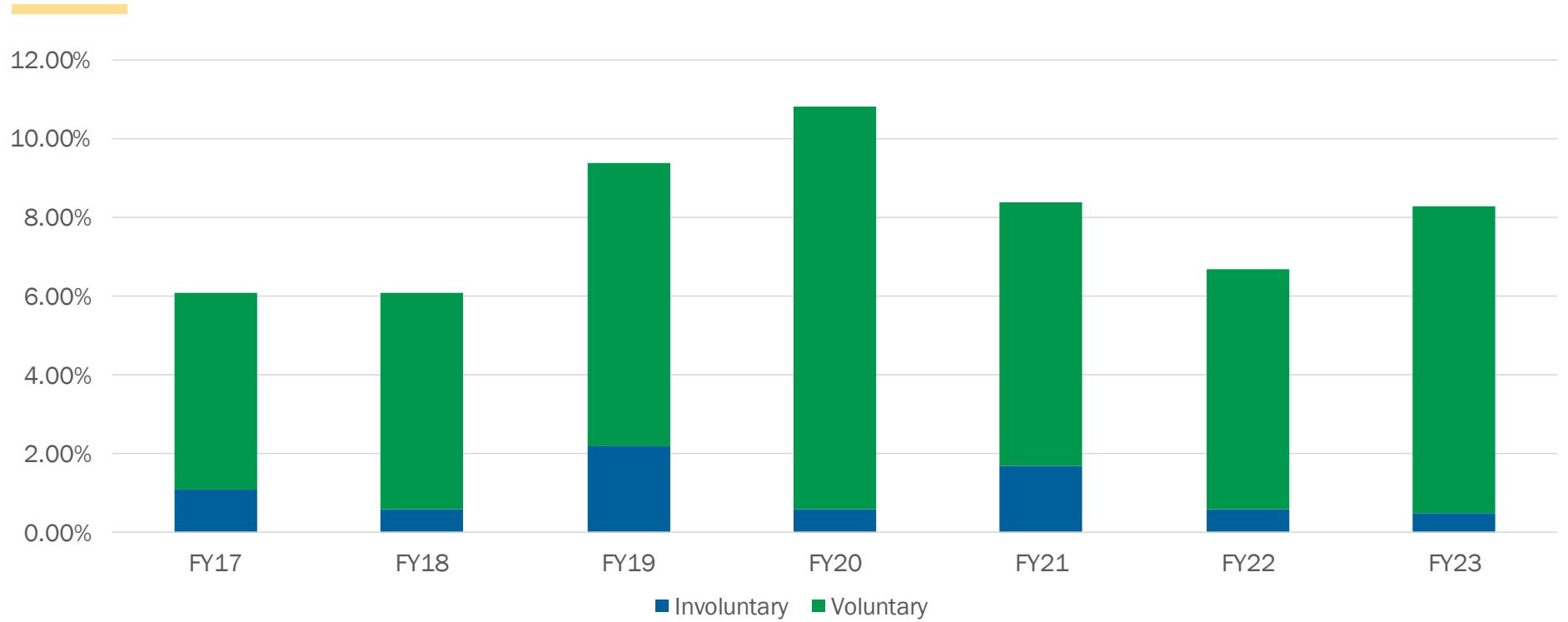
- Avoid/alleviate pay compression
- Employees need to move through the market range
- Based on typical update-increase spreads

