

**Kentucky Public Pensions Authority
Executive Director Search Committee – Special Meeting
October 27, 2023 at 9:00 AM EST (8:00 AM CT)
Live Video Conference/Facebook Live**

AGENDA

- | | |
|---|-----------------------|
| 1. Call to Order | William O'Mara |
| 2. Opening Statement | Legal Services |
| 3. Roll Call | Sherry Rankin |
| 4. Public Comment | Sherry Rankin |
| 5. Approval of Meeting Minutes – October 19, 2023* | William O'Mara |
| 6. KPPA Executive Director Search* | William O'Mara |
| 7. Closed Session* | William O'Mara |
| 8. Next Meeting Date* | William O'Mara |
| 9. Adjourn* | William O'Mara |

****Committee Action May Be Taken***

**MINUTES OF MEETING
KENTUCKY PUBLIC PENSIONS AUTHORITY
SPECIAL CALLED
AD HOC EXECUTIVE DIRECTOR SEARCH COMMITTEE
OCTOBER 19, 2023, 10:00 A.M., E.T.
VIA LIVE VIDEO TELECONFERENCE**

At the October 19, 2023, Special Called Meeting of the Ad Hoc Executive Director Search Committee of the Kentucky Public Pensions Authority, the following Committee members were present: William O’Mara (Chair), Betty Pendergrass, Lynn Hampton, and Keith Percy. Staff members present were David Eager, Victoria Hale, Lori Casey, Shaun Case, Katie Park, and Sherry Rankin.

Mr. Percy called the meeting to order.

Ms. Hale read the Opening Statement.

Ms. Rankin called roll.

There being no ***Public Comment***, Mr. Percy introduced the agenda item ***Appointment of Officers – Chair and Vice-Chair (Video 00:07:23 to 00:08:13)***. A Vice-Chair was not required, said Ms. Hale. Mr. Percy wished to appoint Mr. Bill O’Mara as Chair of the KPPA Ad Hoc Executive Director Search Committee. Mr. O’Mara accepted the role of Chair and continued the meeting.

Mr. O’Mara introduced the agenda item ***Discussion and Decision on Initial Steps – Executive Director Search (Video 00:08:14 to 00:47:50)***. Mr. O’Mara requested that all KRS and CERS Trustees be contacted and asked to provide the three (3) most important traits, skills, experiences, and/or emphasis that they believe are important for an Executive Director to possess. Mr. Eager and the KRS and CERS CEOs should also be asked to submit a response, said Mr. O’Mara.

Mr. O'Mara requested administrative support for the Committee from Ms. Lori Casey or Ms. Sherry Rankin. Ms. Casey agreed to provide primary support. Mr. O'Mara directed Ms. Casey to reach out to the Trustees by close of business to request their responses to the above prompt. Next, the Committee Members discussed locations for posting/announcing the opening. Mr. O'Mara suggested that an overview/description of KPPA be included in the job posting.

There was discussion regarding the application process. Ms. Casey stated that the Personnel Cabinet may allow candidates to apply through the State's MyPurpose system despite the Executive Director being a contracted position. Compensation was briefly discussed. Mr. Eager offered to share the most recent NASRA Compensation Survey and other compensation information with the Search Committee.

The Committee reviewed the Executive Director position description as written in the KPPA Bylaws. Ms. Pendergrass recommended that any changes made to the position description also be amended in the bylaws. Mr. O'Mara suggested that a list of responsibilities of the Kentucky Public Pensions Authority as an administrative body be added to the description. The number of employees and beneficiaries, assets under management, and funding status should be included in the description, said the Committee Members.

Next, the Committee discussed next steps and a tentative timeline for the recruitment. The Members set a target candidate selection date of April 1, 2023.

Mr. O'Mara requested that all Trustee responses received by Ms. Casey be submitted to the Committee for review no later than Wednesday, October 25, 2023. The input received would also be reviewed at the next scheduled meeting of the KPPA Ad Hoc Executive Director Search Committee. Additionally, the following items would be discussed at the next meeting of the KPPA Ad Hoc Executive Director Search Committee; (1) collection of posting locations; (2) drafted KPPA Organization Description; and (3) drafted Executive Director Position Description. Mr. O'Mara noted that the presented position description may be amended due to the input received from Trustees. He also requested that Staff present the aforementioned compensation information to the Committee at their next scheduled meeting. Mr. Eager encouraged the Committee allow ample time for a transition period.

