

**Ohio Police & Fire Pension Fund
MINUTES**

**Personnel Committee
140 East Town Street, Columbus, Ohio
December 5, 2023**

Chairman Miller called the Personnel Committee meeting to order at **2:05 p.m.**

In attendance:

Committee Members/Trustees:

Corvi, Czack, Deal, Drum, **Miller**, Steel

Staff:

Danish, Foley, Proctor, Trakas, and Vest-Boratyn.

EXCUSE TRUSTEE:

Mr. Miller moved and Ms. Czack seconded a motion to excuse Mr. Heller, Ms. Maloney Stifler, and Mr. Moore from today's Personnel Committee meeting. The motion passed with a roll call vote as follows:

Ayes: Corvi, Czack, Deal, Drum, **Miller**, Steel

Nays: None

AGENDA ITEM 1:

Approve January 25th, 2023 Personnel Committee Meeting Minutes – 2023 12 001 PC: Mr. Miller moved and Ms. Czack seconded a motion to approve the January 25th, 2022 Personnel Committee Meeting Minutes. The motion passed with a roll call vote as follows:

Ayes: Corvi, Czack, Deal, Drum, **Miller**, Steel

Nays: None

AGENDA ITEM 2:

Annual Review of Strategic, Emergency Replacement and Succession Plans: The Executive Director provided a review of the Strategic Plan, Succession Plan and Emergency Leadership Replacement Plan. As OP&F staff is on average 55 years of age with 25 years of state service (not just OP&F) the Director noted sixty members of OP&F staff have retired or separated since 2021 under the plans. The Director asked if the Board had noticed or had members indicate any change in service levels. The Board agreed there had been none and were surprised at the high number. The Director indicated that fact is the best evidence that the plans are being executed well. Director noted that the high school and college intern programs resulted in six FTE hires.

Mr. Corvi wanted to make sure we have all the resources we need as three positions were eliminated. The Director indicated we did for 2024, but that is annual assessment. Mr. Corvi asked if we have done a staff survey and Director Foley indicated we did an anonymous survey through a third party and it was overwhelmingly positive.

Director Foley thanked Ms. Proctor for her hard work this year on many fronts. OP&F is implementing a new payroll vendor on top of a "stem to stern" hiring policy and practice review. OP&F is implementing the Korn Ferry methodology for identifying skills and abilities for each position, reflecting that in the position description as well as in the merit system goals for successful implementation.

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AGENDA ITEM 3:

Aggregate Staffing Data and Personnel Strategies: Ms. Proctor presented the Aggregate Staffing Data and Personnel Strategies to the committee as outlined in the memo dated December 5th, 2023.

The Personnel Committee did not enter into Executive Session.

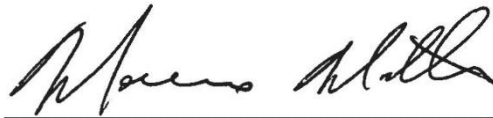
AGENDA ITEM 3:

Open Discussion

Chair Miller indicated that he wished to plan a staff event for 2024 with the Board. Director Foley will bring back ideas.

ADJOURNMENT:

Chairman Miller adjourned the meeting at **2:30 p.m.**



Marco Miller,
Personnel Committee Chair

Committee Materials Provided/Attached:

1. Memo from Mary Beth Foley to approve the January 25th, 2023 Personnel Committee Meeting Minutes dated 10/26/2023.
2. Personnel Committee Meeting Minutes dated January 25th, 2023.
3. Memo from Keisha Proctor regarding Aggregate Staffing Data through 11/20/2023 dated 12/5/2023