



# Wyoming Retirement System

*Partnering to Build Financial Security for Members and their Families*

**Mark Gordon**  
Governor

**David Swindell**  
Executive Director

## **MINUTES OF THE FEBRUARY 19th & 20th 2020 BOARD MEETING**

The Wyoming Retirement System Board met on February 19th & 20th 2020 at the Cheyenne Botanic Gardens - 710 S Lions Park Drive, Cheyenne, WY 82001.

**Board Members present:** Ms. Laura Ladd (Chair), Mr. Tom Chapman (Vice-Chair), Mr. Eric Nelson, Mr. Tim Sullivan, Mr. Mike Ceballos, Ms. Vicci Colgan, Mr. Keith Hay, Ms. Kay Watson, Mr. Brian Foster and Treasurer Curt Meier.

**Board Member present remotely:** Mr. Garth Shanklin.

**Wyoming Retirement System Staff present:** Mr. David Swindell, Mr. Sam Masoudi, Mr. Ben Brandes, Mr. Mike Bleakley, Ms. Rachel Kelley, Ms. Kate Mumford, Mr. John Kreiter, Mr. Andy Mayer, Mr. Ben Bowman, Mr. Adam Waddell, Ms. Laura Bowen, Mr. Dale Meyer, Mr. George Eason, Mr. Joe Briones, Mr. Dan Paradis, Mr. Casey Rogstad, Ms. Andi Odell and Ms. Shuyeh Wang Liu.

**Others in Attendance:** Ms. Mika Malone, Mr. Nick Erickson and Ms. Paola Nealon from Meketa, Ms. Rebecca Zisch from the Attorney General's Office, Ms. Lisa Jerde Spillman from the Treasurer's Office, Ms. Alison Adams & Mr. Beau Burggraff from RVK, Mr. Paul Wood from GRS, and Ms. Andrea Perdue & Mr. Alan Bezozza from Colony Capital.

**From the public:** Ms. Anastasia Marchese from ESPC, Mr. Ron Sniffin from WEA.

**Legislative Liaisons absent:** Representative Andy Schwartz, Senator Jeff Wasserburger, Senator Dave Kinskey, and Representative Don Burkhart.

Ms. Ladd called the meeting to order at 12:50 p.m. on February 19th 2020.

### **LEGISLATIVE & BENEFITS**

**Legislative & Benefits Committee Members present:** Mr. Eric Nelson (Chair), Mr. Brian Foster, Mr. Tim Sullivan, and Ms. Laura Ladd.

**Legislative & Benefits Committee Member present remotely:** Mr. Garth Shanklin.

**Non-Committee Board Members present:** Ms. Vicci Colgan, Mr. Tom Chapman, Ms. Lisa Jerde Spillman (representing Treasurer Curt Meier), Mr. Keith Hay, Ms. Kay Watson and Mr. Mike Ceballos.

Ms. Ladd handed the meeting over to Legislative & Benefits Chair Mr. Eric Nelson. Mr. Swindell gave an update on legislative matters starting with SF 51 - the Law and Warden/Patrol Plans contribution increase. There had been some objection to this bill including a newspaper article by a

highway patrolman who felt that the bill was unfair and a heavy burden to members. Senator Kinskey had requested the impact on the general fund and of a 50/50 split. If the proposed adoptions to the Law Plan are made, the plan will exceed 100% funding in 20 years. The Warden & Patrol plan would not see the funding gains as quickly because the Plan has more retirees than active employees.