The next meeting of the KPPA Ad Hoc Executive Director Search Committee was scheduled for Friday, October 27, 2023, at 9:00 a.m. EST.

Closed Session – None.

There being no further business, Mr. O'Mara ***adjourned*** the meeting.

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CERTIFICATION

I do certify that I was present at this meeting, and I have recorded above the action of the Committee on the various items considered by it at this meeting. Further, I certify that all requirements of KRS 61.805-61.850 were met in connection with this meeting.

Recording Secretary

I, as Chair of the KPPA Ad Hoc Executive Director Search Committee of the Kentucky Public Pensions Authority, do certify that the Minutes of the meeting held on October 19, 2023, were approved by the Audit Committee on October 27, 2023.

Committee Chair

I have reviewed the Minutes of the KPPA Ad Hoc Executive Director Search Committee Meeting on October 19, 2023, for form, content, and legality.

Office of Legal Services

KENTUCKY PUBLIC PENSIONS AUTHORITY STATEMENT OF BYLAWS AND COMMITTEE ORGANIZATION

Section 1.4 EXECUTIVE DIRECTOR RESPONSIBILITIES

- I. The Executive Director shall appoint all employees deemed necessary to transact the business of the KPPA, except for the employees who report directly to the KPPA Chief Auditor. The KPPA Executive Director shall be responsible for oversight and implementation of agency-related human resources management, e.g., affirmative action and similar matters. All employees of the KPPA, except for the Executive Director, the Chief Auditor, the Executive Director of the Office of Investments, and the Deputy Executive Director of the Office of Investments shall be subject the state personnel system established pursuant to KRS 18A.005 to 18A.204 and shall have their salaries determined by the secretary of the Personnel Cabinet.
- II. The Executive Director shall seek appropriate input from the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System and the Investment Committee Chairs of the Board of Trustees of the Kentucky Retirement Systems and the Board of Trustees of the County Employees Retirement System regarding the hiring, firing, and performance evaluations of the Executive Director of the Office of Investments. The Executive Director shall also have personnel authority over all employees of the Office of Investments. However, all Office of Investments employees, including the Executive Director of the Office of Investments, shall take direction on investment management and performance from the Investment Committees of the Board of Trustees of the Kentucky Retirement Systems and the Board of Trustees of the County Employees Retirement System.
- III. The Executive Director will coordinate with the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System to develop a biennial budget and necessary budget amendments for approval by the KPPA and shall submit the budget to the Governor's office. The KPPA biennial administrative budget will include the budgets of the Kentucky Retirement Systems and the County Employees Retirement Systems. The Executive Director (or designee) shall present a budget-to-actual expenditure analysis to the KPPA at each regular quarterly meeting of the KPPA.
- IV. The Executive Director shall ensure that information and records management is comprehensive and efficient, and shall ensure that a disaster recovery plan, continuity of operations plan, and policies to ensure cyber-security are developed and maintained.
- V. The Executive Director shall develop recommendations for improvements and revisions of KPPA Board policies and submit such revisions for KPPA Board approval. The Executive Director shall ensure that approved policies are implemented in conformance with statutes, regulations, and relevant policies of the Kentucky Retirement Systems and the County Employees Retirement System.
- VI. The Executive Director shall collaborate with the KPPA Office of Legal Services to monitor litigation affecting the KPPA and the Kentucky Retirement Systems, and the County

Employees Retirement System, jointly. The Executive Director shall report significant relevant developments to the KPPA Board. Litigation affecting only the Kentucky Retirement Systems or only the County Employees Retirement System shall not be reported to the KPPA.

