

**MINUTES OF MEETING
KENTUCKY PUBLIC PENSIONS AUTHORITY
SPECIAL CALLED MEETING
MEETING VIA LIVE VIDEO TELECONFERENCE
FEBRUARY 7, 2024, AT 10:00 AM ET**

At the Special Called Meeting of the Board of the Kentucky Public Pensions Authority held on February 7, 2024, the following members were present: Keith Peercy (Chair), Dr. Merl Hackbart, Lynn Hampton, William O'Mara, Betty Pendergrass, Jerry Powell and William Summers, V. Staff members present were David Eager, Victoria Hale, Lori Casey, Phillip Cook, Ashley Gabbard, Katie Park, and Sherry Rankin.

Mr. Peercy called the meeting to order.

Ms. Hale read the Legal Public Statement.

Ms. Rankin called roll.

There being no *Public Comment*, Mr. Peercy introduced agenda item *KPPA Ad Hoc Executive Director Search Committee Recommendations (Video 00:07:05 to 00:56:35)*. Mr. O'Mara provided an update on the KPPA Executive Director Search. He reported that 48 applications were received by the deadline of January 15, 2024. However, 19 of those applicants did not meet the minimum requirements of the position, said Mr. O'Mara. Per the directions of the Authority provided at its September 28, 2023, Board Meeting, the KPPA Ad Hoc Executive Director Search Committee presented the below recommended hiring process.

- 1) The Board delegate authority to the Committee to review the applications, to determine which candidates to extend interviews to, to conduct all necessary interviews and to make the recommendation on the candidate to be hired as Executive Director to the KPPA Board.
- 2) HR will contact Committee members to set the dates and times for the interviews and will schedule the interviews.
- 3) The Committee members shall send HR a list of questions each member wishes to be asked of all candidates. HR will review the questions for any duplicates or for any questions that cannot legally be asked and will remove those questions and compile the rest into one list. The

Committee members shall be prepared to discuss the questions and shall agree upon the questions to ask each candidate. The Chair of the Committee shall have the final decision on what the list of questions shall be. HR will then compile the final questions into one questionnaire.

- 4) The Committee shall interview the initial candidates via Zoom. All candidates will be asked the same questions at this stage. Follow-up questions may be asked based upon the answers given or based upon details in the candidate's application or resume. HR will monitor the questions being asked to ensure compliance and consistency.
- 5) After all initial candidates have been interviewed, the Committee shall meet, discuss the interviews, and determine if subsequent interviews are needed and, if so, schedule any subsequent interviews and determine the method of conducting those interviews (Zoom or in person).
- 6) The Committee shall meet and determine which person it will recommend as the next KPPA Executive Director and will bring this recommendation to the Board.

Mr. Summers raised concerns regarding the absence of diversity on the KPPA Ad Hoc Regulation Committee and promoted diversity in the applicant selection.

As requested by Dr. Hackbart, Mr. O'Mara described in detail the oversight of KPPA Human Resources Director, Lori Casey on the recruitment process.

The Authority discussed their lack of involvement in the final stages of the interview process. Dr. Hackbart suggested that the Committee provide the resumes of the top three candidates to the Authority for comment prior to the Committee selecting a candidate to recommend to the Authority.

Ms. Hampton added that a special called meeting may be useful to interview and/or discuss the top three candidates in a closed session. Mr. Powell and Ms. Pendergrass reported that the CERS Board of Trustees used this method in their search for the CERS CEO. The process was successful, said Ms. Pendergrass.

The following approaches were considered by the Authority Members; (1) the Ad Hoc Executive Director Search Committee would complete the necessary interviews to yield three top candidates. The resumes for these candidates would be provided to the Authority and discussed in closed session

at a special called meeting. Then, the Committee would use the comments and feedback given by the Authority to recommend a candidate to be hired as the Executive Director to the Authority. A final interview would be conducted by the Authority Members; or (2) the Ad Hoc Executive Director Search Committee would complete the necessary interviews to yield three top candidates. Then, the Authority would interview these three candidates.

Mr. Summers requested a meeting to discuss the how the applicant pool was processed by the Committee. He reiterated the importance of an equitable selection and diversity among candidates.

Due to the nature of the position, Dr. Hackbart encouraged the Authority to elect to thoroughly interview the top three candidates.

Mr. Summers emphasized the necessity of a recruitment process that ensures a diverse applicant pool. Mr. Percy and Ms. Casey advised that no demographic information is available to the Committee. Ms. Casey indicated that the application and recruitment process is set by the Kentucky Personnel Cabinet.

Next, how to conduct interviews was discussed (virtually or in person).

Dr. Hackbart made a motion to have the KPPA Ad Hoc Executive Director Search Committee conduct preliminary interviews via Zoom and recommend three candidates to the Authority. Then, the Authority would interview the top three candidates in person and recommend a candidate to the Committee. However, the KPPA Ad Hoc Executive Director Search Committee would produce a final recommendation to the Authority. The motion was seconded by Mr. Powell.

Ms. Hampton made an amendment to the motion made by Dr. Hackbart. Ms. Hampton proposed that the Committee share the resumes of the top three candidates with the Authority. If the Authority Members agree on a candidate, they may forgo the in-person interviews and make a final decision. There was no second to the amendment.

Dr. Hackbart amended his motion to include and accept items one through five of the recommended hiring process as outlined in the presented memorandum. Ms. Pendergrass clarified that the motion made by Dr. Hackbart modifies item six of the recommended hiring process. Mr. Powell seconded

the amended motion.

Mr. Summers made an amendment to the motion made by Dr. Hackbart. Mr. Summers proposed an amendment to have the Authority discuss the demographic information and resumes of the 29 candidates and how the KPPA Ad Hoc Executive Director Search Committee selected the final three candidates. This review and discussion should take place prior to the final in-person interviews, said Mr. Summers. Ms. Hampton seconded the amendment.

There was extensive discussion surrounding the importance of diverse representation/diversity in the applicant pool and the recruitment guidelines set by the Kentucky Personnel Cabinet to prevent discrimination. Ms. Casey reported that the hiring announcement had a broad reach as it was advertised in several publications as well as on LinkedIn. Mr. Summers reiterated the need for a diverse applicant pool and suggested that a search firm be used in future recruitments to ensure diversity.

Mr. Peercy summarized the motion and amendments on the floor. After further discussion, Ms. Hampton withdrew her second to the amendment made by Mr. Summers.

A roll call vote was taken: six (6) ayes; one (1) nay; and one (1) absent. Mr. Summers objected, however, the motion passed. He urged the Authority to intentionally work to reach diverse groups in future hiring endeavors. Ms. Hampton voted yes, with education in the future.

Closed Session – None.

There being no further business, Mr. Peercy *adjourned* the meeting.

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CERTIFICATION

I do certify that I was present at this meeting, and I have recorded the above actions of the Board 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 conjunction with this meeting.


Recording Secretary

We, the Chair of the Kentucky Public Pensions Authority and Executive Director, do certify that the Minutes of Meeting held on February 7, 2024, were approved on March 21, 2024.


KPPA Chair


Executive Director

I have reviewed the Minutes of the February 7, 2024, Kentucky Public Pensions Authority Meeting for content, form, and legality.


Executive Director, Office of Legal Services