Mr. Swindell discussed SF 108 - a bill intended to increase contributions to the public employee plan at 66 basis points per year balanced between the employee and employer, in addition to increasing the retirement age to 67 in all plans, and changing the "Rule of 85" from 85 to 90. The bill would change the plan's funded status to 101% in 20 years. Concerns have been expressed by several agency heads on the effects of hiring and retaining quality employees if the bill should pass. Mr. Swindell noted that all surrounding states have a retirement age of 65 or younger, except for New Mexico & South Dakota, whose age is 67. Mr. Swindell stated that the bill came from the Senate Appropriations Committee. The Board discussed whether it could take a position on the bill that could be conveyed to the Governor. There was agreement that the Board had not had sufficient time to study the impacts of the bill and form an opinion. WRS is still phasing in the last contribution increase, part of which will occur in July 2020. Concerns were expressed about the timing of the bill, potential negative impacts on the employee benefit package, implications on implementing COLAs, and the implications of the goal of achieving 100 percent funded status. 100% is a good goal but does not indicate a healthy or unhealthy plan and it disregards the positive strides that WRS has made. There had been very little change in the funded status in the last few years although there had been contribution increases and because of that there was frustration. The Board concluded that there is a lot to understand about the implications of the bill and the Board had not had adequate time to do so.

Mr. Swindell then discussed SF 124 - changes to the early retirement discount factor. He stated that the Board had previously approved in concept a change from 5% increase to 7% but subsequently learned that the change required legislative action. The next bill discussed was HB 112, which proposed a 13th check and excluded about 2/3rds of the current retirees (ones who have been retired for under 15 years). Mr. Swindell recognized Mr. Ron Sniffin from WEA who was in the room and has been working with WRS on different bills. Mr. Nelson stated that the funding would come out of the corpus instead of the general fund, and asked if that was legal. Mr. Brandes stated that there is potentially conflict in the law with regard to when the legislature can propose COLAs and in regard to the funding status staying over 100% for a period of time. Mr. Nelson then asked for the Board's thoughts on the bill. The discussion centered on the Board's previous support for COLA's if funded from sources other than the retirement system, keeping in mind the Board's fiduciary duty to the funding status.

Mr. Nelson then re-directed the Board to back to SF 108 & SF 124. Ms. Ladd summarized by saying that the Board has concerns about the impacts of multiple changes to the employee package on employee retention. Concern was raised about the perception of Board inaction. But the Board concluded that they do not have the information to fully understand the impacts of the legislation. It was noted that the discussion was important but that no formal action was appropriate at this time.

Mr. Nelson then discussed the logistics of getting to the Legislative Breakfast the following morning. Ms. Kelley & Ms. Mumford explained the location of the breakfast and reminded Board members of the morning schedule. Ms. Kelley stated that 13 individuals had responded to the Legislative Breakfast invitation.

**Legislative & Benefits Committee adjourned at 2:25 p.m.**

## **INVESTMENT**

**Investment Committee Members Present:** Mr. Tom Chapman (Chair), Ms. Laura Ladd, Treasurer Curt Meier, Mr. Mike Ceballos and Mr. Tim Sullivan.

**Non-Committee Board Members Present:** Mr. Keith Hay, Ms. Kay Watson, Mr. Brian Foster, Ms. Vicci Colgan, and Mr. Eric Nelson.

**Non-Committee Board Member Present remotely:** Mr. Garth Shanklin.

Ms. Ladd reconvened the meeting at 2:42 p.m. and passed the Board meeting to Investment Committee Chair, Mr. Chapman. Mr. Masoudi began by going over the Investment Memorandum and discussed recent investment activities. The Investment team had been interviewing candidates for the 2020 summer internship program and were prepared to make one offer. They had completed their previous 5 year plan and were working on their next 5 year plan. Mr. Masoudi discussed the Portfolio Strategy Memo and how WRS asset allocation was designed to produce a 7% return over a long time period. WRS continues to be overweight to Emerging Market Equities relative to their composition within the global index by currently having 8.8% of the entire portfolio allocated.

Ms. Nealon from Meketa began their presentation. All asset classes beat the benchmark except for Private Debt in over the last 12 months, but Ms. Nealon reminded the Board to keep in mind that this is a short period of time to evaluate. According to Meketa, total Marketable Alternatives were driving the attribution effects over the prior 12 months. Ms. Nealon then discussed peer performance and stated that 70 peers were used as a metric to compare to WRS. Mr. Chapman mentioned that WRS is at an average weight in Equity and is still a top performer. Ms. Malone added that the asset allocation had really benefited the portfolio. Mr. Erickson then moved into asset allocation. Mainly due to higher prices and lower yields, most asset classes experienced a downward adjustment for long term expectations. Mr. Erickson discussed stress testing and the impacts of market movements.

