

**AGENDA**

Monday, February 24, 2025

1:00 p.m.

IPERS BENEFITS ADVISORY COMMITTEE

Virtual Meeting

Conference Telephone # 646-931-3860

Meeting ID: 833-3029-1605#

- 1) Call to Order / 1:00 p.m.
  - a) Roll Call of Members
  - b) Approval of Minutes – October 28, 2024
- 2) CEO Report – Greg Samorajski
- 3) IPERS Chief Benefits Officer Finalist Introduction – Greg Samorajski
- 4) Investment Board Appointment (Active Non-Educational Member) – Greg Samorajski
- 5) 2025 Legislative Session – Shawna Lode
- 6) Benefits Advisory Committee's Administrative Rules – Elizabeth Hennessey
- 7) Staff Reports
  - a) Benefits Update – Jan Hawkins
  - b) Investment Update – Sriram Lakshminarayanan
  - c) Appeals Report – Elizabeth Hennessey
- 8) Other Business
- 9) Public Comments
- 10) Confirm Next Meeting Date – Monday, March 31, 2025
  - a) Friday, March 28, 2025 – Investment Board Meeting
  - b) Monday, April 28, 2025 – BAC Meeting



## **BENEFITS ADVISORY COMMITTEE MEETING MINUTES**

IPERS BOARD ROOM

7401 Register Drive, Des Moines Iowa

October 28, 2024

The following people attended the IPERS Benefits Advisory Committee (BAC) meeting held on Monday, October 28, 2024.

### **Members of the Benefits Advisory Committee - Present**

Matt Carver, Vice Chair

Len Cockman

Sue Cave

John Hieronymus

Andrew Hennessey

Richard Hoffman

Steve Hoffman

Connie Kuennen

Brian McDonough

Erin Mullenix

Adam Steen

### **Members of the Benefits Advisory Committee - Absent**

Lowell Dauenbaugh, Chair

Todd Copley

Melissa Peterson

### **IPERS Administration and Staff**

Greg Samorajski, Chief Executive Officer

David Martin, Chief Benefits Officer

Melinda McElroy, Executive Assistant

Sriram Lakshminarayanan, CIO

Elizabeth Hennessey, General Counsel

Shawna Lode, Chief Strategy Officer

## **Call to Order**

Matt Carver, vice chair, called the meeting to order at 1:00 p.m.

Len Cockman moved to approve the minutes from the August 26, 2024, Benefits Advisory Committee meeting. Erin Mullenix seconded; the motion carried by unanimous voice vote.

## **CEO Report – Greg Samorajski**

**FY2026 Contribution Rates** – Contribution rates for Regular and Protection Occupation members will not change. The rates are 15.73% and 15.52%, respectively. With the passage of HF2661, contribution rates for Sheriffs/Deputy Sheriffs members will increase 7.16% to 24.18%.

**NIRS Annual Membership Renewal** – Steve Hoffman moved that the BAC authorize the expenditure of \$7,300 from its budget to renew IPERS' membership in the National Institute on Retirement Security. Len Cockman seconded; the motion carried by unanimous roll call vote.

**2025 Legislative Session** – Greg Samorajski reviewed IPERS' proposed FY2026 budget appropriation request. The initial request represents a status quo budget, but if approved by the Governor, IPERS plans to seek an additional appropriation of \$62.7 million. Most of the additional request is to replace IPERS' pension administration system.

## **November Dividend Adjustment – David Martin**

David Martin reported that the November Dividend recipients would receive a 2.97% adjustment for 2024 based on actuarial certification. Approximately 1,098 recipients will receive a total of \$2.62 million.

## **Administrative Rules – Elizabeth Hennessey**

Elizabeth Hennessey reviewed the proposed administrative rules package. Brian McDonough moved that the BAC supports the proposed rules package as presented. Len Cockman seconded; the motion carried by unanimous voice vote.

## **IPERS Staff Reports**

**Benefits Update** – David Martin stated his division is continuously hiring and training. He reported that he is working with the pension administration system vendor to implement the benefit enhancement created in HF2661. He concluded his discussion by reporting through September fewer than 40 members had used the shortened bona fide retirement provision for licensed teachers.