- VII. The Executive Director shall collaborate with the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System in acting as legislative liaison and represent the KPPA at legislative hearings and other legislative meetings. The Executive Director will review proposed legislation that is likely to affect the KPPA, the Kentucky Retirement Systems, and the County Employees Retirement System and advise the KPPA Board about pending legislation.
- VIII. The Executive Director shall collaborate with the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System to provide technical assistance to the members of the General Assembly, the Governor's office, and state and local government officials.
- IX. The Executive Director shall collaborate with the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System to recommend legislative or regulatory changes and propose draft language.
- X. The Executive Director shall implement any statutory or regulatory changes and take appropriate action to conform to state and federal law.
- XI. The Executive Director shall sign all documents necessary to promulgate or amend an administrative regulation on behalf of the KPPA in accordance with KRS 13A.220 and KRS 61.505(1)(f).
- XII. The Executive Director shall collaborate with the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System to communicate with the mass media and other agencies, entities, or institutions, including responding to correspondence or inquiries addressed to the KPPA.
- XIII. The Executive Director shall assist the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System in coordinating reciprocal benefits with the other state administered retirement systems in Kentucky.
- XIV. In the case of emergency conditions that threaten the functioning of the KPPA, the Kentucky Retirement Systems, or the County Employees Retirement System; the preservation or protection Kentucky Retirement Systems' property or assets or the County Employees Retirement System's property or assets; vital data; or the health and safety of any person, and where a quorum of the KPPA Board is unavailable, the Executive Director may take actions necessary to prevent or mitigate the threat, even if a vote of the KPPA Board would otherwise be necessary to take such action. When a quorum of the KPPA Board becomes

available, any such actions taken by the Executive Director shall be reviewed and ratified as necessary.

- XV. The Executive Director shall designate KPPA staff to act as the Records Custodian for the KPPA, the Kentucky Retirement Systems, and the County Employees Retirement System, and shall ensure compliance with Kentucky's Open Records Act, KRS 61.870, et seq.
- XVI. The Executive Director shall ensure that all Board and/or Committee meeting materials are distributed to Trustees at least one week in advance of the meeting to allow Trustees ample time to review documents.

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2022 NCPERS Compensation Study



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Chief Technology Officer
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Member Services/Benefits Director

Executive Summary

In early 2022, the National Conference on Public Employee Retirement Systems (NCPERS) met with a small group of member funds to explore a compensation study. The goal was to compare the benefits offered to senior employees to help ensure these key positions were filled with skilled and qualified staff.

In January, this group along with the non-profit research firm Cobalt Community Research began developing an approach and questions to gather this information in a high-quality, affordable way. The result is this pilot study.

Cobalt mailed an invitation to participate to 509 of the largest systems in the US Census database, based on the number of active and retired participants. All US-based funds with active NCPERS memberships, regardless of size, were also invited to participate. The study received 153 valid responses, which produced a 30.1 percent response rate and a margin of error of +/- 6.6 percent with a 95 percent confidence rate (+/- 5.5 percent with a 90 percent confidence). These funds represent over 9 million active and retired individuals and almost 12,000 staff.

The data are presented in an interactive dashboard created in Tableau. Fund names are not included to protect the anonymity of the respondents. Funds are able to filter data in a number of ways to help optimize the mix of funds to which they would like to compare themselves. Filters include elements such as type of participants served (public safety, state, local, etc.), size of fund by participant, number of systems administered, number of fund staff, number of fund investment staff, and how assets are managed.

In addition, each position can also be filtered by assets, tenure, full time/part time, and if the position has multiple roles.

While this first year was designed to test the concept and gather initial information, there were several observations of note:

About 63 percent of respondents indicated that attracting and retaining skilled staff to these roles is a problem or is expected to become a problem soon.

The wages and potential bonus levels of most positions correspond with the size of the fund they administer; however, funds from \$50 billion to \$100 billion often are the highest paying funds for specific positions.