Ms. Malone began discussing investment beliefs and highlighted how WRS stated their beliefs at the beginning of their Investment Policy. Ms. Malone asked for questions from the Board on how to further develop WRS's investment beliefs if needed. Ms. Ladd liked the idea of the Board going through the exercise of developing investment beliefs. It was discussed that this project could potentially be linked with the Governance Committee. Ms. Malone asked if there were any core principles that the Board wanted to state and if the WRS Board wanted to expand on them in a survey. Ms. Ladd asked who the audience would be for the core beliefs and Ms. Malone stated that the audience is the Board and staff. Ms. Ladd wondered if the IPS already encompasses many of those beliefs. Ms. Ladd queried the Board on whether this project would be a valuable endeavor. Mr. Foster stated it could be useful to determine measurable standards of beliefs. Ms. Colgan stated she thought using the Investment Policy to establish investment beliefs could be helpful. Mr. Chapman was unsure if it is necessary because he felt that the IPS provides these beliefs. Ms. Ladd stated that having the Board respond to the beliefs could be useful as they apply to the Funston recommendations.

Mr. Chapman then moved on to the currency hedging investment discussion. Mr. Kreiter stated the goal for WRS is to get to the upper left quadrant (low risk and high return) and that as a policy measure the team should be hedged back to the dollar since that's how all of its liabilities need to be paid. Mr. Masoudi stated that a hedge benchmark is important for guidance from the Board given the amount of tracking error possible. The WRS team recommends a structural 65% hedge ratio for the developed country marketable equity portfolio which would be rebalanced monthly and executed by their passive equity manager and Russell. Mr. Nelson asked if not hedging in the past had caused

volatility and what was the cost of hedging. Mr. Mayer responded that the goal is to limit the portfolio volatility that doesn't correspond with higher returns over the long term rather than increasing it. He mentioned that the rate differentials for a USD based investor between Developed Market currencies are at historically low levels and the cost is variable across time. Ms. Colgan asked for further explanation of hedging. Mr. Mayer provided an explanation - stating that converting stocks denominated in different currencies can cause a loss of money (dollars) and purchasing power over time even if the local price return is the same. By hedging they are buying the stock with derivative offsets for the currency exposure and therefore not making a bet on the value of the dollar relative to other developed market currencies.

According to Ms. Malone, Meketa does not see hedging as a return enhancer. Meketa recommends that if the Board has an expectation of how staff should hedge it should be stated. Mr. Nelson asked if it was a Board level decision and if it is necessary to have a stated hedging policy. Mr. Masoudi stated that the team currently had the freedom to make those hedging decisions and wants to know if the Board was comfortable with staff potentially acting as currency traders with roughly the value of 1/8 the portfolio. Ms. Ladd added that it was not necessary to make a decision today. Treasurer Meier would like an analysis about that volatility risk that hedging impacts. Mr. Sullivan stated that his recollection was that in the past, hedging was not necessary. Ms. Malone expressed that not choosing a hedging ratio was stating stock selection is more important, not that they are invested in euros or dollars. Mr. Mayer stated that he feels that this is an uncompensated risk, at very low cost to hedge that need not be taken. Mr. Kreiter stated that in Fixed Income the default is to completely hedge currency risk. Mr. Chapman stated that a decision will not be made on the hedging at the February Board meeting, but will be decided in May.

#### **Investment adjourned at 5:01 p.m.**

Mr. Swindell provided legislative updates on changes that had occurred during the day while the Board met. Mr. Bleakley asked for clarification on where the funding would come from for the proposed 13th check Bill. Ms. Ladd posed the question to the Board on where they felt the funding should come from. The Board agreed that the funding would come from the general fund because the Board is not in position to make a decision for the behalf of one specific beneficiary group.