**Investment Update** – Sriram Lakshminaryanan gave a brief investment market update and reported the IPERS Trust Fund's balance at \$44.8 billion.

**Other Business**

None

**Public Comments**

None

**Future Meeting Dates**

The next scheduled BAC meeting is Monday, January 27, 2025. With no further business to come before the committee, Steve Hoffman moved to adjourn the meeting. Len Cockman seconded; the motion carried by unanimous voice vote. The meeting adjourned at 1:25 p.m.

February 19, 2025

TO: IPERS Benefits Advisory Committee

FR: Greg Samorajski

RE: Investment Board Appointee

Issue:

The BAC must submit to the Governor a slate of nominees for the IPERS Investment Board member designated as an active member who is not an employee of a school district, area education agency or merged area.

Background:

The Investment Board's voting membership includes three positions required to be filled by IPERS members. The active, non-educational position is currently held by Kristine Rowley. Ms. Rowley has expressed interest in being reappointed to the Board.

Iowa Code §4A.12 requires appointive boards to be balanced by political affiliation. One-half the membership plus one of a particular affiliation complies with the balance requirement. Currently the Investment Board's political party affiliations are three republicans, one democrat and one independent.

Information on the appointive process and applications for gubernatorial appointments may be obtained at: <https://talentbank.iowa.gov/board-detail/0edd328d-f98e-4ae1-8161-5723c999306e>

IPERS Statutory Reference: §97B.8A(4)(b)

Three members, appointed by the governor, who are members of the retirement system. Prior to the appointment by the governor of a member of the board under this subparagraph, the benefits advisory committee shall submit a slate of at least two nominees per position to the governor for the governor's consideration. The governor is not required to appoint a member from the slate submitted. Of the three members appointed, one shall be an active member who is an employee of a school district, area education agency, or merged area; **one shall be an active member who is not an employee of a school district, area education agency, or merged area**; and one shall be a retired member of the retirement system. (Emphasis added)

Bill tracker for the BAC - as of 2/19/25

		Date Introduced	Status	Declaration	Explanation
Bills that amend Chapter 97B					
HF 261	A bill for an act relating to the Iowa public employees' retirement system's notification requirements to members.(Formerly HSB 73.)	02/06/2025	Passed House State Government Committee 2/5/25	For	Amends chapter 97B to remove section 53A that requires IPERS to send a notice via first class mail to members who terminate public employment.
SF 162	A bill for an act relating to the Iowa public employees' retirement system's notification requirements to members.(Formerly SSB 1033.)	01/29/2025	Passed Senate 2/12/25	For	Amends chapter 97B to remove section 53A that requires IPERS to send a notice via first class mail to members who terminate public employment.
SSB 1056	A bill for an act relating to actions regarding the economic interest of enterprise shareholders and participants in and beneficiaries of public pension benefit plans, and providing penalties.	01/28/2025	Subcommittee assigned 1/28/25		Creates chapter 12L that establishes proxy voting requirements for public pensions plans, including penalties for violations.
HF 267	A bill for an act concerning benefits associated with cancer diagnoses of members of certain public retirement systems.	02/06/2025	Assigned to State Government Committee 2/6/25	Undecided	Broadens the definition of cancer in chapter 411. Chapter 97B refers to the definition established in Chapter 411 for the purposes of determining disability benefits for Special Service members.
SF 272	A bill for an act concerning retirement and employment benefits associated with cancer, and making appropriations.	2/11/2025	Assigned to State Government Committee 2/11/25	Undecided	Broadens the definition of cancer in chapter 411. Chapter 97B refers to the definition established in Chapter 411 for the purposes of determining disability benefits for Special Service members. Includes a requirement for public employers to provide health care benefits that include cancer screenings for full time firefighters, police officers and medical service providers every three years. Includes a one-time, \$1 million appropriation to cover the cost of the screenings.
SF 222	A bill for an act relating to workforce training, unemployment insurance, adult education, and other functions and programs of the department of workforce development, the workforce development board, and local workforce development boards, and making appropriations.(Formerly SSB 1068.)	02/06/2025	Passed State Government Committee 2/5/25; Assigned to Appropriations subcommittee 2/11/25		Amends chapter 97B to remove members of the Iowa Conservation Corps as noncovered public employees.
HSB 68	A bill for an act relating to workforce training, unemployment insurance, adult education, and other functions and programs of the department of workforce development, the workforce development board, and local workforce development boards, and making appropriations.	01/23/2025	Passed House subcommittee 2/3/25		Amends chapter 97B to remove members of the Iowa Conservation Corps as noncovered public employees.
SF 144	A bill for an act relating to the creation of land redevelopment trusts.	01/28/2025	Subcommittee assigned 1/29/25		Amends chapter 97B to establish a land redevelopment trust as an IPERS-covered employer and employees as mandatory IPERS members.
SF45	A bill for an act relating to the creation of land redevelopment trusts.	1/15/2025	Subcommittee assigned 1/22/25		Amends chapter 97B to establish a land redevelopment trust as an IPERS-covered employer and employees as mandatory IPERS members.
HF 28	A bill for an act relating to the creation of land redevelopment trusts.	01/14/2025	Passed House subcommittee 1/29/25		Amends chapter 97B to establish a land redevelopment trust as an IPERS-covered employer and employees as mandatory IPERS members.
HSB 191	A bill for an act relating to health care including a funding model for the rural health care system; the elimination of several health care-related award, grant, residency, and fellowship programs; establishment of a health care professional incentive program; Medicaid graduate medical education; the health facilities council; and the Iowa health information network, making appropriations, and including effective date provisions.	2/17/2025	Subcommittee meeting 2/19/25		Amends chapter 97B to remove members of the State Health Facilities Council as optional IPERS members.



