



**Missouri State Employees' Retirement System  
Strategic Planning and Governance Committee Meeting  
907 Wildwood Drive, Jefferson City, MO  
[www.gotomeeting.com](http://www.gotomeeting.com), Meeting ID 828-939-781  
January 31, 2025 – 8:00 a.m.**

## **AGENDA**

### **Open Session**

- Approval of Report from October 25, 2024, Committee Meeting (Action)
- Executive Director Evaluation Update (Action)
- Quarterly Strategic Planning Update (Action)
- FY26-30 Strategic Plan Overview
- Director's Comments

### **Executive Session**

#### **Closed Session per RSMo 610.021 (11)**

- Approval of Report from October 25, 2024, Committee Meeting (Action)

MISSOURI STATE EMPLOYEES' RETIREMENT SYSTEM  
STRATEGIC PLANNING AND GOVERNANCE COMMITTEE REPORT  
REGULAR SESSION  
MOSERS OFFICE, 907 WILDWOOD DRIVE, JEFFERSON CITY, MO  
WITH OPTIONAL VIRTUAL ATTENDANCE  
JANUARY 31, 2025 – 8:00 A.M.

Mr. Gary Findlay attended in person. Mr. Gary Metzger, Ms. Crystal Wessing, Ms. Jenny Jacobs, and Commissioner Ken Zellers attended virtually.

Attending from MOSERS: Abby Spieler, Executive Director; TJ Carlson, Chief Investment Officer; Cindy Dixon, Chief Operating Officer; Rochelle Reeves, General Counsel; Nicki Russell, Chief Auditor; Cindy Rehmeier, Manager of Defined Contribution Plans; Candy Smith, Chief Communications Officer; Lisa Verslues, Human Resources Officer; Jeremy Pond, Chief Financial Officer; Paul Moyer, Chief Technology Officer; Chris Maiura, Assistant Technology Officer; Pettina Duenckel, Executive Project Coordinator; and Debbie Johnson, Board Administrator. Andrea Binkley, Chief Benefits Officer; Lindsey Evers, Internal Auditor; and Shelby Murdock-Kempf, Associate Counsel, attended virtually.

Mr. Metzger called the meeting to order. Attendance roll call was taken.

Mr. Findlay moved to approve the regular session report from the October 25, 2024, Strategic Planning and Governance Committee meeting. Ms. Wessing seconded. Motion carried.

Ms. Spieler provided an update on the Executive Director Performance Evaluation Scorecard. Turnover reporting will now be provided by U.S. Mercer Turnover Survey and will be reported annually. The information provided on the peer median for the value added and information ratio is no longer readily available and has been removed from the document. The Sharpe ratio has been added to the evaluation scorecard.

Ms. Wessing moved to approve the Executive Director Performance Evaluation Scorecard revisions as presented and bring to the full Board for consideration. Commissioner Zellers seconded. Motion carried.

Ms. Spieler provided an update on the progress of the current strategic plan. Both the go-live timeline and employer training program under Member & Employer Relations Goal #2 (Increase knowledge of MOSERS policies and procedures among employers) are on track. MOSERS staff have completed all necessary work on Risk Management Goal #2 (Ensure that MOSERS continues to comply with federal IRS code provisions for qualified plans) in order to receive a qualification letter from the IRS; however, it could be the end of 2027 before a qualification letter is issued due to the IRS backlog. Measurement is 100% complete for any work under MOSERS' responsibility for Risk Management Goal #2 and should be noted as such on the plan's timeline.

Commissioner Zellers moved to update the Strategic Plan as outlined and bring it to the full Board for consideration. Mr. Findlay seconded. Motion carried.

Ms. Spieler provided an overview of the process, strategic themes, strategic results, and initiatives for the FY26-30 Strategic Plan. Nine initiatives under the themes of Service Excellence, Operational Efficiency, and Great Place to Work were presented by the respective initiative owners. A final draft of the initiatives, with measurements, is expected to be reviewed by the Strategic Planning and Governance Committee at its May 2, 2025, meeting and, if approved, submitted to the full Board for consideration at the May 29, 2025, meeting.

Ms. Spieler congratulated Candy Smith, Chief Communications Officer, for being named the 2024 Public Pension Communicator of the Year by the National Conference on Public Employee Retirement Systems (NCPERS).

At 9:31 a.m., in accordance with Section 610.021, RSMo, Ms. Wessing moved to go into executive session for the purpose of approving the executive session report from the October 25, 2024, Strategic Planning and Governance Committee meeting. Mr. Findlay seconded. A roll call vote was taken. Mr. Metzger, Mr. Findlay, Ms. Jacobs, Ms. Wessing, and Commissioner Zellers voted in favor of the motion. Motion carried.

Upon return to open session, Commissioner Zellers moved to adjourn the meeting at 9:33 a.m. Ms. Wessing seconded. Motion carried.

A handwritten signature in black ink, appearing to read "Gary Metzger", is written over a horizontal line.

Gary Metzger, Committee Chair