#### **Meeting adjourned for the day at 5:05 p.m.**

#### **DEFERRED COMPENSATION**

**Deferred Comp Committee Members Present:** Ms. Vicci Colgan (Chair), Mr. Keith Hay, Ms. Kay Watson, and Mr. Eric Nelson.

**Deferred Comp Committee Member Present remotely:** Mr. Garth Shanklin.

**Non-Committee Board Members Present:** Ms. Laura Ladd, Mr. Tom Chapman, Mr. Tim Sullivan, Ms. Lisa Jerde Spillman (representing Treasurer Curt Meier), Mr. Brian Foster, and Mr. Mike Ceballos

Meeting called to order at 9:16 a.m. Thursday February 20th 2020. Ms. Ladd turned the meeting over to Deferred Compensation Chair Vicci Colgan. Ms. Colgan introduced Ms. Laura Bowen who was the interim Deferred Comp Manager with the departure of Ms. Polly Scott. Ms. Bowen began by discussing the status of the Deemed IRA. She gave some history on the evolution of the Deemed IRA. The Deemed IRA plan had evolved and it had come to light that automation was no longer an option which meant that the ease and security of the planned program would be more challenging.

Ms. Bowen stated to the Board that the staff recommendation was that the Deemed IRA project be halted for the time being. Ms. Colgan asked for clarification on the risk that exists if automation is not available. According to Ms. Bowen, the manual aspect created further risk. Ms. Colgan stated that neither Millennium Trust nor Empower would commit to a firm implementation date. Mr. Sullivan asked if there had been any dates proposed in the future by Millennium Trust or Empower and Ms. Bowen stated that there was not. Ms. Ladd asked if there was any contractual agreement that needed to be upheld. Ms. Bowen stated that the agreement was with Empower and not with Millennium Trust. Ms. Bowen expressed that if WRS did not proceed with the deemed IRA then there was no obligation. Ms. Ladd asked if Mr. Brandes had had a chance to review the legal agreements. Ms. Bowen stated that Mr. Brandes had reviewed the documents. Ms. Colgan stated that the Board had agreed to support with the implication that the go live would be available for the program. But it had been realized that the project would require much more work and should be tabled at this time. Ms. Bowen stated that the cost to create the data sharing on both ends was not affordable. Mr. Ceballos asked if WRS should be looking to other providers for service. Ms. Bowen did not feel that the project should be pursued and that another provider would be able to provide it at a lower cost. Mr. Nelson stated that if the dynamics change down the road then it should be revisited. Ms. Ladd said she thought the security risk was real and the shift to ask WRS to shoulder that risk was of concern.

**MOTION:** Mr. Keith Hay motioned to delay further work on the Deemed IRA because the implementation plan had changed. Seconded by Mr. Eric Nelson. Motion carries.

Ms. Ladd, Mr. Chapman & Mr. Swindell left to meet with the Governor. Mr. Nelson became interim Chair of the WRS Board Meeting moving forward.

Next was a discussion regarding the passage of the Secure Act and its impact on 457 Plans. Ms. Colgan passed the meeting over to Mr. Beau Burggraff & Ms. Alison Adams from RVK to discuss. According to RVK, with the passage of the Secure Act, the required minimum distribution age will increase and this change will apply to all qualified retirement plans, including governmental 457(b) plans (401(a), 401(k), and 403(b) plans. IRA and defined benefit pension plans are also affected. Ms. Ladd returned to Chair the WRS Board meeting, as the meeting with the Governor had been rescheduled. Mr. Ceballos requested a list of any actionable items related to the Secure Act from Mr. Burggraff. Mr. Burggraff noted that there were several notable provisions such as tax credits to small employers for starting plans, with additional credits for adding auto-enrollment. Mr. Burggraff then moved on to the Quarterly Executive Summary for the Deferred Comp Plan. He noted that Artisan had a nice 2018-2019. Ms. Ladd noted the outstanding performance results. Ms. Colgan asked if there were any other questions on the report.

