

APR 28 2000

EXECUTIVE ORDER
NO. 00-11
SECRETARY OF STATE

WHEREAS, it is in the best interests of the State of Missouri, as an employer, to monitor legislative proposals relating to retirement and other employee benefits for state employees; and

WHEREAS, changes to the State of Missouri's retirement plans have evolved in a rather fragmented fashion over the past several decades necessitating a more comprehensive approach for evaluating employee benefits; and

WHEREAS, the State of Missouri and the retirement systems have been named as defendants in a number of lawsuits that claimed that certain retirement statutes have created inequities resulting in violations of the equal protection provisions of the state and federal constitutions which have resulted in both the state and the retirement systems incurring significant liabilities; and

WHEREAS, the State of Missouri, as an employer, has adopted personnel management objectives targeted at allowing the state to recruit, retain and pay employees who provide the highest quality services to the citizens of the state through a benefits structure, combined with appropriate pay, that is designed to provide financial security to state employees in an equitable and cost-effective manner; and

WHEREAS, through the enactment of the Year 2000 Retirement Plan, the State of Missouri through the General Assembly, has addressed inequities in the retirement laws covering state employees and adopted the following specific policy goals of:

- a) reducing turnover among younger employees;
- b) encouraging retirement before social security eligibility to provide opportunities for promotion for younger employees;
- c) reducing payroll costs;
- d) refreshing the workforce;
- e) addressing hazardous position needs;
- f) providing for all dependents in the event of duty related death;
- g) facilitating local to state employment mobility for recruitment purposes; and

WHEREAS, the Governor has established the Ad Hoc Task Force on Total Compensation for the purpose of evaluating and recommending courses of action related to total compensation, including retirement and other benefits, to ensure that a comprehensive approach is utilized in assessing the appropriateness of salary and benefit levels for state employees; and

WHEREAS, the Ad Hoc Task Force on Total Compensation is interested in receiving input from qualified professionals who have expertise in the areas of retirement to provide guidance and recommendations on legislative proposals introduced during the second regular session of the 90th General Assembly that will modify the structure of and benefits provided by the state retirement plans; and

WHEREAS, the Missouri State Employees' Retirement System and the Highway and Transportation Employees' and Highway Patrol Retirement System currently administer separate retirement programs for state employees;

NOW, THEREFORE, I, Mel Carnahan, Governor of the State of Missouri, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, do hereby establish the State Retirement Advisory Commission whose task will be to analyze proposals regarding retirement benefits for state employees to ensure that they are consistent with the policy goals and personnel management objectives set forth above. The commission shall be composed of the following:

- one member of the Ad Hoc Task Force on Total Compensation who shall be appointed by the Chairman of the Task Force;
- one member of the Board of Trustees of the Missouri State Employees' Retirement System to be appointed by the Chairman of the Board of Trustees;
- one member of the Board of Trustees of the Highway and Transportation Employees' and Highway Patrol Retirement System to be appointed by the Chairman of the Board of Trustees;

- the Chairman and Executive Director of the Missouri General Assembly's Joint Committee on Public Employee Retirement and another member of the Committee appointed by the Chairman;
- the Executive Directors of the Missouri State Employees' Retirement System and the Highway and Transportation Employees' and Highway Patrol Retirement System;
- the Commissioner of Administration or an appointed designee;
- the Director of the Department of Public Safety;
- the Commissioner of Higher Education; and
- an Administrative Hearing Commissioner appointed by the Governor.

The State Retirement Advisory Commission will coordinate and meet with representatives of state departments, boards and commissions and the General Assembly on retirement issues that affect employees in their respective areas of responsibility.

The State Retirement Advisory Commission shall commence immediately and shall terminate operations on December 31, 2000. The State Retirement Advisory Commission shall furnish to the Ad Hoc Task Force on Total Compensation clear policy recommendations on legislative proposals considered in the second regular session of the 90th General Assembly, and other recommendations pertaining to retirement as deemed necessary, in a final report to be issued no later than September 30, 2000. A copy of the report shall be submitted to the Governor by the Ad Hoc Task Force on Total Compensation no later than November 30, 2000, and shall include a separate addendum containing the Task Force's recommended course of action.

The State Retirement Advisory Commission shall, upon request, receive assistance and cooperation from the various departments of state government which have a stake in the outcome of the State Retirement Advisory Commission's activity.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 28th day of April, 2000.



Del DeBeauvoir

 GOVERNOR

Rebecca M. Howell

 SECRETARY OF STATE