



MEMORANDUM

TO: Select Committee on Capital Financing and Investments
Joint Appropriations Committee

FROM: Curtis E. Meier Jr., State Treasurer

DATE: November 1, 2019

SUBJECT: Annual Report

Pursuant to W.S. 9-1-409(f), the State Treasurer is required to report on the performance compensation plan authorized by W.S. 9-1-409(e).

In the 2019 Legislative Session HB0222 Performance Compensation was passed, which created W.S. 9-1-409(e). This law, which was effective upon signature of the Governor, permits the State Treasurer to implement and administer a performance compensation plan for specified at-will investment employees. It requires benchmarks be set or approved by the Investment Funds Committee, and performance compensation will not be paid unless that Committee determines or agrees that the benchmarks have been exceeded. The law sets parameters for measuring performance, sets investment performance payment schedules and limits, and requires funding from investment returns. It also requires forfeiture upon termination and anti-compete agreements with specified at-will investment employees.

The Treasurer's Office worked in conjunction with the Wyoming Retirement System to ensure the two agency plans were sufficiently similar to ensure consistency in implementation of the law. The Investment Funds Committee set the benchmarks, which the State Loan and Investment Board approved in the Master Investment Policy on June 6, 2019. The performance plan was submitted to the Joint Appropriations Committee (JAC) and the Select Committee on Capital Financing and Investments Committee (Cap Fin) on May 1, 2019. Each committee reviewed the draft plan and offered feedback. The revised plan was again reviewed by the JAC and Cap Fin and subsequently approved by the Attorney General and A&I Human Resources Division. In addition, all of the professional investment staff serve at-will and under contract, pursuant to W.S. 9-1-409(e)(i). The final plan became effective July 1, 2019.

The due date of the report falls within the first performance period, so there are no results to report at this time.