**Deferred Compensation was adjourned at 10:01 a.m.**

#### **AUDIT COMMITTEE**

**Audit Committee Members Present:** Ms. Kay Watson (Chair), Mr. Brian Foster, Mr. Keith Hay, and Ms. Vicci Colgan

**Non-Committee Board Member Present remotely:** Mr. Garth Shanklin.

**Non-Committee Board Members Present:** Mr. Tom Chapman, Ms. Lisa Jerde Spillman (representing Treasurer Curt Meier), Mr. Tim Sullivan, Mr. Eric Nelson, Ms. Laura Ladd and Mr. Mike Ceballos.

Ms. Ladd passed the meeting to Audit Committee Chair, Ms. Watson. It was noted that there had been a staff change with the departure of Audit Manager Ms. Samantha Friedlan, and that the WRS team was working to recruit for the position. It was acknowledged that Mr. Waddell was handling the Audit department in the interim. Mr. Waddell began discussing the School District Audit on Cash Remuneration. Ms. Watson asked how many clean audits a school district must have before there will be no further audits. According to Mr. Waddell, if they have 2 years consistently then they would not be audited again. Mr. Waddell moved on to discuss the continued audits of Johnson County School District #1 - who had now had multiple clean audits over the last few years.

Next up for discussion, was the Sublette County Conservation District Audit, who will be audited again next year. It was stated that they will not be required to pay back the retroactive contributions that the audit discovered. Mr. Sullivan asked how much money that was. Mr. Waddell responded that for one employee the amount was \$25,000 and that the Director of the Conservation District had reached out to the WRS Audit team directly. Ms. Ladd asked if the Conservation District can afford to pay the amount back. Mr. Waddell stated that the Sublette County Board had met and that the amount is significant for a Conservation District of their size. Ms. Colgan asked if there is an obligation to enforce the debt. Mr. Brandes stated he had discussed the situation with Mr. Waddell and there is a general obligation to recoup the payments historically. Based on the audit findings it is recognized that there is a misunderstanding on the employer's side, and the employer is now working to correct it. There had been a discussion with the Conservation Board to potentially forgive part or all of the owed amount. Ms. Colgan asked if there is a legal opinion on these types of situations. Mr. Brandes stated that there will be a future shift in including the Legal Counsel in discussions about forgiving debt. Mr. Sullivan asked if there is a legal obligation to the employee of the Conservation District to pay the member's retirement. Mr. Swindell stated there is no obligation to pay for the previous period. It was a non-enrollment that was improper. Mr. Nelson stated that he was involved in a situation with the airport where the amount was recouped by WRS. Ms. Colgan stated that she did think recouping the money was part of WRS' fiduciary obligation.

Mr. Waddell discussed the Fund Performance Audit Reports. GMO Systematic Global, Cevian European Equities, and Carl Marks Strategic Opportunities Fund II were all audited. A 5 cent discrepancy was the only discrepancy found. Mr. Waddell stated that the following week Eide Bailly would be arriving as planned and would be reporting at the May 2020 Board Meeting. A Cyber Security Audit will be presented in the May Executive Session for the security of the system and any risks encountered. An Accounting Audit will also occur.

**MOTION:** Mr. Garth Shanklin moved to acknowledge receipt of the 2018 CAFR. Seconded by Mr. Keith Hay. Motion carries.

#### **Audit Committee adjourned 10:26 a.m.**

The Board discuss the Legislative Breakfast. Ms. Ladd asked for any thoughts on the breakfast. Ms. Colgan mentioned that she spoke with Rep. Burkhart who was concerned about methods of improving the funded status of the plan. Rep. Burkhart stated interacting with & educating the legislators was most important to him as legislator. Ms. Ladd said that it was expressed to her that there could be more creative solutions for a COLA or early retirement. The concept of whether or not the Board would consider sharing the expense for a COLA was relayed to Ms. Ladd; perhaps with a state match. It had been previously stated by the Board that it could not come out of the corpus fund.

## **INVESTMENT COMMITTEE Continued**

**Investment Committee Members Present:** Mr. Tom Chapman (Chair), Ms. Laura Ladd, Mr. Mike Ceballos, Mr. Tim Sullivan, and Ms. Lisa Jerde Spillman (representing Treasurer Curt Meier).

