

Municipal Police Employees' Retirement System
Minutes of the Human Resources and Governance Committee Meeting
January 19, 2022

The Human Resources and Governance Committee of the Municipal Police Employees' Retirement System held a Meeting on Wednesday, January 19, 2022, via audio/video conference due to the public health emergency declared in response to the threat presented by COVID-19.

A. Call to Order

The meeting was called to order by Mr. Ford at 9:23 a.m.

B. Roll Call

Members Present

Chief G. Scott Ford

Mr. Phillip Qualls, State Treasurer Designee - Chair

Chief Christopher Wilrye

Sgt. (Retired) Larry Reech

Members Absent

Others Present

Mr. Benjamin Huxen II, MPERS Executive Director and General Counsel

Ms. Ashlee McNeely, MPERS, Executive Management Officer

Ms. Taylor Camp, MPERS, CFO

Mr. Brad Kelly, Global Governance Advisors

Mr. Peter Landers, Global Governance Advisors

Mr. Joey David

C. Public Comment

Mr. Ford called for public comments. There were no public comments.

D. Old Business

1. Approval of the September 30, 2021, Committee Meeting Minutes **Motion by Mr. Wilrye, seconded by Mr. Reech, to approve the minutes of the meeting held September 30, 2021. Without objection, the motion carried.**

E. New Business

1. Discussion and Action Regarding the Skills Matrix Assessment Results

Mr. Kelly reminded the committee that he had been meeting with the board members to interview each one regarding their opinion of what were the key skills and technical experiences required for a pension board member. With that, Global Governance Advisors (GGA) created a list based on state requirements of key education and skills and supplemented it with what committee members and GGA agreed with. He further reviewed the extensive list and informed the committee that not all board members would possess all traits listed and that MPERS would prefer a good mixture. He stated that this may encourage some members to break out of their comfort zone.

Mr. Kelly reviewed page twelve of the skills matrix. He pointed out that the red items, which were very technical, would be the top priority for areas of improvement and the yellow items would be secondary. Mr. Kelly advised the committee to create education opportunities board wide on these topics. He also stated that the green areas were not an area of concern.

Mr. Kelly informed the committee that there were still five members of the board that didn't get interviewed.

The Board Skills Matrix and results should be updated annually through a similar questionnaire process that would re-confirm the required skills and attributes of the MPERS Board. Also, there should be necessary adjustments to reflect the evolving needs and make-up of the MPERS Board on an annual basis.

Mr. Landers encouraged the committee to review this process in the last quarter of the fiscal year prior to the board nominations. He noted that having potential nominees fill out this self-assessment was a great best practice to evaluate what skill sets they would be bringing to the board.

Motion by Mr. Wilrye, seconded by Mr. Reech, to recommend that the board of trustees:

- **Determine whether any adjustments are required to the self-assessment ratings provided by individual Trustees before finalizing the Board Skills Matrix results,**
- **Act on the finalized Board Skills Matrix results and recommendations by proactively applying the results to a broader Board development and composition strategy, and**
- **Share a high-level overview of the content and results annually with MPERS stakeholders to increase its transparency and show further commitment to the Board's oversight responsibilities and its ability to safeguard the best interests of its members and community stakeholders.**

Without objection, the motion carried.

2. Committee Workplan Update

Mr. Kelly informed the committee that GGA was available to help add additional committees to the committee structure. Mr. Kelly informed the committee that GGA was working with Mr. Huxen on a performance-oriented incentive plan for the employees of MPERS and creating a policy handbook for the MPERS employees. The handbook would contain all the policies that the committees and board have been working on over the last year and compiling them into one handbook. Mr. Kelly informed the committee that GGA was also working on a procedure for board trustee orientation based on state expectations and the results of the current skills matrix assessment.

F. Other Business

There was no other business to come before the committee.

G. Adjourn

A motion was made by Mr. Wilrye, seconded by Mr. Reech, to adjourn the meeting at 9:45 a.m. Without objection, the motion carried.

The next meeting date is April 20, 2022.

To the best of my knowledge, the foregoing minutes accurately represent the actions taken at the meeting held January 19, 2022.



Amy Mathews, Chair



Ben Huxen,
Executive Director and General Counsel