



TO: T.C. Broadnax, City Manager
FROM: Andy Cherullo, Finance Director, Finance Department
COPY: City Council, City Clerk, Tacoma Employees' Retirement System Board (TERS)
SUBJECT: Resolution – Appointment of a new Retirement Director, December 16, 2014
DATE: December 5, 2014

SUMMARY:

This resolution is seeking the approval of the City Council for the appointment of Timothy Allen as Retirement Director for the Tacoma Employees Retirement System (TERS). Section 1.30.400 of the Tacoma Municipal Code (TMC) provides that the appointment of the TERS Retirement Director shall be made by the TERS Board subject to the approval of the City Council.

STRATEGIC POLICY PRIORITY:

- Strengthen and maintain a strong fiscal management position.
- Encourage and promote an open, effective, results-oriented organization.

Over 5500 active and retired members rely on TERS as an important piece of their retirement planning. The Retirement Director is a critical component in ensuring strong fiscal management of the system.

BACKGROUND:

Since September of 2014, the Retirement Director position for TERS has been vacant due to the retirement of the former Retirement Director, Monica Butler. Timothy Allen, TERS Chief Investment Officer, was appointed by the TERS Board as Interim Retirement Director until the appointment of a permanent Retirement Director.

The TERS Board, through its Executive Committee, conducted a nationwide recruitment for a new Retirement Director which included posting the position on six national websites as well as contacting over 500 targeted individuals. From the pool of twenty candidates who applied, nine passed preliminary screening by the recruitment consultant and ultimately five were interviewed by the TERS Executive Committee. At the end of the interviews, the TERS Executive Committee concurred on the ranking of all five candidates and the unanimous consensus was to recommend to the TERS Board that Timothy Allen be offered the position. It was clear in his interview that Mr. Allen had the required expertise, professional manner, long-term vision and a deep commitment to the TERS mission.

At the November 13, 2014 TERS Board meeting, the board unanimously voted to appoint Timothy Allen as Retirement Director.

ISSUE:

Pursuant to TMC 1.30.400, the appointment of the TERS Retirement Director shall be made by the TERS Board subject to the approval of the City Council.

ALTERNATIVES:

If the City Council were not to approve of the appointment, the TERS Board would need to explore the options of offering the position to another candidate from the pool of five that were interviewed by the Executive Committee, or open up the recruitment process again to seek additional candidates.

RECOMMENDATION:

That the City Council approve the appointment of Timothy Allen as Retirement Director for the Tacoma Employees' Retirement System.