



MoDOT & Patrol Employees' Retirement System

TO: Business Development Consultant
FROM: Scott Simon, Executive Director
DATE: August 30, 2021
SUBJECT: Strategic Planning Request for Information

The MoDOT & Patrol Employees' Retirement System (MPERS) is an instrumentality of the State of Missouri vested with the powers and duties specified in state law, providing retirement and long-term disability benefits to its members. As of June 2021, the MPERS defined benefit plan serves nearly 19,000 members, including approximately 7,300 actives, more than 9,000 retirees/survivors, and 2,100 terminated-vested members. MPERS is responsible for managing a \$3.0 billion portfolio of investments held in trust for the payment of member benefits. MPERS is governed by an 11-member board of trustees. The executive director is appointed by and reports to the Board.

At the request and direction of the Board of Trustees, MPERS is seeking information from an independent advisory firm that would address several points of interest for the benefit of MPERS' Board of Trustees, the staff, and ultimately the beneficiaries of the System. With this request for information, there is considerable flexibility in approach as the ultimate objective is the continual improvement of System oversight and the adoption of best practices for public pension plans. The following provides a list that addresses the core areas of interest.

1. **Develop process:** Revise the planning process to develop a new strategic plan every three to five years, with annual progress reviews.
2. **Long term planning:** Better understand long-term capabilities required for pension soundness (e.g. people/process/systems).
3. **SWOT analysis:** When a new strategic plan is developed, ensure that long-term opportunities and threats are considered and evaluated.
4. **Mission Statement:** Review mission statement and core values for appropriateness.
5. **Identify action plan:** Based on these points of interest, develop and propose an action plan for discussion, conducting and completing a strategic planning process. This process is expected to primarily include key staff members with minimal participation from trustees.
6. **Conclusion:** At the end of this process, deliver proposed plan to Board of Trustees in a workshop type session. A review of the proposed workshop by the Board Chair and Executive Director will be necessary to confirm the workshop agenda, goals, and approach.
7. **Workshop:** Deliver an onsite workshop for the Board on November 18, 2021, during which the consultant will facilitate discussion and solicit support for proposed plans, statements, and action items.
8. **Professional Fees and Expenses:** Identify the associated fees and expenses to complete these services.
9. **Background and References:** Please include background information on your organization demonstrating your expertise for proposed services. Also, please include a list of other public pension plans or other relevant entities recently served along with references.

The requested information will be used by the executive team to make an official recommendation to the Board of Trustees to amend the current budget for the current fiscal year to include these services. Proposals should be submitted via email to Scott.Simon@mpers.org and are due by September 13, 2021, @ 4:30 p.m. CST. Any questions should be submitted to this same address.