

**SAN MATEO COUNTY
DEFERRED COMPENSATION ADVISORY COMMITTEE
MONDAY, DECEMBER 8, 2025 (8:30AM–1:00 PM)**

**Captain’s House
1701 Coyote Point Drive, San Mateo, CA 94402**

RETREAT AGENDA

Committee Members	Appointed As...
Lisa Okada, Chair	Human Resources Director Designee
Gerimar JJ Tabbay (Alternate: Tiffany Htwe)	Tax Collector-Treasurer Designee
Lilibeth Dames	Non-Management Appointee
Laurel Finnegan	Non-Management Appointee
Robert Raw	Non-Management Appointee
Katherine Omalley	Non-Management Appointee
Bridget Love	Management Appointee
Gabe Aponte	Management Appointee
Janet Gard	Management Appointee

Staff	Empower	Innovest
Kim Pearson	Eric Leavitt	Wendy Dominguez
Ann Parada	Cynthia Egger	Rick Rodgers
Andrew Anonuevo	Vinh Do	Tomas Jansson
Jay Castellano	Armando Llanes	

IN-PERSON MEETING OF DEFERRED COMPENSATION ADVISORY COMMITTEE

This meeting of the Deferred Compensation Advisory Committee will be held in-person at **Captain’s House, 1701 Coyote Point Drive, San Mateo, CA 94402**. Remote participation in this meeting will not be available. To observe or participate in the meeting, please attend in-person at the above location.

*Written public comments may be emailed to Jay Castellano (jcastellano@smcgov.org), and such written comments should indicate the specific agenda item on which you are commenting.



***Please see below instructions for written and spoken public comments.**

ADA Requests

Individuals who require special assistance or a disability related modification or accommodation to participate in this meeting, or who have a disability and wish to request an alternative format for the meeting, should contact Jay Castellano (jcastellano@smcgov.org) as early as possible but no later than 9:00 a.m. on the business day before the meeting. Notification in advance of the meeting will enable the County to make reasonable arrangements to ensure accessibility to this meeting, the materials related to it, and your ability to comment.

***Instructions for Public Comment During Meeting**

Members of the public may address the Members of the Deferred Compensation Advisory Committee as follows:

***Written Comments:**

Written public comments may be emailed in advance of the meeting. Please read the following instructions carefully:

1. Your written comment should be emailed to Jay Castellano (jcastellano@smcgov.org).
2. Your email should include the specific agenda item on which you are commenting or note that your comment concerns an item that is not on the agenda or is on the consent agenda.
3. Members of the public are limited to one comment per agenda item.
4. The length of the emailed comment should be commensurate with the two minutes customarily allowed for verbal comments, which is approximately 250-300 words.
5. If your emailed comment is received by 5:00 p.m. on the business day before the meeting, it will be provided to the Members of the Deferred Compensation Advisory Committee and made publicly available on the agenda website under the specific item to which your comment pertains. If emailed comments are received after 5:00p.m. on the business day before the meeting, the Deferred Compensation Advisory Committee staff will make every effort to either (i) provide such emailed comments to the Deferred Compensation Advisory Committee and make such emails publicly available on the agenda website prior to the meeting, or (ii) read such emails during the meeting. Whether such emailed comments are forwarded and posted, or are read during the meeting, they will still be included in the administrative record.

***Spoken Comments**

If you wish to speak to the Deferred Compensation Advisory Committee, please fill out a speaker's slip located the above location. If you have anything that you wish distributed to the Deferred Compensation Advisory Committee and included in the official record, please hand it to Jay Castellano (or any other staff member) who will distribute the information to the Deferred Compensation Advisory Committee members and other staff.

***Additional Information:**

Public records that relate to any item on the open session agenda for a regular Deferred Compensation Advisory Committee meeting are available for public inspection. Those records that are distributed less than 72 hours prior to the meeting are available for public inspection at the same time they are distributed to all members.

CALL TO ORDER

ROLL CALL

ORDERS OF THE DAY

PUBLIC COMMENTS

1. Welcome (Lisa Okada) 8:30am
2. Introduction (Jay Castellano) 8:35am
 - A. Review of Agenda and Goals
 - B. Review of Prior-Year Accomplishments

DCAC & Participant Education

3. Fiduciary Education (Rick Rodgers, Tomas Jansson) 8:45am
 - A. Completing the Journey—Considerations for Post Employment
4. Presentation and Approval of 2026 Education Plan for DCAC (Rick Rodgers) 9:15am
5. Presentation and Approval of 2026 Education and Communication Plan for Participants (Cynthia Egger and Armando Llanes) 9:45am

BREAK 10:30am

Additional Planning & Discussion Topics

6. Presentation of 2026 Strategic Partnership Plan (Eric Leavitt) 10:45am
7. Presentation and Acceptance of Investment Consultant Self-Evaluation (Wendy Dominguez) 11:15am
8. Discussion and Approval of Goals & Objectives (Wendy Dominguez) 11:45am
 - A. 2025 Performance Review
 - B. 2026 Targets

ADJOURNMENT 12:30am