**Non-Committee Board Members Present:** Mr. Keith Hay, Ms. Kay Watson, Mr. Brian Foster, Ms. Vicci Colgan, and Mr. Eric Nelson.

**Non-Committee Board Member Present remotely:** Mr. Garth Shanklin.

Investment Committee reconvened at 10:58 a.m. Mr. Chapman proceeded with Funston report investment recommendations. The takeaways for Mr. Chapman were that the Investment Staff and the Board could do a better job of working with the consultant. Board Investment education was a critical element that could be improved. Mr. Ceballos brought up risk and how the conversation could be improved possibly through education. Ms. Ladd mentioned fees and having a better understanding of WRS's fee exposure and education on investments for the Executive Director. Mr. Sullivan stated that investment education should not be specific to the IC it should be for all Board Members. Mr. Swindell said that he, Mr. Foster, Mr. Bleakley, and Ms. Kelley will be looking at a Funston training in Beta format the following week. Mr. Chapman stated that the Investment team doesn't agree with some of the recommendations, like performance compensation for asset classes. Mr. Foster mentioned that an important focus of the Funston Report is on strategic alignment. Mr. Ceballos stated that there is a lot of budget autonomy mentioned in the Funston Report. According to Mr. Chapman, WRS does have more budget autonomy than some pension plans.

Mr. Chapman then moved on to the battle of the buckle. The high was 11.3 and the low -.8. Average guess of the Board was 7.2. Mr. Beau Burggraff was the winner and Ms. Rebecca Zisch was second, Mr. Chapman was third, and Rep. Bob Nicholas was fourth. There will be a request for guesses for 2020 sent out soon.

The Investment Committee continued discussing Currency Hedging. Ms. Ladd said she would like to not have to continually revisit it and is in support of staff moving forward with it. Mr. Sullivan requested an in-house study on tracking currency hedging over the next few years. Ms. Ladd does not think currency hedging is a Board decision although the staff has stated that they want Board delegation to the staff. Mr. Nelson said that he felt there was a specific ask from the Board on 65%. Mr. Masoudi said they could come back in May with a specific currency hedging memo on the range and the staff is in support of potential Board action. Mr. Chapman clarified that setting the range should occur July 1.

## **Digital Colony Presentation**

The team from Digital Colony spoke on Global Digital Infrastructure. Mr. Alan Bezozza began by stating that traffic continues to grow fast and people are starting to utilize video on the internet. YouTube is 35% of network traffic worldwide; next is Facebook. There is an overprovision on the fixed line access to bandwidth to people's homes. 80% of traffic is low quality video. There is less seeking of Wi-Fi because of mobile networks. The move to higher quality video will continue. According to Mr. Bezozza, the peak usage time is now from 6-8pm when people are home and watching TV. To take advantage of the lower band spectrum consumers need to purchase new phones. Biggest change is more spectrum is becoming available and technology is really evolving. The 5G deployment timing is dependent on new spectrum availability, market/competitive intensity, and nationalism. Mr. Sullivan had a question on whether or not in-home Wi-Fi could potentially go away. Hardline Ethernet cables would likely go away because the amount that is provisioned out is not needed. The presentation by the Digital Colony group was concluded at 12:22 p.m.

## **GOVERNANCE**

**Governance Committee Members Present:** Mr. Brian Foster (Chair), Mr. Mike Ceballos, and Ms. Vicci Colgan.

**Governance Committee Members Absent:** Mr. Tom Chapman and Ms. Laura Ladd.

**Non-Committee Board Members Present:** Mr. Keith Hay, Ms. Kay Watson, Mr. Brian Foster, Mr. Tim Sullivan, and Ms. Lisa Jerde Spillman (representing Treasurer Curt Meier).

