



March 8, 2022

TO: Each Trustee,
Board of Investments

SUBJECT: Board of Investments Meeting on March 9, 2022 – Agenda Item V.

Following you will find supplemental information regarding the above-mentioned meeting:

1. Chief Executive Officer's Report (Supplemental Memo dated March 7, 2022)



March 7, 2022

TO: Each Trustee,
Board of Investments

FROM: Santos H. Kreimann
Chief Executive Officer

FOR: Board of Investments Meeting on March 9, 2022

SUBJECT: Investments Division Recruitment Report – March 2022

This report is provided as a supplement to the CEO Report included in the March 2022 agenda regarding filling the vacant positions in the Investments Division.

In collaboration with the Investment Office and Human Resources (HR), a timeline and hiring plan that reflects the staffing priorities of the Investment Team has been developed and is attached.

Open recruitment for the Principal Investment Officer is underway with promulgation of the hiring list to be completed no later than early next week. Final selection of the successful candidate by Mr. Grabel would follow soon thereafter.

The remaining Investment Tier I recruitments to fill a Senior Investment Officer in Private Equities, and various Finance Analyst III positions to fill vacancies in (1) Credit and Fixed Income, (1) Real Estate, and (2) Corporate Governance are expected to be released on a rolling basis between now and June 30, 2022.

A Request for Proposal (RFP) to secure an outside recruiter for the Deputy Chief Investment Officer position has been issued and will close on March 22, 2022, at which time recruitment efforts for this critical position will begin in earnest.

There are two (2) Finance Analyst II positions for Real Estate, Credit and Fixed Income, and (1) Principal Investment Officer position for Direct Investments classified as Tier II priority positions that are scheduled to be filled by the end of the calendar year.

cc: Luis Lugo
Jonathan Grabel
Steven P. Rice
Laura Guglielmo
JJ Popowich
Carly Ntoya

Investment Division Vacant Position(s)	# of vacancies	LACERA Priority	*Recruitment Stage
Principal Investment Officer (PIO)	1	Tier 1 – June 2022	7 – Interviewing
Senior Investment Officer (SIO)	1	Tier 1 – June 2022	3 – Test Development
Finance Analyst III (FA III)	4	Tier 1 – June 2022	2 - Classification Review
Finance Analyst II (FA II)	2	Tier 2 – December 2022	1 – Exam Requested
Deputy Chief Investment Officer	1	Tier 2 – December 2022	Outsourced Recruitment
Sr. Management Secretary (Upgrade to Executive Secretary)	1	Tier 2 – December 2022	n/a
Principal Investment Officer (PIO)	1	Tier 2 – December 2022	n/a

Investment Division Vacancies	Vacancy Rate (03/2022)
11	24%

*Refer to Attachment





Attachment: LACERA Recruitment Stages

- (1) Exam Requested**
- (2) Classification Review**
- (3) Test Development**
- (4) Resume Canvas**
- (5) Recruitment Open**
- (6) Assessment- Qualification**
- (7) Assessment Review**
- (8) List Promulgated**
- (9) Division Interviews**
- (10) Background Check**
- (11) Onboarding**