IOWA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

**Gregory S. Samorajski, CFA**  
Chief Executive Officer

**Kim Reynolds**  
Governor

## MEMORANDUM

Date: February 24, 2025

To: Members of the Benefits Advisory Committee

From: Elizabeth Hennessey, General Counsel

Subject: Changes to Iowa Administrative Code 495-Chapter 3 "Benefits Advisory Committee"

This memorandum serves to update the BAC and provide additional information regarding the proposed changes to Iowa Administrative Code 495 – Chapter 3 "Benefits Advisory Committee." Administrative rules implement or interpret law (statute); prescribe policy; or describe the organization, procedure, or practice requirements of an executive branch agency. On January 10, 2023, Governor Reynolds issued Executive Order 10, also known as the "red tape review." Executive Order 10 is attached hereto. The executive order requires all state agencies to complete a comprehensive evaluation and cost benefit analysis of existing rules to evaluate their public benefits, whether the benefits justify the cost, and whether there are less restrictive alternatives to achieve their intended goal. In addition, agencies have been directed to rescind rules that are merely duplicative of statute. IPERS legal department reviewed Chapter 3 and proposed the changes as part of the red tape review analysis. The proposed changes include removing unnecessary language and rescinding rules that are already in Iowa Code 97B.

CHAPTER 3  
BENEFITS ADVISORY COMMITTEE

[Prior to 1/7/04, see 581—21.33]

**495—3.1(97B) Benefits advisory committee (BAC).**

~~—3.1(1) Scope. These rules shall govern the conduct of business by the IPERS benefits advisory committee (BAC) pursuant to Iowa Code section 97B.8B.~~

~~—3.1(2) Purpose. The BAC is shall be an advisory committee that serves as a channel for employers and employees to help formulate policies and recommendations regarding the provision of benefits and services to members of the system established to carry out duties set forth in 97B.8B.~~

~~—3.1(3) Governmental body. The BAC is a governmental body as defined by Iowa Code section 21.2(1).~~

[ARC 2981C, IAB 3/15/17, effective 4/19/17]

**495—3.2(97B) Membership organizations and representatives.**

**3.2(1)** ~~The BAC membership shall number no less than consists of between~~ 9 and no more than 14 ~~members, and with the composition of the BAC aligning with must at all times meet the specific membership and voting requirements of Iowa Code section 97B.8B.~~ A current list of organizations, appointees, terms and voting status is maintained on IPERS' ~~website.~~ Internet site.