# HR Metrics

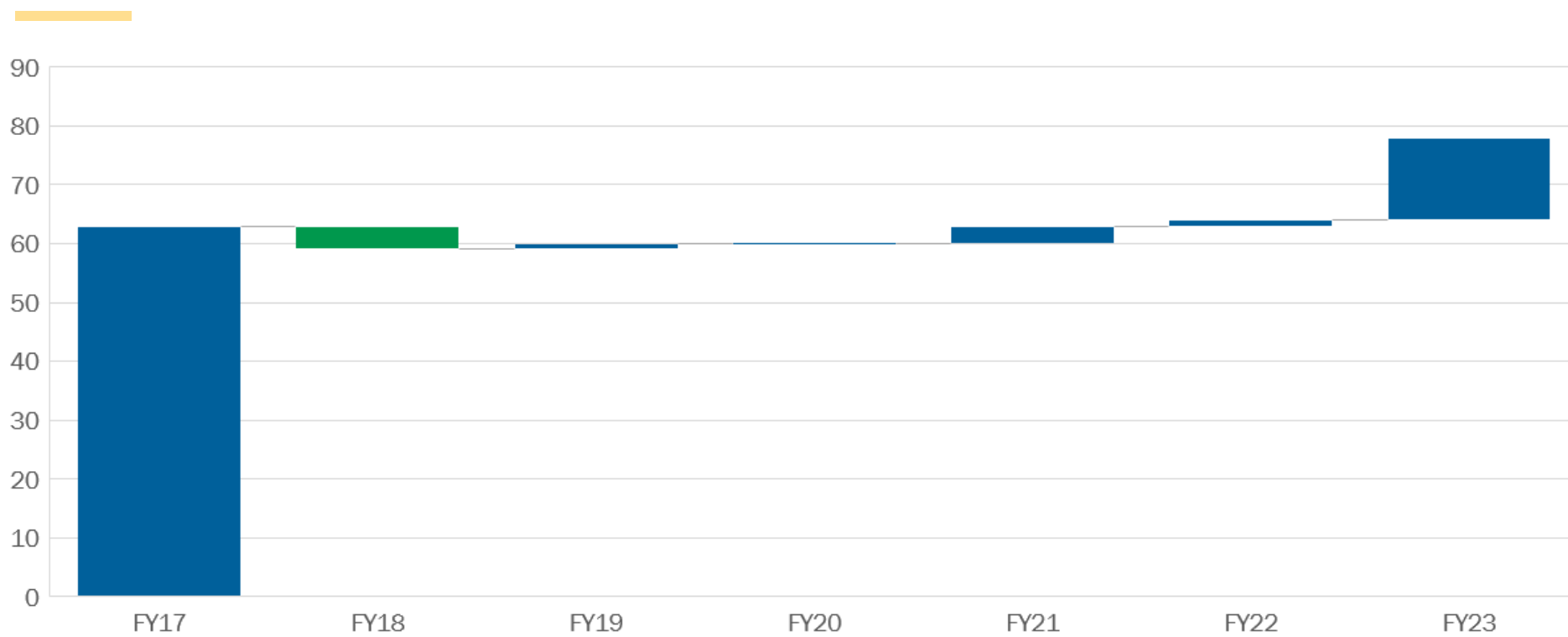
---



# Turnover

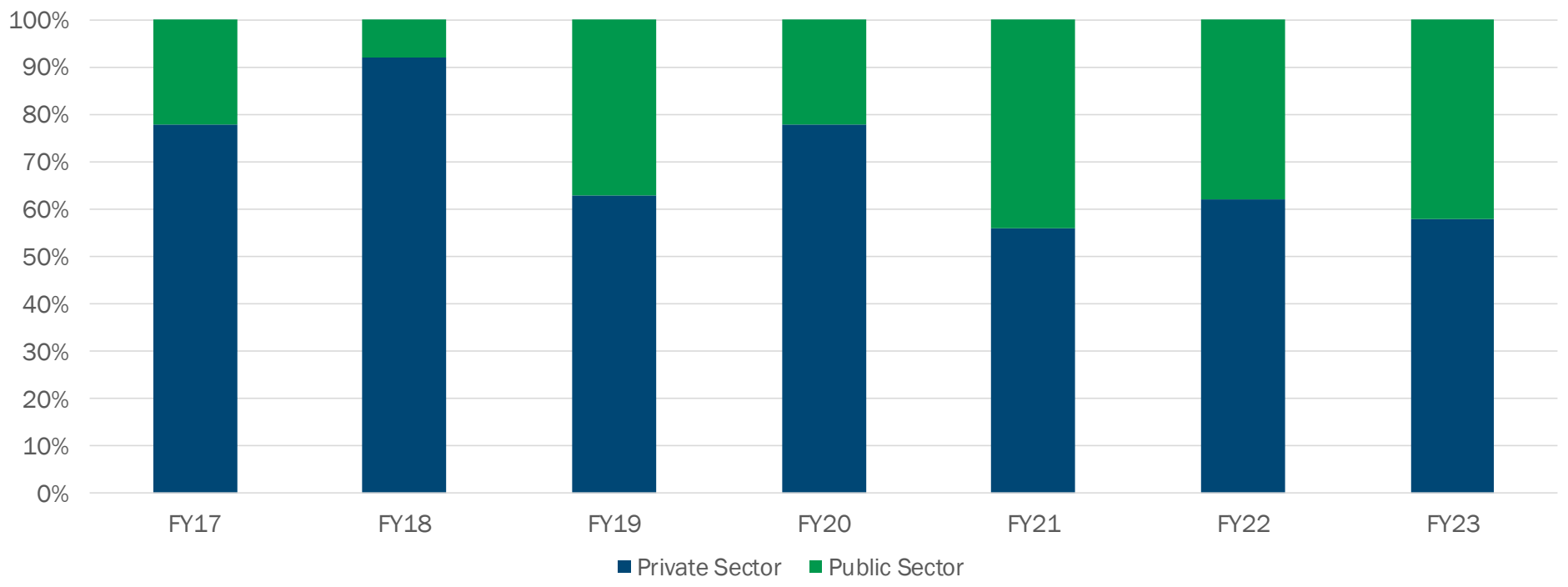


# Time to Fill (Days)





# Employee Sourcing



# Next Steps

---



# Next Steps

---

**Revisit recommendations in person at February board meeting**



# QUESTIONS?

**Joe Rice**

Director, Compensation Consulting

314.590.4070

[jrice@cbiz.com](mailto:jrice@cbiz.com)



**ADJOURNMENT**

\_\_\_\_\_ moved that the Compensation Committee adjourn to meet on \_\_\_\_\_  
or the next compensation committee meeting.

The meeting adjourned at \_\_\_\_\_ a.m.

\_\_\_\_\_  
Daniel Wilson, Compensation Committee Chair