

**MINUTES OF MEETING
COUNTY EMPLOYEES RETIREMENT SYSTEM BOARD
OF TRUSTEES AD HOC PERSONNEL COMMITTEE
JANUARY 10, 2023, AT 2:00 P.M. ET (1:00 P.M. CT)
VIA LIVE VIDEO TELECONFERENCE**

At the meeting of the County Employees Retirement System Board of Trustees Ad Hoc Personnel Committee held a special called meeting on January 10, 2023, the following members were present: JT Fulkerson, George Cheatham, and Michael Foster. Staff members present were Rebecca Adkins, Erin Surratt, Michael Board, Victoria Hale, Michael Lamb, Lori Casey, Ashley Gabbard, Glenna Frasher, Katie Park, and Sherry Rankin. Others present included were CERS CEO Ed Owens, III, KRS CEO John Chilton, CERS Trustee Betty Pendergrass, and Eric Branco with Johnson Bowman Branco, LLP.

Mr. Fulkerson called the meeting to order.

Mr. Board read the Legal Opening Statement.

Ms. Rankin called the roll.

There being no *Public Comment* submitted, Mr. Fulkerson introduced agenda item *Approval of Minutes – September 7, 2022 (Video 00:08:23 to 00:08:53)*. Mr. Cheatham made a motion and was seconded by Mr. Foster to approve the minutes as presented. The motion passed unanimously.

Mr. Fulkerson introduced agenda item *2023 CEO Performance Plan (Video 00:08:54 to 00:11:47)*. Ms. Pendergrass presented the CEO Performance Plan which included the CEO Job Tasks and Expectations and CERS Organizational ToDo List documents created by Ms. Pendergrass. There was no discussion. A motion was made by Mr. Cheatham and seconded by Mr. Foster to approve the CEO Performance Plan as presented. The motion passed unanimously.

Mr. Fulkerson introduced agenda item *CERS Personnel Policy Manual (Video 00:11:48 to 00:25:49)*. KPPA Human Resources Division Director, Ms. Lori Casey, advised that the changes and addition requested at the September 7, 2022, CERS Ad Hoc Personnel Committee Meeting had been incorporated into the presented CERS Personnel Policy Manual. Ms. Pendergrass added

that the language used in Section 3 – Duties and Qualifications of the CERS Personnel Policy Manual should mirror the language used in the CERS Bylaws. Mr. Eric Branco with Johnson Bowman Branco, LLP discussed additional changes to the Policy Manual. Ms. Adkins suggested that ‘shall’ be replaced with ‘may’ in Section 6 – Succession Planning to ensure that CERS is not required to hire an interim CEO upon vacancy of the position. Mr. Cheatham and Ms. Pendergrass expressed concern since the workload would fall on the CERS Board Chair (without additional compensation) if an interim CEO or permanent CEO was not hired immediately. Mr. Foster and Mr. Cheatham agreed with the suggestion of Ms. Adkins. Mr. Cheatham made a motion to approve the CERS Personnel Policy Manual as presented with the discussed modification to replace the language used in Section 3 with the appropriate language from the CERS Bylaws. Mr. Foster seconded the motion and the motion passed unanimously.

A motion was made by Mr. Cheatham and seconded by Mr. Foster to *adjourn* the meeting. The motion passed unanimously.

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CERTIFICATION

I do certify that I was present at this meeting, and I have recorded the above actions of the Trustees 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

I, JT Fulkerson, the Chair of the County Employees Retirement System Ad Hoc Personnel Committee, do certify that the Minutes of Meeting held on January 10, 2023, were approved on June 6, 2023.


Chair of the CERS Finance Committee

I have reviewed the Minutes of the January 10, 2023, CERS Ad Hoc Personnel Committee Meeting for content, form, and legality.


Executive Director
Office of Legal Services