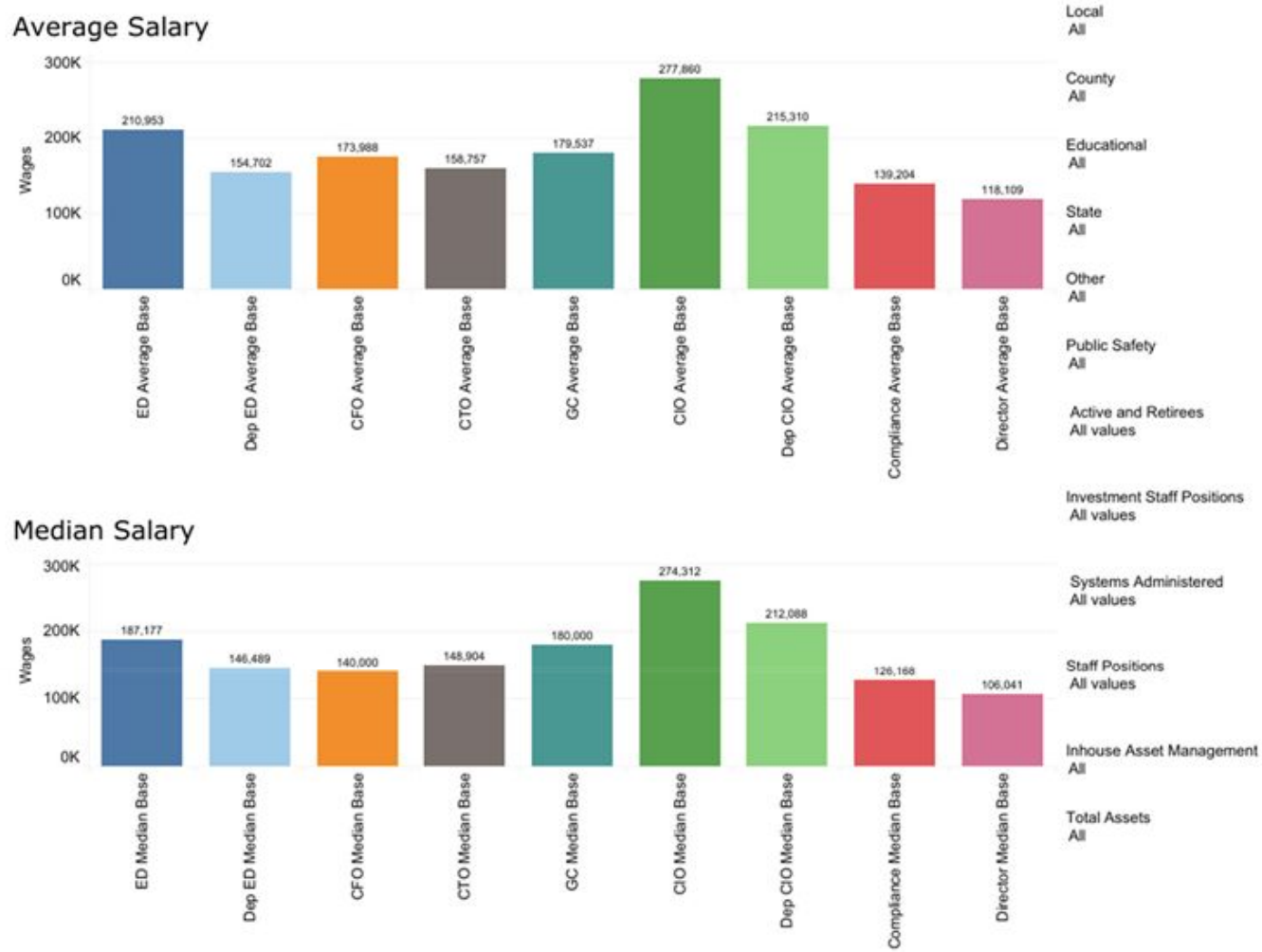
The positions with the highest salaries are the Chief Investment Officer (CIO) and the Deputy CIO. Executive Directors received the third highest salary overall.

As with salaries, the highest potential bonus amounts are available to the CIO, the Deputy CIO, and the Executive Director.

