



CLOSED SESSION MINUTES

**Meeting of the Administration Committee of the
State Universities Retirement System
June 8, 2017, 9:30 a.m.
State Universities Retirement System
Northern Trust
Global Conference Center – 1st Floor
50 S. LaSalle St., Chicago, IL**

Upon motion by Trustee Aaron Ammons, second by Dorinda Miller, and a unanimous roll call vote, the SURS Board of Trustees went into closed session under the Open Meetings Act pursuant to §2(c)(1).

The following trustees were present: Mr. Aaron Ammons, Mr. Mark Cozzi, Mr. Dennis Cullen, Mr. Tom Cross, Dr. John Engstrom, Dr. Fred Giertz, Mr. Paul R. T. Johnson Jr., Ms. Dorinda Miller and Dr. Steven Rock.

Others present: Mr. Martin Noven, Executive Director; Mr. Doug Wesley, Chief Investment Officer; Ms. Kelly Carson, Executive Assistant and Ms. Mary Pat Burns of Burke, Burns & Pinelli.

Trustee Antonio Vasquez joined the meeting via conference call at 10:00 a.m.

DISCUSSION OF RECOMMENDATIONS FOR FY 2018 COMPENSATION

Mr. Martin Noven presented an overview and description of the compiled data pertaining to SURS staff salary history. Mr. Noven explained that staff is recommending a 2percent increase across the board for those meeting job expectations, and funding the star awards program at the same levels as last year. The committee discussed the current system of awarding salary increases and discussion regarding merit-based increases ensued. Ms. Brenda Dunn was asked to return to the meeting to answer questions raised by the board regarding performance compensation and allocations of increases. Ms. Dunn left the meeting after addressing the board.

Mr. Doug Wesley discussed the equity adjustment proposal for two existing senior investment officers that have had significant responsibility changes the last few years. Mr. Wesley stated the Investment Department transitioned from a generalist staffing model, where investment professionals are responsible for investment managers and strategies across multiple asset classes. Mr. Wesley suggests these officers should have a comparable salary with differences accounted for by experience and/or professional certification.

After lengthy discussion regarding salary increases, it was determined that the conversation would be resumed during the Administration Committee meeting scheduled for June 9, 2017.

At the conclusion, Trustee Paul R.T. Johnson moved to resume the meeting in open session. The motion was seconded by Trustee Steven Rock and carried with all trustees present voting in favor.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Martin Noven", with a long horizontal flourish extending to the right.

Mr. Martin Noven
Secretary, Board of Trustees

MMN; kc