

Minutes

A regular meeting of the Virginia Retirement System Administration, Finance and Talent Management Committee was held on May 20, 2025, with the following members participating:

A. Scott Andrews, Chair
John M. Bennett

Board members present:

Lawrence Bernert, III, Vice Chair (*remotely under § 2.2-3708.3(8)(3)*)
Sen. J. Brandon Bell, II (*remotely under § 2.2-3708.3(8)(3)*)

VRS Staff:

Patricia Bishop, Andrew Junkin, Jennifer Schreck, Michael Cooper, Juanita Cribbs, Curtis Doughtie, Antonio Fisher, Robert Irving, LaShaunda King, Curt Mattson, Matt Priestas, Paula Reid, Mark Rein, Jillian Sherman, Amethyst Sloane, Virginia Sowers, Emily Trent and Leslie Weldon.

Guests:

Alexandra Jansson, Joint Legislative Audit and Review Commission.

The meeting convened at 10:32 a.m.

Opening Remarks

Mr. Andrews called the meeting to order and welcomed everyone to the May 20, 2025, meeting of the Administration, Finance and Talent Management Committee.

Approval of Minutes

Following a motion by Mr. Bennett, with a second by Senator Bell, the Committee approved the minutes of its April 16, 2025, meeting.

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

Michael Cooper, Chief Operating Officer, reviewed the proposed agency performance outcomes (APOs) and operational measures (OMs) for fiscal year 2026. Mr. Cooper noted that the APOs are considered stretch goals for the organization, requiring input across all business units, and operational measures reflect the agency's day-to-day business operations. Meeting the targets for the APOs and OMs is required in order for staff to be eligible for the agency's gainsharing bonus.

Mr. Cooper advised that there are 16 operational measures, with a target of meeting at least 13 of the 16 measures. In addition, the agency is piloting three new measures in FY 2026 that do not count toward the OM target. Four APOs are proposed for FY 2026, with a goal of accomplishing at least three

to meet the gainsharing bonus requirement. Mr. Cooper advised that a placeholder was provided for an APO related to the VNAV initiative and the components will be provided at the committee's June 17 meeting after the conclusion of the ongoing VNAV visioning work being conducted by staff.

Mr. Cooper advised the APOs and OMs would be presented again at the June 17 committee meeting, at which time a Request for Board Action (RBA) would be considered.

Mr. Andrews thanked Mr. Cooper for his presentation.

Reappointment of Investment Advisory Committee (IAC) Chairperson

Andrew Junkin, Chief Investment Officer, informed the committee that Lawrence Kochard's current term as Chairperson of the Investment Advisory Committee (IAC) expires June 1, 2025. Mr. Kochard expressed his willingness to continue to serve in the role of Chairperson.

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: Reappointment of Investment Advisory Committee (IAC) Chairperson

Request for Board Action: *The Board reappoints Lawrence E. Kochard as Chairperson of the Investment Advisory Committee (IAC) for a two-year term ending on May 31, 2027.*

Mr. Andrews thanked Mr. Junkin for his presentation.

Appointment of DCPAC Members

Trish Bishop, Director, informed the committee of two new appointments proposed for the Defined Contribution Plans Advisory Committee (DCPAC). Ms. Bishop advised that current members Rick Larson and David Winter are retiring and, therefore, wish to have their expiring terms on DCPAC filled by new members.

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

RBA: Appointment of DCPAC Members

Request for Board Action: *The Board appoints Rebecca Fentress and September Sanderlin to the Defined Contribution Plans Advisory Committee (DCPAC) for two-year terms ending June 20, 2027.*

Succession Management Update

Paula Reid, Human Resources Director, provided an update on the agency's succession management program. Ms. Reid outlined VRS' planned efforts to support succession management, including an increased emphasis on establishing standard operating procedures, further identifying ways to capture knowledge, review job descriptions and identify career ladders, as appropriate, and continue senior leadership discussions about succession management and bench strength.

Mr. Andrews thanked Ms. Reid for her presentation.

Lease Space Update

Mr. Cooper presented an update on the agency's transition to new lease space. Mr. Cooper shared that the feedback on the new member counseling center at Reynolds Crossing is overwhelmingly positive, including its location and ease of access for visitors. The agency has also entered into a lease agreement for approximately 60,000 square feet of space in One James Center to relocate staff currently working in the Bank of America building as that lease has expired. The new space will be modern, bright and collaborative, and will also include a state-of-the-art board room. The current project schedule estimates a move to the new space in January 2026.

Mr. Andrews thanked Mr. Cooper for his presentation.

Adjournment

There being no further business and following a motion by Mr. Bennett, with a second by Mr. Bernert, the Committee agreed to adjourn the meeting at 11:57 a.m.



Chair

Date