**3.2(2)** Appointment of BAC representatives. Each membership organization ~~shall~~ appoints a representative to serve on the BAC. ~~The BAC will not entertain petitions disputing that selection. All BAC representatives will shall provide in writing to IPERS or the chairperson their name, address, and telephone number of and other information about the representative as required by IPERS or the chairperson. The BAC shall not entertain petitions disputing a membership organization's choice of its representative. In addition, a citizen representative who is not a member of IPERS will also serve, pursuant to subrule 3.3(3).~~

**3.2(3)** Attendance. Any representative ~~will shall~~ be deemed to have submitted a resignation from participation in the BAC if either of the following events occurs:

- a. The representative does not attend three or more consecutive regularly scheduled meetings.
- b. The representative attends fewer than one-half of the regularly scheduled meetings ~~of the BAC~~ each fiscal year.

This provision applies only to a period beginning on or after the date when the person assumes the position of representative. In the event that a representative is deemed to have resigned under this provision, the chairperson ~~will shall~~ immediately notify the representative's organization and require the appointment of a different representative within 30 days.

If a representative is unable to attend a meeting, an alternate designated by the membership organization may attend the meeting. Attendance by an alternate ~~will shall~~ not relieve the regular representative of the responsibility of attendance at regularly scheduled meetings.

**3.2(4)** Replacement of membership organizations due to nonparticipation. If a membership organization, after receiving written notice from the BAC under subrule 3.2(3), fails to appoint a new representative ~~to serve on the BAC~~, the chairperson ~~will shall~~ send a second written notice ~~giving the organization an additional 30 days to appoint a representative, to that membership organization again requiring that the organization appoint its representative within the next 30 days.~~ The notice ~~will shall further~~ state that, in order for the appointment to become effective, the newly appointed representative must ~~also~~ attend the next regularly scheduled BAC meeting. The attendance of an alternative representative at said meeting ~~will shall~~ not fulfill the requirements of this subrule.

If the organization does not timely appoint a new representative, or its newly appointed representative does not attend the next regularly scheduled BAC meeting, the organization ~~will shall~~ be deemed to have relinquished its seat on the BAC.

~~After~~ ~~When~~ a membership organization ~~has relinquished~~ ~~relinquishes~~ its seat on the BAC for nonparticipation, the subcommittee on membership ~~will shall~~, as soon as practicable, meet to consider



a replacement organization. If ~~a seat relinquished for nonparticipation was not filled and~~ the subcommittee ~~on membership~~ determines that the composition of the BAC would continue to satisfy subrule 3.2(1), the subcommittee ~~on membership~~ may recommend any type of qualified interested organization as a replacement, or it may recommend leaving the seat open. However, if the subcommittee determines that the composition of the BAC would not satisfy subrule 3.2(1) if a seat ~~relinquished for nonparticipation~~ was not filled, the subcommittee must recommend a replacement, and the replacement must be one that permits the BAC to meet the requirements of subrule 3.2(1).

Any qualified, interested organization may file a petition for consideration as a replacement membership organization. The subcommittee will ~~shall~~ review all ~~such~~ petitions; ~~if any~~, which have been filed after the most recent formal review under this rule. The subcommittee may ~~also~~ solicit petitions for BAC membership from any qualified interested organization.

The subcommittee will ~~shall make its recommendation for~~ a replacement membership organization, if any, at the next regularly scheduled BAC meeting or as soon as practicable. The BAC, by a majority vote of the nine voting representatives; ~~shall~~ approves or rejects the subcommittee's recommendation.

If the subcommittee's recommendation is rejected and the seat must be filled, the subcommittee will ~~shall~~ reconvene as soon as practicable and the foregoing process will ~~shall~~ be repeated until such time as the subcommittee's recommendation is approved.

In order to be considered for BAC membership under this rule, an organization must be a "qualified, interested organization." "Qualified, interested organization" means a unit of the executive branch or a formally organized corporation or association representing a viable and identifiable group of covered employers or covered employees as determined by the BAC in its sole discretion.

