

**MINUTES OF MEETING
COUNTY EMPLOYEES RETIREMENT SYSTEM
BOARD OF TRUSTEES
PERSONNEL COMMITTEE
JANUARY 22, 2025, AT 2:00 P.M. ET (1:00 P.M. CT)
VIA LIVE VIDEO TELECONFERENCE**

At the January 22, 2025, County Employees Retirement System (CERS) Personnel Committee Meeting, the following Committee members were present: J.T. Fulkerson, Dr. Patrica Carver, George Cheatham, Michael Foster, and William O'Mara. Staff members present were Ryan Barrow, Rebecca Adkins, Erin Surratt, Victoria Hale, Lori Casey, Kristen Coffey, Ashley Gabbard, Phillip Cook, Sandy Hardin, and Sherry Rankin. Others present included were CERS CEO Ed Owens III and Eric Branco with Johnson Bowman Branco, LLP.

1. Mr. Fulkerson called the meeting to order.
2. Mr. Branco read the Opening Statement.
3. Ms. Rankin called the roll.
4. Ms. Rankin noted there was one **Public Comment** submitted by Max Conyers, and it read as follows (*Video 00:05:44 to 00:06:54*):

"Is the CERS working to get cost of living adjustment to CERS retiree's pay? If not, my hope is that you will, given current rapidly growing inflation that has severely eroded CERS income. I believe the last one was 2013. Conditions have changed drastically. I understand keeping solvent but modest colas could help to avoid deep degradation to the income of CERS retirees. If can't or decide not too, I believe that this needs to be communicated clearly and transparently to all current and nonretired members so that they can plan/prepare for their/families future. Also, I would ask that you reference other good retirement systems in KY and USA to see if we are falling behind and are consistent with best practices for ensuring a strong County Employee workforce. Thank you!"

5. Mr. Fulkerson introduced agenda item ***Approval of Minutes – January 9, 2024*** (Video 00:06:54 to 00:07:33). Mr. Cheatham made a motion and was seconded by Mr. Foster to approve the minutes as presented. The motion passed unanimously.
6. Mr. Fulkerson introduced agenda item ***2025 CEO Performance Plan*** (Video 00:07:33 to 00:12:33). Mr. Fulkerson introduced the agenda item regarding the CERS CEO performance plan, highlighting efforts to align CEO performance goals with others in the agency, with assistance from Ms. Lori Casey. He mentioned there are approximately 10 employees within the system who are outside 18A, and their performance plans and goals are set on the state system. Mr. Fulkerson introduced Ms. Casey to present the 2025 CEO Performance Plan.

Ms. Casey reviewed current state employee evaluations and used this information to draft the 2025 performance plan for Mr. Owens III. State employees have six basic competencies, with supervisors having three additional competencies: team leadership, change management, and talent management. Competencies account for 50% of the evaluation rating, with the other 50% made up of job-specific tasks, typically three to five in number.

While presenting the updated plan, Ms. Casey emphasized the importance of aligning it with current employee evaluation processes. Mid-year reviews are held in July, with the annual review in January of the following year. Mr. Cheatham noted the benefit of mid-year reviews to ensure targets are met and to address any changes.

Mr. Cheatham made a motion to approve the 2025 CEO Performance Plan as presented and amended. Dr. Carver seconded the motion, and the motion passed unanimously.

7. Mr. Fulkerson introduced agenda item ***CERS Trustee Election Update*** (Video 00:12:33 to 00:13:58). Ms. Coffey presented an update on the CERS 2025 Election. As of yesterday, January 21, 2025, electronic ballots were sent out early in the morning, followed by paper ballots in the afternoon. She noted the election is now open, and ballots are available. As of this morning, approximately 1,033 individuals had already cast their votes electronically. Paper ballots will take a few days to return, as they need to be marked

and sent back for processing. The election closes on March 1, 2025, and the results will be available by March 15, 2025.

8. Mr. Fulkerson introduced agenda item ***Trustee Education*** (*Video 00:13:58 to 00:29:12*). Mr. Ed Owens III presented the CERS Trustee Education Hours Summary for Fiscal Year 2024-2025. The discussion covered topics such as the current state of trustee education, with two evaluation triggers on March 31 and June 30. Mr. Owen mentioned that he had discussions with Mr. Michael Board, Executive Director, Office of Legal Services, and John Chilton, KRS CEO, about potentially changing the training year to align with the calendar year, simplifying the tracking of required training hours. They considered implementing a calendar-year model allowing new trustees to more easily manage and complete their required 12 training hours within a single year. The conversation touched on organizing offsite retreats at state parks for training completion. The possible challenges related to scheduling retreats, ensuring compliance with open meeting laws, and ensuring adequate facilities were also discussed. Mr. O'Mara proposed committing to a second-half retreat in 2025 to ensure consistency and equal opportunity for all trustees. The idea was noted as reasonable, and further investigation into the logistics of scheduling such events was agreed upon.

Additionally, the possibility of broadcasting retreats as open meetings and the associated technological challenges were addressed, with consensus leaning towards meeting legal requirements without necessarily broadcasting.

In summary, while there was agreement on moving to a calendar year for trustee education and planning offsite retreats, a final decision would be made once more definitive plans and dates could be established.

9. There being no further business, Mr. Fulkerson ***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 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, J.T. Fulkerson, the Chair of the County Employees Retirement System Personnel Committee, do certify that the Minutes of Meeting held on January 22, 2025, were approved on June 11, 2025.

Chair of the CERS Personnel Committee

I have reviewed the Minutes of the January 22, 2025, CERS Personnel Committee Meeting for content, form, and legality.

Executive Director
Office of Legal Services