**Non-Committee Board Member Present remotely:** Mr. Garth Shanklin.

The Board Meeting was reconvened at 1:04 p.m. Mr. Eric Nelson was Chair, as Ms. Laura Ladd & Mr. Tom Chapman had left to meet with Governor Mark Gordon. Mr. Nelson passed the meeting on to Governance Chair Mr. Brian Foster. The working Funston recommendation document was brought up on the screen and Board Members were shown how to access it and make comments within their committees. Mr. Nelson asked for clarification on each committee's approach to the document. Mr. Foster would like any comments on a Strategic Plan tie in and encouraged the Board to revisit WRS's Strategic Plan and look for the connections. Mr. Foster is looking for guidance on timeline from the Board for the staff. Ms. Colgan asked for mechanical direction on manipulating the document. Mr. Foster and Ms. Kelley will work on a legend to provide the committees with direction. Mr. Ceballos suggested having the committees put their comments in first and then refer back to the group as a whole. Mr. Nelson asked where to put additional ideas that are outside of the scope of the Funston Report. Mr. Foster stated that the Strategic Plan would be put in a workable document. Mr. Foster mentioned there would be some blending of committees and staff to dissect some of the Funston recommendations that require dual effort or don't have a specific committee assignment (ex: personnel). Mr. Foster asked the Board to focus on their assigned recommendations, but could add input to other recommendations as requested or needed.

Mr. Foster queried the Board on their ability to meet for a retreat in July. Mr. Ceballos asked about the possibility of adding in some training. Currently, the only discussion would be the Strategic Plan and Funston recommendations. The retreat would be facilitated. Mr. Ceballos also stated that the Board Self Evaluation should be a priority as well and could go hand in hand. Mr. Foster also mentioned a 360 Evaluation for the Board from Staff.

Mr. Foster then discussed goals. He requests that individual committees look at their individual goals. Ms. Colgan requested that there be continued discussion of trustee education. Mr. Bleakley discussed the possibility of each committee having training once a year. He also mentioned creating a curriculum for new and existing Board Members. Mr. Sullivan requested more insight on the different conferences with perhaps the degree of intensity of conferences listed. Mr. Sullivan asked for a move from 1 ½ day Board meeting to a 2 day with a one on one training opportunity for investment education in the morning.

Mr. Foster then moved on to discuss the Board Self Evaluations and Executive Director Evaluation. Mr. Bleakley mentioned that Governance would be moving to a more streamlined process. Ms. Ladd, Mr. Swindell, and Mr. Chapman rejoined the Board Meeting at 2:10pm after meeting with the Governor. Ms. Ladd then resumed her Chair responsibilities. Ms. Kelley will send out a Doodle poll for a potential June - July - August retreat. Ms. Ladd stated that Mr. Ceballos will step down from Governance and Mr. Shanklin will join Governance.

**Governance is adjourned at 2:21 p.m.**



**MOTION:** Ms. Watson motioned to move into Executive Session to discuss personnel. Seconded by Ms. Vicci Colgan. Motion carried.

**MOTION:** Board moved to adjourn Executive Session at 3:30 pm. and reconvene regular session. Motion carries.

Ms. Ladd reported the discussion held with the Governor that had just occurred that day.

### **CONFERENCE ATTENDANCE**

Ms. Ladd asked for conference updates. There were none, Ms. Ladd moved to approve the November 2019 Board Minutes.

**MOTION:** Ms. Watson motioned to approve November 2019 Board meeting minutes. Seconded by Ms. Colgan. Motion carries.

### **EXECUTIVE DIRECTOR'S QUARTERLY REPORT**

Mr. Swindell gave a summary of the 10-page quarterly report that was included in the Board packet and available upon request. The report provides highlights of his activities including organizational changes that have occurred along with statistics regarding all of the work accomplished by staff over the past 3 months. Ms. Ladd stated that if there are particular items that the Board needed to weigh in on, that Mr. Swindell put them at the top of the Executive Director's Report and make it noticeable to the Board. Mr. Swindell commended the WRS staff on their ability to be flexible and shoulder the burden of the recent transitions.

### **PUBLIC COMMENT**

Ms. Ladd asked for public comment. Seeing none. The Board meeting was adjourned.

**February Board Meeting was adjourned at 4:00 p.m. Thursday February 20th 2020.**