This subrule does not ~~shall not be construed to affect the~~ BAC memberships set forth in 97B.8B(3) reserved for the director of the department of administrative services or the position reserved for a citizen who is not a member of IPERS.

**3.2(5)** Replacement of current membership organizations other than through nonparticipation. A qualified, interested organization may petition the BAC ~~that wishes to replace an existing membership organization.~~ ~~may petition the BAC to do so.~~ Such petitions for BAC membership must be submitted in writing on IPERS provided forms to the BAC as set forth in this rule and will be considered according to the schedule established below.

~~An organization petitioning for membership on the BAC must include the official name of the organization, a description of its organizational structure, the number of employers or employees represented, a description of prior activities by that organization regarding IPERS issues, and a brief explanation of the reasons why the organization should be selected as a replacement organization. The petition should also include the name and contact information for the organization's proposed representative and the name and contact information of the person completing the petition.~~

A formal review of petitions under this rule ~~shall be conducted~~ occurs every three years. IPERS ~~shall provide~~ 60 days' prior written notice of the next formal review session to interested organizations members who have indicated in writing that they wish to file such a petition. Notice to all other potential petitioners of the next formal review will be provided on IPERS website. IPERS will provide 60 days' prior written notice of the next formal review to all other potential petitioners through its Internet site.

The subcommittee chosen to make recommendations regarding the replacement of a current membership organization will ~~shall~~ not include the individual representing that organization on the BAC. However, any membership organization whose seat is being contested under this rule may ~~shall have the opportunity to~~ submit written materials and make oral presentations to the subcommittee in support of its continued existence as a BAC membership organization.

For each formal review, the subcommittee ~~on membership~~ shall ~~reviews~~ all petitions for membership, if any, that have been filed after the most recent formal review under this rule. The subcommittee may ~~also~~ solicit petitions for BAC membership from any qualified, interested organization.

When one or more qualified, interested organizations have filed a petition to replace a current membership organization, the subcommittee ~~on membership will shall~~ meet at least 30 days prior to the next formal review session to determine whether to recommend approval or rejection.

If the subcommittee ~~on membership~~ determines that the composition of the BAC would continue to satisfy subrule 3.2(1) regardless of the type of qualified, interested organization recommended, the subcommittee ~~on membership~~ may recommend any type of qualified, interested organization for a seat being sought under this rule.

However, if the subcommittee ~~on membership~~ determines that the composition of the BAC will only continue to satisfy subrule 3.2(1) if a current membership organization's seat is filled by a certain specific type of organization, the subcommittee ~~on membership~~ must limit its recommendations for approval to the types of organizations that would permit the composition of the BAC to continue to satisfy subrule 3.2(1).

The subcommittee ~~will shall~~ present its recommendation ~~regarding the replacement of a current membership organization~~ at the next regularly scheduled formal review of petitions under this rule. The BAC, by a majority vote of the nine voting representatives, ~~shall~~ approves or rejects the subcommittee's recommendation.

If the subcommittee determines that two qualified, interested organizations are competing for the same seat, the subcommittee ~~will shall~~, in its sole discretion, evaluate the competing organizations and make a recommendation that meets the requirements of this rule and takes into consideration the following factors: the number of employers or employees represented, the diversity of the representation, the degree to which the applicable constituents already have BAC representation through other BAC membership organizations, prior involvement in BAC activities, and prior activities as an IPERS advocate in other forums.

If the BAC votes to replace a current membership organization that holds a voting seat with a new membership organization, the replacement membership organization ~~will shall~~ complete the remainder of the term for that voting seat. Otherwise, the new membership organization ~~will shall~~ be seated as a nonvoting organization. Thereafter, if a vacancy occurs in a voting seat and the new membership organization is qualified to fill that voting seat, the new membership organization may compete for the vacant voting seat.

An organization that petitions for a seat under this rule and ~~after a formal review~~ is not selected must resubmit its petition for membership in order to receive consideration for a seat during the next scheduled formal review.