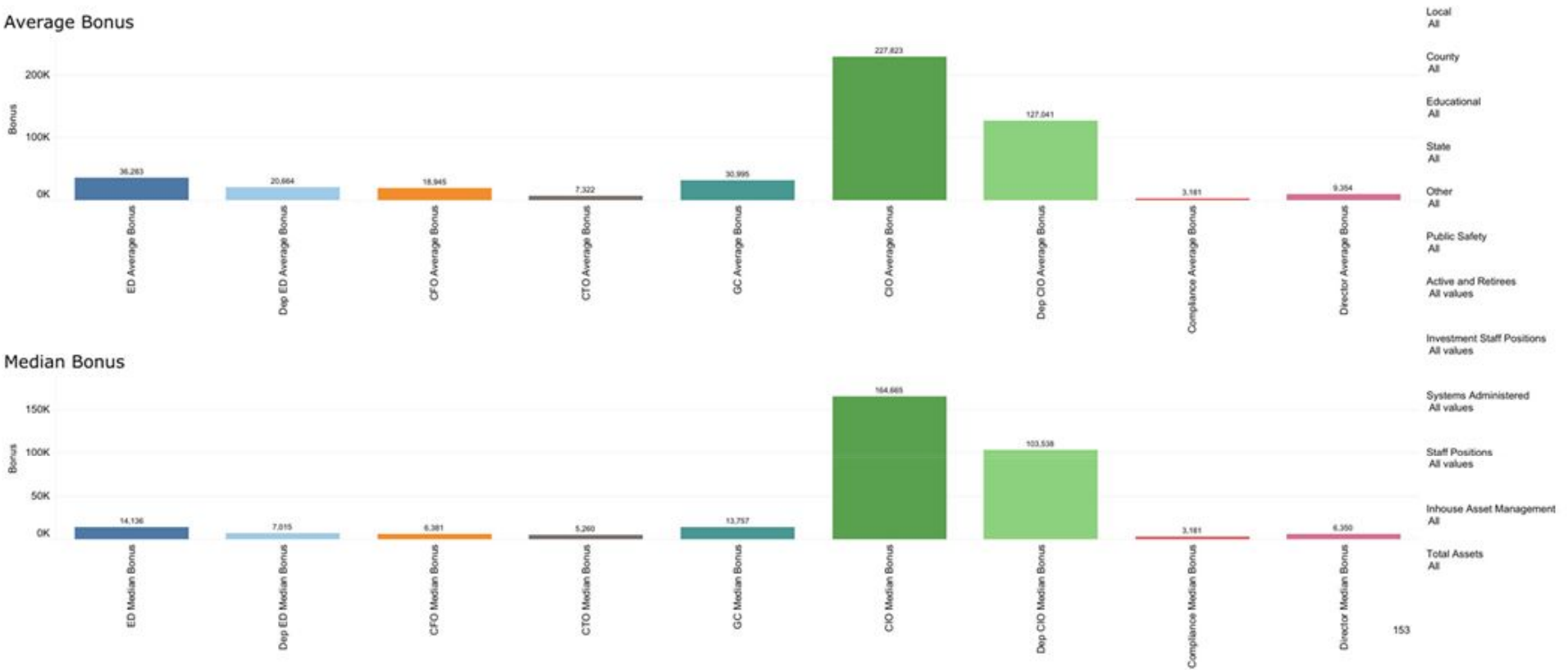
Most responses were from funds covering local employees or public safety employees. Most funds also were responsible for managing their own budget, employment, and wages. Benefits/HR was generally handled by the plan sponsor.

Traditional health, life insurance, dental, and vision were the most commonly provided benefits. Only about 7 percent offered no benefits at all.

