

## MINUTES

### North Dakota Public Employees Retirement System Wednesday, November 17, 2021 8:30 A.M.

Members in Person: Chairperson Mona Rindy  
Senator Dick Dever  
Ms. Kim Wassim  
Mr. Adam Miller  
Mr. Troy Seibel

Members Via Teams: Representative Pamela Anderson  
Ms. Yvonne Smith  
Mr. Dirk Wilke  
Ms. Casey Goodhouse

Others: Mr. Scott Miller, NDPERS  
Mr. Derrick Hohbein, NDPERS  
Ms. Rebecca Fricke, NDPERS

Chairperson Mona Rindy called the meeting to order at 8:30 A.M. Roll call was taken, and a quorum was present.

Chairperson Rindy called for any questions or comments regarding the minutes of the October 26, 2021 meeting. Ms. Lund will correct a typo in the minutes.

**MS. WASSIM MOVED TO APPROVE THE MINUTES OF THE OCTOBER 26, 2021 BOARD MEETING. THE MOTION WAS SECONDED BY SENATOR DEVER AND CARRIED BY VOICE VOTE. THE MINUTES WERE APPROVED.**

### GROUP INSURANCE

#### Health Plan Consultant Renewal

Staff brought forward a concern with the timing of issuing an RFP for a health plan consultant. The current contract with Deloitte ends June 30, 2022, which will be in the middle of working on actuarial analysis of any bills affecting the health plan and working on projections for the health plan renewal. Deloitte has provided a cost proposal to extend the contract by an additional 18 months.

**MS. WASSIM MOVED TO APPROVE THE EXTENSION OF THE HEALTH PLAN CONSULTANT CONTRACT WITH DELOITTE FOR AN ADDITIONAL 18 MONTHS, ENDING DECEMBER 31, 2023. THE MOTION WAS SECONDED BY MR. SEIBEL.**

**Ayes:** Mr. Wilke, Representative Anderson, Senator Dever, Ms. Goodhouse, Mr. Seibel, Mr. Adam Miller, Ms. Wassim, Ms. Smith, and Chairperson Rindy

**Nays:** None

**Absent:** None

**MOTION PASSED**

## **BOARD PLANNING**

The Board Planning portion of the meeting began at 8:40. Staff presentations included a review of retirement plans and group insurance plans administered by NDPERS, the agency budget and operations, legislative proposals, and identified strengths, weaknesses, opportunities, and threats (SWOT). Staff and the Board ended the meeting by discussing strategic planning.

### Plans

Mr. Scott Miller reviewed the retirement plans. He discussed each plan's funding status and outlined concerns for each.

**The Board took a short break at 10:00 A.M. The meeting resumed at 10:15 A.M., a quorum was present.**

Mr. Miller went over the group insurance plans administered by NDPERS. He discussed the status of the group health insurance plan for actives and presented challenges and concerns. The Board discussed the vendor change for the Medicare Part D plan.

### Budget

Mr. Derrick Hohbein presented an in-depth look at NDPERS' budget practices. He provided an overview of funding sources and administrative expenses and gave examples of expenditures that NDPERS has continuing appropriation for, as well as appropriated expenditures. Mr. Hohbein explained how money is spent and drilled down on the topics of salaries and operating expenditures. He talked about salary and benefits appropriations and FTEs. He discussed what encompasses 'other operating expenses', specifically technology expense and laid out the foundation for later discussion about historical budget practices and the challenges it presents. The Board looked at the current organization structure of the agency and discussed equity packages to address salary concerns, goals to achieve an ideal organizational structure, and operating expenses.

Ms. Smith left the meeting at 11:35 A.M.

Mr. Hohbein concluded his presentation with an overview of proposed budget change package requests.

**The Board took a break at 12:06 P.M. The meeting resumed at 12:40 P.M., a quorum was present.**

### Legislative Proposal Consideration

Mr. Scott Miller summarized earlier discussion and invited the Board to provide input regarding prioritization of the proposals as presented. The Board shared views about the order of priority for 1) FTE requests for a retirement processor lead, a receptionist, and a member services representative; 2) an equity package to address C-ratio concerns across the agency and make leads in the benefit enrollment and counseling areas; 3) Executive Director equity package to address market competitiveness concerns; 4) staffing needs in the event of a Defined Benefit Closure Bill; 5) staffing needs in the event of a self-insurance bill; 6) additional one-time request

to continue the additional PERSLink Business System programmer. The Board advised staff how to proceed with prioritizing the proposals brought forward.

The Board advised staff how to proceed regarding funding bills for the Main Plan.

The Board advised staff how to proceed regarding legislation to address the Final Average Salary Calculation.

The Board discussed challenges and enhancements necessary to offer Roth and percentage of pay contributions as part of deferred compensation. The Board advised staff how to proceed with submitting draft legislation.

#### Strengths Weaknesses Opportunities Threats (SWOT) Review

Mr. Scott Miller lead discussion about strengths and weaknesses of the office and of the Board, and reviewed opportunities and threats to the agency.

Mr. Miller presented a list of projects and ideas, some of which staff are already working on.

**The Board took a break at 2:35 P.M. The meeting resumed at 2:55 P.M., a quorum was present.**

#### Strategic Planning

Mr. Miller reviewed the strategic plan from the past two years and went over a table detailing the current strategic plan encompassing 2021 – 2024. The Board provided comments and input regarding an expanded plan.

With no further business, the meeting was adjourned at 3:38 P.M.

Prepared by,

Jan Lund  
Assistant to the Board