

**Municipal Police Employees' Retirement System  
Minutes of the HR and Governance Committee Meeting  
May 8, 2024**

The HR and Governance Committee of the Municipal Police Employees' Retirement System held a Meeting on Wednesday, May 8, 2024.

**A. Call to Order**

The meeting was called to order by Chief Christopher Wilrye at 10:02 am.

**B. Roll Call**

**Members Present**

Chief David Addison (virtual)  
Lt. (Retired) Chad King (virtual)  
Chief Christopher Wilrye

**Members Absent**

Chief Edwin Bergeron Jr.

**Others Present**

Mr. Benjamin Huxen II, MPERS Executive Director and General Counsel  
Ms. Ashlee McNeely, MPERS Executive Management Officer  
Ms. Melissa Frazier, MPERS Benefits Administrator  
Ms. Taylor Camp, MPERS, Chief Financial Officer  
Ms. Emily Thurston, MPERS, Accountant  
Assistant Chief Jason DiMarco (virtual)  
Mr. Julius Roberson, State Treasurer Designee (virtual)  
Ms. Brooke LeBoeuf, MPERS Staff (virtual)

**C. Public Comment**

There were no public comments.

**D. Approval of the February 15, 2023 Committee Meeting Minutes**

**Motion by Lt. (Retired) Chad King, seconded by Chief David Addison, to approve the minutes of the meeting held February 15, 2023. After a roll call vote and without objection, the motion carried.**



## **E. New Business**

### **1. Discussion and Action Regarding the Amount to Budget for Salaries for Fiscal Year 24-25**

Mr. Huxen stated that this meeting was set prior to the Audit, Finance, and Risk Management Committee meeting so staff can plug in the amount for salaries. Mr. Huxen reminded the committee that he had an employment contract with the system that included a formula to determine his salary. Mr. Huxen mentioned that the system needed to have a compensation review done this year and GGA (Global Governance Advisors) normally handles that. He stated that it was a little late because of all of the legislation filed during 2024, but added that system staff has spoken to GGA and they are now working on it.

Mr. Huxen recommended that the committee approve a 3% inflation figure for the year. He added that this inflation figure was used in the formula under his employment contract. He stated that he expected GGA to have something completed by June.

Mr. Huxen suggested that the committee make two recommendations to the full board: (1) To authorize and budget \$875,727.07 for fiscal year 2025 full-time employee salaries and \$56,334.00 for part-time employee salaries. (2) To delegate to the Human Resources and Governance Committee the authority to increase the budget to reflect any additional amounts upon receipt of the 2024 GGA System Compensation Review, not to exceed the highest recommended amount per position.

Mr. Chad King voiced concerns about large changes in one year and asked questions regarding the process as to who would be presented the study results. Mr. King stated that he was all for the 3% cost of living recommendation, but wanted to make sure that it would go before the full board for discussion if the study amount was a huge number. Mr. King asked for clarification on the retroactivity language on page 2 of the memo provided to the committee. Mr. Huxen explained that the retroactivity will depend on the timing of implementation of the increases. Mr. Huxen stated that normally raises happen July 1<sup>st</sup>. They agreed that they could deal with that issue later.

Ms. Camp was asked if she had any idea what the recommendation might be from the GGA review. She explained that she did not think the review was going to come back with sticker shock based on what she had seen. Ms. Camp stated that she has sent GGA information regarding several plans that are similar in size and in their area. Ms. Camp also stated that in terms of other public safety surveys, they rank in the 30-50 percentile. She stated that collectively, their total number is lower than every other system due to fewer, but more efficient staff. Ms. Camp stated that they have the lowest number of



all systems in the state. Mr. Roberson commented that he thought everyone was doing a great job and should get their raises whenever it is in the budget, and asked if they felt they were competitive as far as the percentile. Ms. Camp explained that they try to survey only comparable systems and discussed the comparable data used.

**Motion by Lt. (Retired) Chad King, seconded by Chief David Addison, to accept the proposed 3% salary increases for staff as well as the Executive Director and General Counsel's calculated contractual minimum salary and to delegate to the committee the authority to make the GGA recommendations (not to exceed the maximum) retroactive to July 1 and to provide the GGA report to the Board. After a roll call vote and without objection, the motion carried.**

**F. Other Business**

There was no other business to come before the committee.

**G. Adjourn**

**A motion was made by Lt. (Retired) Chad King, seconded by Chief David Addison, to adjourn the meeting at 10:20 am. Without objection, the motion carried.**

To the best of my knowledge, the foregoing minutes accurately represent the actions taken at the meeting held on May 8, 2024.



Chief Christopher Wilrye  
HR and Governance Committee  
Chairman



Ben Huxen,  
Executive Director and General Counsel