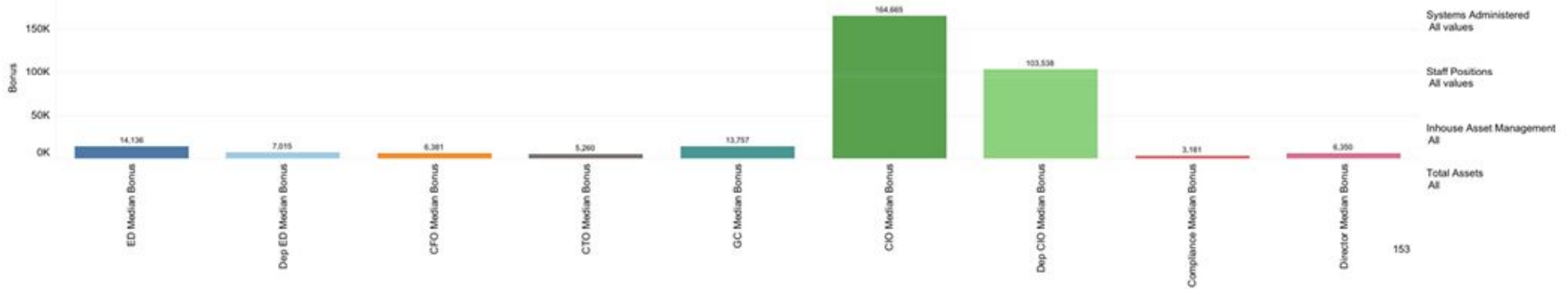
Union participation in these senior roles is very uncommon, with the greatest union participation in the member services director/benefits administrator role at 3.9 percent.



Average Bonus

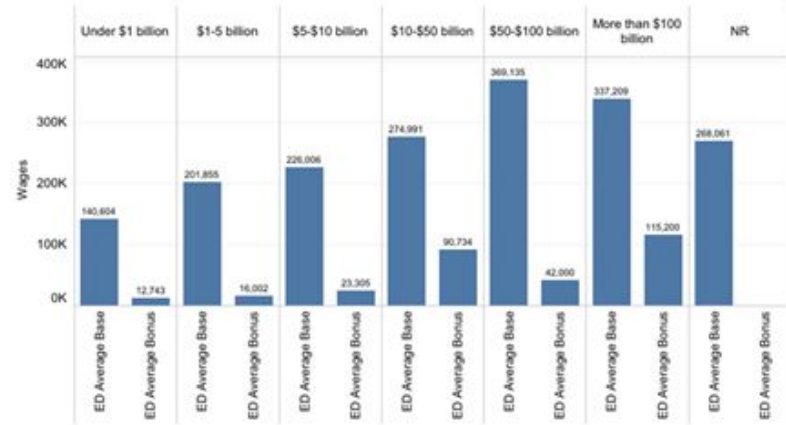


Median Bonus

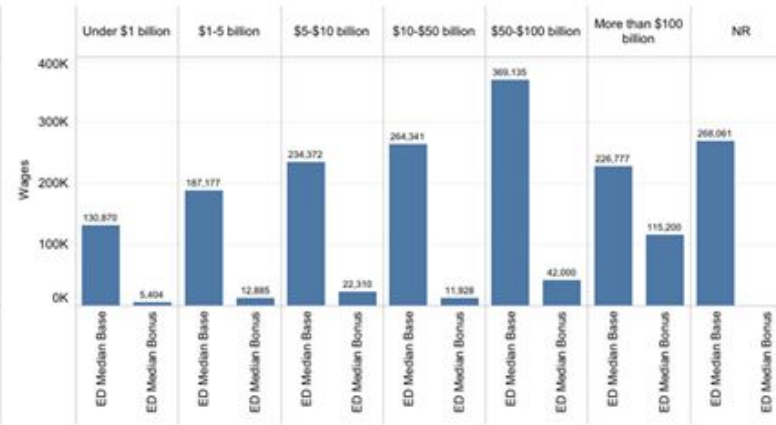


Executive Director Compensation

Average Salary by Fund Assets



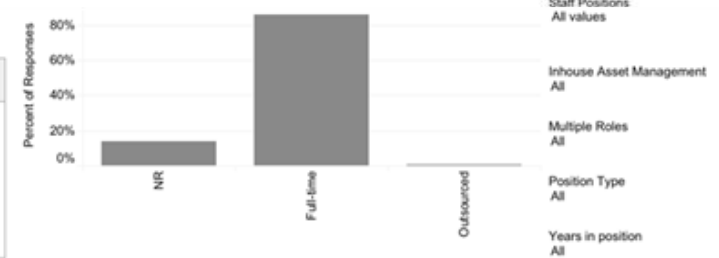
Median Salary by Fund Assets



Average Salary by Fund Assets and Tenure

Exec Dir: Years in position (bin)	Fund Assets						
	Under \$1 billion	\$1-5 billion	\$5-\$10 billion	\$10-\$50 billion	\$50-\$100 billion	More than \$100 billion	NR
ED Average Base							
NR	90,000		235,599				
0	143,360	203,266	252,060	253,639	369,135	286,345	
5	152,098	201,053	224,189	255,223			
10	160,000	239,686	147,335	312,202		607,011	
15	85,000	163,975				220,000	
20	149,515	180,738		196,210			
25	111,500	226,032					
30	100,000			277,938			
35	138,125						
40							

