

Minutes

A regular meeting of the Virginia Retirement System Administration, Finance and Talent Management Committee was held on June 17, 2026, with the following members participating:

Susan T. Gooden, Ph.D., Chair
Lawrence A. Bernert III, Vice Chair
John M. Bennett

Board members present:
A. Scott Andrews (arrived at 10:53 a.m.)
Jessica L. Hood
William H. Leighty

VRS Staff:

Patricia Bishop, Andrew Junkin, Jennifer Schreck, Judy Bolt, Michael Cooper, David Cotter, Valerie Disanto, Curtis Doughtie, Jonathan Farmer, Laurie Fennell, Laura Fields, Antonio Fisher, Krystal Groff, John Hewitt, Robert Irving, LaShaunda King, Leslie LaBrie, Daniel Lipok, Curt Mattson, Matt Priestas, Paula Reid, Mark Rein, Amethyst Sloane, Virginia Sowers and Emily Trent.

Guest:

Kimberly Sarte, Joint Legislative Audit and Review Commission.

The meeting convened at 10:32 a.m.

Opening Remarks

Dr. Gooden called the meeting to order and welcomed everyone to the June 17, 2026, meeting of the Administration, Finance and Talent Management Committee.

Approval of Minutes

Following a motion by Mr. Bernert, with a second by Mr. Bennett, the Committee approved the minutes of its April 23, 2026, meeting.

RBA – Reappointment of Defined Contribution Plans Advisory Committee (DCPAC) Members

Patricia Bishop, Director, informed the committee of five DCPAC members due for reappointment. Ms. Bishop indicated that Monique Barnes, Ravindra Deo, Matt Harris, Kate Jonas and Brenda Madden have been active and engaged participants of the DCPAC, and each are willing to continue their service on the committee.

Upon a motion by Mr. Bennett, with a second by Mr. Leighty, the Committee recommended approval of the action to the full Board of Trustees:

Request for Board Action: The Board reappoints Monique G. Barnes, Ravindra Deo, C. Matt Harris, Kate Jonas, and Brenda Madden to the Defined Contribution Plans Advisory Committee (DCPAC), each for a two-year term ending June 20, 2028.

Dr. Gooden thanked Ms. Bishop for her presentation.

Approve Revised Administrative and Investment Operations and Administration Pay Plans

Paula Reid, Human Resources Director, reviewed proposed changes to the Administrative Pay Plan and the Investment Operations and Administration Pay Plan. Ms. Reid advised that while the Commonwealth's budget for next year has not yet been approved, it is expected that a salary increase for state employees will be included. Any such increase would be accounted for in changes to the pay bands within the Administrative and Investment Operations and Administration Pay Plans.

Upon a motion by Mr. Bernert with a second by Mr. Bennett, the Committee recommended approval of the action to the full Board of Trustees:

RBA – Approved Revised Administrative and Investment Operations and Administration Pay Plans

Request for Board Action: The Board approves the amendments to the Administrative Pay Plan and the Investment Operations and Administration Staff Pay Plan.

Dr. Gooden thanked Ms. Reid for the presentation.

Approve Amended Investment Professionals' Pay Plan

Paula Reid, Human Resources Director, reviewed proposed changes to the Investment Professionals' Pay Plan. Ms. Reid indicated that changes related to certain professional job classifications to better reflect their roles and responsibilities are included in the proposed amendments. In addition, benchmark changes recommended by Mercer, a global professional services independent consulting firm, are proposed, along with any changes to the pay bands resulting from the approved 2026 Appropriation Act.

Upon a motion by Mr. Bennett, with a second by Mr. Bernert, the Committee recommended approval of the action to the full Board of Trustees:

RBA – Approve Amended Investment Professionals' Pay Plan

Request for Board Action: The Board approves amendments to the Investment Professionals' Pay Plan ("Pay Plan"), effective July 1, 2026.

Administration and Investment Operations Incentive Compensation Initiative

Michael Cooper, Chief Operating Officer, and Paula Reid, Human Resources Director, provided an update on the performance compensation initiative for the agency. The agency is working with a consultant to evaluate enhancements to its performance compensation policies and plans to pilot the new program beginning in FY 2027.

Dr. Gooden thanked Mr. Cooper and Ms. Reid for the presentation.

Discussion and Consideration of FY 2026 Agency Performance Outcome (APOs) and Operational Measures (OMs)

Michael Cooper, Chief Operating Officer, reviewed the proposed APOs and OMs for fiscal year 2027, which were previously distributed electronically to all Board members for review. Staff must complete three of the four APOs and meet the target for at least 15 of the 18 OMs to be eligible for the agency's gainsharing bonus.

RBA – Approve FY 2027 Agency Performance Outcomes (APOs) and Operational Measures (OMs)

Upon a motion by Mr. Andrews, with a second by Mr. Bernert, the Committee recommended approval of the action to the full Board of Trustees:

Request for Board Action: The Board approves the FY 2027 Agency Performance Outcomes (APOs) and Operational Measures (OMs).

Dr. Gooden thanked Mr. Cooper for his presentation.

Quarterly Budget Update

Jon Farmer, Budget and Performance Reporting Manager, provided an update on the FY 2026 budget. Mr. Farmer advised the Committee that VRS has a current budget of approximately \$143 million and has expended approximately \$106 million. Mr. Farmer noted that the agency is on track to conclude the fiscal year with an estimated \$11 million in unexpended appropriation, representing approximately 7.5% of the total budget.

Adjournment

There being no further business and following a motion by Mr. Andrews, with a second by Mr. Leighty, the Committee agreed to adjourn the meeting at 11:22 a.m.


Chair

09/16/2026
Date