This subrule ~~doesshall~~ not ~~be construed to~~ affect ~~the BAC memberspositions set forth in 97B.8B(3).reserved for the director of the department of administrative services or the position reserved for a citizen who is not a member of IPERS.~~

[ARC 2981C, IAB 3/15/17, effective 4/19/17]

**495—3.3(97B) Voting representatives and rights.** The BAC ~~consists of representatives as set forth in 97B.8B(3).shall have nine voting representatives. Four shall represent employers, four shall represent members of the system, and one shall be a citizen who is not a member of IPERS.~~

~~—3.3(1) Employer voting representatives. One voting representative shall be the director of the department of administrative services. The remaining employer voting representatives shall be elected by the full membership of the BAC as follows: one shall be a representative of an employer group representing cities, one shall be a representative of an employer group representing counties, and one shall be a representative of an employer group representing local school districts.~~

**3.3(12) Member Employee voting representatives.** One voting representative ~~will shall~~ be elected ~~by the full membership of the BAC~~ from a membership organization that represents teachers. ~~Of the other three The other three~~ voting representatives who represent members of the system, ~~only one representative will be from a membership organization shall be elected by the full membership of the BAC, with no more than one being the representative of an employee group that solely represents the~~

public safety protection classes.

~~— 3.3(3) Citizen representative. The citizen representative shall be elected by the eight voting representatives who serve under subrules 3.3(1) and 3.3(2).~~

**3.3(24) Voting rights.** A membership organization ~~is shall be~~ permitted to designate a substitute voting representative to cast the vote of the membership organization at a meeting in the event that the named representative cannot attend ~~the meeting~~. No membership organization ~~will shall~~ have more than one vote on a matter brought before the BAC.

~~— 3.3(35) Terms of voting representatives. The term of each voting representative will shall be three years, beginning and ending as provided in Iowa Code section 97B.8B, except as otherwise indicated in this subrule.~~

~~The terms of the voting representatives shall be staggered, so as to maintain an acceptable level of continuity and experience on the BAC.~~

~~If a voting representative resigns or is replaced by the appointing organization, the appointing organization shall appoint a successor who shall be a voting member for the remainder of the term in question. Terms of voting representatives will be staggered.~~

~~If an organization that is not currently a membership organization successfully petitions to replace a membership organization that is represented by a voting representative, the representative of the replacement membership organization shall complete the remainder of the term of the voting representative in question.~~

**3.3(46) Quorum, voting requirements and voting procedures.**

a. *Quorum.* Five voting representatives of the BAC constitute a quorum.

b. *Voting requirements.* A quorum of the BAC must be present, whether the representatives are attending in person or remotely, at the time any vote is taken.

c. *Voting procedures.* The chairperson ~~shall rules~~ as to whether the vote will be by voice or roll call. A roll-call vote ~~will shall~~ be taken anytime a voice vote is not unanimous. Minutes of the BAC ~~will shall~~ indicate the vote of each voting member if a roll-call vote is taken.

**3.3(57) Officers and elections.**

a. *Officers.* ~~The officers of the BAC~~ officers are the chairperson and vice chairperson. ~~and shall be elected by a vote of the full membership of the BAC.~~

b. *Elections.* ~~At the first meeting in each fiscal year, the voting members elect Officers. Election of officers shall take place at the first BAC meeting held at the beginning of each fiscal year.~~ If an officer does not serve out the elected term, a special election ~~will shall~~ be held at the first meeting after notice is provided to the BAC to elect a representative to serve out the remainder of the term.

~~[ARC 2981C, IAB 3/15/17, effective 4/19/17; ARC 3684C, IAB 3/14/18, effective 4/18/18]~~

~~**495—3.4(97B) Duties.** The BAC shall review and advise on the following matters insofar as they impact benefits and services provided to members and employers under Iowa Code chapter 97B: overall plan design, benefits policy and goals, budget, benchmarking and quality assessment efforts, research and strategic planning. The BAC shall also participate in annual performance evaluations of the chief benefits officer and, when that position becomes vacant, assist the chief executive officer in the process of selecting a replacement. In addition, the BAC shall recommend to the governor at least two nominees for each vacant position on the investment board reserved for active or retired members of the system. The chairperson of the BAC shall solicit nominations for such vacancies from the entire BAC membership and, through a meeting of the BAC, select the names to be forwarded to the governor.~~