Position



[Roles and Other Responsibilities](#)

- Local All
- County All
- Educational All
- State All
- Other All
- Public Safety All
- Active and Retirees All values
- Investment Staff Positions All values
- Systems Administered All values
- Staff Positions All values
- Inhouse Asset Management All
- Multiple Roles All
- Position Type All
- Years in position All

KPPA Executive Director

The Kentucky Public Pensions Authority (KPPA) is seeking to appoint a new Executive Director to succeed David Eager, who has announced his upcoming retirement. The Executive Director is responsible for the overall management of some 250 employees and the numerous operations of the KPPA, which currently has over 421,000 members and nearly \$24 billion in assets. The Executive Director represents the pensions authority on public policy matters, including issues before the Kentucky General Assembly, and serves as the KPPA liaison to Executive Branch agencies and the general public.

Duties of the KPPA Executive Director include but are not limited to:

- ❖ Appoints all employees deemed necessary to transact the business of the KPPA, except for the employees who report directly to the KPPA Chief Auditor.
- ❖ Oversees and implements agency-related human resources management, e.g., affirmative action and similar matters.
- ❖ Coordinates with the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System to develop a biennial budget and necessary budget amendments for approval by the KPPA and shall submit the budget to the Governor's office. Executive Director (or designee) shall present a budget-to-actual expenditure analysis to the KPPA at each regular quarterly meeting of the KPPA.
- ❖ Ensures that information and records management for KPPA is comprehensive and efficient, and ensures that a disaster recovery plan, continuity of operations plan, and policies to ensure cyber-security are developed and maintained.
- ❖ Develops recommendations for improvements and revisions of KPPA Board policies and submit such revisions for KPPA Board approval. The Executive Director shall ensure that approved policies are implemented in conformance with statutes, regulations, and relevant policies of the Kentucky Retirement Systems and the County Employees Retirement System.
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- ❖ Implements any statutory or regulatory changes and take appropriate action to conform to state and federal law.
- ❖ Signs all documents necessary to promulgate or amend an administrative regulation on behalf of the KPPA in accordance with KRS 13A.220 and KRS 61.505(1)(f).
- ❖ Collaborates with the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System to communicate with the mass media and other agencies, entities, or institutions, including responding to correspondence or inquiries addressed to the KPPA.
- ❖ Assists the CEOs of the Kentucky Retirement Systems and the County Employees Retirement System in coordinating reciprocal benefits with the other state administered retirement systems in Kentucky.
- ❖ In the case of emergency conditions that threaten the functioning of the KPPA, the Kentucky Retirement Systems, or the County Employees Retirement System; the preservation or protection Kentucky Retirement Systems' property or assets or the County Employees Retirement System's property or assets; vital data; or the health and safety of any person, and where a quorum of the KPPA Board is unavailable, the Executive Director may take actions necessary to prevent or mitigate the threat, even if a vote of the KPPA Board would otherwise be necessary to take such action. When a quorum of the KPPA Board becomes available, any such actions taken by the Executive Director shall be reviewed and ratified as necessary.
- ❖ Designates KPPA staff to act as the Records Custodian for the KPPA, the Kentucky Retirement Systems, and the County Employees Retirement System, and shall ensure compliance with Kentucky's Open Records Act, KRS 61.870, et seq.
- ❖ Ensures that all Board and/or Committee meeting materials are distributed to Trustees at least one week in advance of the meeting to allow Trustees ample time to review documents.

