

MINUTES

The Governance Committee of the Municipal Police Employees' Retirement System held a Committee Meeting on Monday June 14, 2021, via audio/video conference due to the public health emergency declared in response to the threat presented by COVID-19.

The meeting was called to order by Ms. Mathews at 10:02 a.m.

Roll Call

Members Present

Dep. Chief Darrell Basco

Chief G. Scott Ford

Ms. Amy Mathews, State Treasurer Designee - Chair

Sgt. (Retired) Larry Reech, Board Vice Chairman

Others Present

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

Ms. Ashlee McNeely, MPERS, Executive Management Officer

Mr. Brad Kelly, Global Governance Advisors

Mr. Peter Landers, Global Governance Advisors

PUBLIC COMMENT

There was no public comment.

REGULAR BUSINESS

A motion was made by Mr. Basco, seconded by Mr. Ford to approve the minutes from the April 8, 2021 meeting. Without objection, the motion carried.

NEW BUSINESS

Discussion and Action Regarding the Results of Global Governance Advisors' Compensation Study

Mr. Brad Kelly and Mr. Peter Landers with GGA presented the MPERS Compensation Review to the committee members. GGA set forth to compile a review of the competitiveness of the compensation levels for the seven full-time positions in the system office. GGA compared the system to similar sized systems both in state and in the surrounding southern states. There were ten responses to their requests for information which provided a substantial amount of information for them to work with on this review. Overall, GGA found that the compensation for the positions is below the median and less competitive across the board, both in state and in surrounding states.

Mr. Landers went over the proposed recommendations which included two alternatives: Fill the observed gap in compensation through base salary adjustments only or fill

observed gap, through base salary and by introducing an incentive opportunity. There was a great deal of discussion on how incentives work and the overall structure of compensation for the system staff and executive director and general counsel positions. There was also discussion of a salary increase for Mr. Huxen with talks of beginning the process of formulating a long-term contract for him.

A motion was made by Mr. Reech, seconded by Mr. Basco, to authorize a salary of \$187,177 for the executive director and general counsel for FY22 and to direct MPERS' outside counsel and GGA to work with the executive director and general counsel in negotiating an employment contract to help address succession issues. Without objection, the motion carried. A motion was also made by Mr. Reech, seconded by Mr. Basco, to authorize and direct the executive director and general counsel to include, in the proposed FY 2023 operating budget, the GGA-recommended salaries, adjusted for Consumer Price Index for All Urban Consumers (CPI-U) inflation as April of 2022 for all positions. Without objection, the motion carried.

Discussion and Action Regarding Draft of Whistleblower Policy

Next the committee examined the Whistleblower Policy that was presented by GGA. The purpose of this policy is to provide an avenue for the board, management, and staff to raise concerns in good faith regarding the subject covered by the policy without fear of reprisal or victimization. After a great deal of discussion on the approach and how the process will work, the committee decided to push this issue to a future meeting after the executive director and general counsel has had an opportunity to research this further.

Discussion and Action Regarding a Proposed Governance Consulting Services Agreement with Global Governance Advisors

The final item for discussion was the contract proposal by GGA for the work to be completed in the next fiscal year. Mr. Landers presented the proposal and went over the deliverables, what the anticipated needs of the Board will be, education to come in the next year, and other specific items they will help formulate, like new charters, trustee handbook, orientation, etc. A motion was made by Mr. Ford, seconded by Mr. Reech to bring the contract to the full board for a vote at the June meeting. Without objection, the motion carried.

Other Business


There was no other business to come before the Committee.

A motion was made by Mr. Reech, seconded by Mr. Basco to adjourn the meeting. Without objection, the meeting adjourned at 11:25 am.

To the best of my knowledge, the foregoing minutes accurately represent the actions taken at the meeting held June 14, 2021.



Amy Mathews, Chair



Ben Huxen,
Executive Director and General Counsel