Ideal Candidate

The ideal candidate will be an experienced and highly ethical professional possessing outstanding interpersonal, technical, and management skills. They will be able to immediately assume a leadership role and have a track record of maintaining strong teams and engaging staff for maximum development. The Executive Director will build and maintain trust, mutual respect, and close relationships with the Boards, the Executive team, and all internal and external stakeholders. A working Executive Director adept to decision-making and establishing clear roles and responsibilities who also possesses the ability to navigate conflicts and differences of opinions that can arise in the public arena is essential in this role. A dedication to success of the organization will serve the next Executive Director well.

The position is based at KPPA's office in Frankfort, Kentucky.

Qualifications

The candidate must be able to demonstrate the following:

- Experience leading organizations of similar scale and complexity
- Experience executing multi-year, large-scale plans, and projects
- Exposure to and involvement in relationships with boards and external stakeholders
- Exposure to and involvement in relationships with government agencies
- Having worked at reputable, value-driven organizations

The candidate should also possess the following critical competencies:

- Shaping strategy
- Driving change
- Delivering results
- Influencing collaboratively
- Leading teams
- Developing talent

Graduate of a college or university with a bachelor's degree.

To be considered for this position, you will need to include a cover letter, detailed resume, and four references with your application. Your resume should include the staff size and budget that you have managed for each position that you have held.

Apply at: personnelcabinet.csod.com.

The final filing date for this position is December 31, 2023.



KENTUCKY PUBLIC PENSIONS AUTHORITY

David L. Eager, Executive Director

1260 Louisville Road • Frankfort, Kentucky 40601
 kyret.ky.gov • Phone: 502-696-8800 • Fax: 502-696-8822



Kentucky Public
Pensions Authority

Platform	Cost	Target Audience/Reach	Requirements	Run Time
Government Finance Officers Association (GFOA)	\$150 for active government members \$250 for associate members (private sector) \$500 for non-members	Over 2,000 unique page views per week	No character limit	4 weeks
Handshake	Free	College alumni/staff	No character limit	Unlimited
International City/County Management Association (ICMA)	Member - \$450 Non-Member - \$600	Local Government Professionals/12,000 visitors per month	Some limit – 150 characters	60 days
LinkedIn Recruiting	Free	Anyone	Free targeted recruiting, Can link to KPPA career page	Unlimited
National Association of Public Pension Attorneys (NAPPA)	Free for members	Public Pension Attorneys	No character limit. Can post job or link to KPPA career page.	Unlimited
National Association of State Retirement Administrators (NASRA)	Free for members	Public Sector Retirement / More than 2,000 page-views per month	No character limit	60 days
National Conference of Public Employee Retirement Systems (NCPERS)	Free for members	Pension Industry	No character limit. Can link to KPPA career page	Unknown/Blog posts appear to update monthly

National Institute on Retirement Security (NIRS)	N/A	N/A	Do not post jobs	N/A
Pensions & Investments (P&I)	Option #1 - \$2,678 - \$9,379 Option #2 - \$2,346	Retirement & Investment Executives, Asset Owners, Managers and Consultants	See below	60 days

Pensions & Investments (P&I)

Option 1 - Print, Digital & E-mail

- One print ad in Pensions & Investments’ Careers section
- 60-day posting on P&I Careers
- Minimum of 10 listings on P&I Daily e-mail
- Minimum of 8 listings on the P&I Digest e-newsletters
- Minimum of 2 listings on P&I Online Insider
- Minimum of 1 listing on P&I Issue Alert
- Minimum of 1 listing on P&I Editors’ Picks

Option 1 Rate

- 2” - \$2,678
- 4” - \$3,351
- 6” - \$4,422
- 8” - \$5,493
- 10” - \$6,436
- 12” - \$7,370
- 16” - \$9,379

Option 2 – Digital & E-mail

- Up to 60-day posting on Ponline.com/careers
- Minimum of 10 listings on P&I Daily e-mail
- Minimum of 8 listings on the P&I Digest e-newsletters
- Minimum of 2 listings on P&I Online Insider
- Minimum of 1 listing on P&I Issue Alert
- Minimum of 1 listing on P&I Editors’ Picks

No limit on size and can include live links

Option 2 Rate
\$2346