~~At least every two years, the BAC shall review the benefits and services provided to members; and the voting representatives shall make recommendations to the system, the governor, and the general assembly concerning the benefits and services provided to members and the system's benefits policies and benefits goals. All of the membership of the BAC, including nonvoting representatives, may have input into formulating such recommendations.~~

~~[ARC 2981C, IAB 3/15/17, effective 4/19/17]~~

**495—3.45(97B) Meetings.** The BAC ~~will shall~~ meet at least quarterly, or at the ~~request call~~ of the

chairperson, or IPERS' upon the written request by the chief executive officer. The chairperson ~~shall~~ establishes the dates of all regularly scheduled meetings. Advance notice of time, date, tentative agenda and place of meeting will be given in compliance with Iowa Code Chapter 21. All meetings of the BAC are open to the public and are held in accordance with Robert's Rules of Order, Newly Revised. The BAC may exclude the public from portions of the meeting in accordance with Iowa Code section 21.5 (closed session). Minutes are reviewed and approved by the BAC and maintained by IPERS. ~~Unless otherwise specified in the agenda, meetings will be held at IPERS' headquarters, 7401 Register Drive, Des Moines, Iowa.~~

~~3.5(1) Meeting agenda and minutes.~~

~~a. Meeting agenda. The agenda for each meeting will be posted at IPERS' headquarters at least 24 hours prior to the meeting unless, for good cause, notice is impossible or impractical, in which case as much notice as is reasonably possible will be given.~~

~~b. Minutes. Minutes shall be reviewed and approved by the BAC and maintained by IPERS.~~

~~3.5(2) Attendance and participation by the public.~~

~~a. Attendance. All meetings of the BAC are open to the public and shall be held in accordance with Robert's Rules of Order, Newly Revised. The BAC may exclude the public from portions of the meeting in accordance with Iowa Code section 21.5 (closed session).~~

~~b. Participation.~~

~~(1) Items on agenda. Persons who wish to address the BAC on a matter on the agenda should notify IPERS or the chairperson in writing at least 24 hours prior to the meeting.~~

~~(2) Items not on agenda. Persons Parties wishing who wish to address the BAC on a matter not on the agenda should notify IPERS or the chairperson in writing at least five days prior to the meeting.~~

~~c. Coverage by press. Cameras and recording devices may be used during meetings provided they do not interfere with the orderly conduct of the meeting.~~

[ARC 2981C, IAB 3/15/17, effective 4/19/17]

These rules are intended to implement Iowa Code chapter 97B.

[Filed 12/17/03, Notice 11/12/03—published 1/7/04, effective 2/11/04]

[Filed 12/1/05, Notice 10/26/05—published 12/21/05, effective 1/25/06]

[Filed 4/7/06, Notice 3/1/06—published 4/26/06, effective 5/31/06]

[Filed 5/3/07, Notice 3/28/07—published 5/23/07, effective 6/27/07]

[Filed ARC 2981C (Notice ARC 2892C, IAB 1/18/17), IAB 3/15/17, effective 4/19/17]

[Filed ARC 3684C (Notice ARC 3537C, IAB 1/3/18), IAB 3/14/18, effective 4/18/18]

CHAPTER 3  
BENEFITS ADVISORY COMMITTEE

[Prior to 1/7/04, see 581—21.33]

**495—3.1(97B) Benefits advisory committee (BAC).** The BAC is an advisory committee established to carry out duties set forth in 97B.8B. The BAC is a governmental body as defined by Iowa Code section 21.2(1).

**495—3.2(97B) Membership organizations and representatives.**

**3.2(1)** BAC membership consists of between 9 and no more than 14 members with the composition of the BAC aligning with 97B.8B. A current list of organizations, appointees, terms and voting status is maintained on IPERS' website.

**3.2(2)** Appointment of BAC representatives. Each membership organization appoints a representative to serve on the BAC. The BAC will not entertain petitions disputing that selection. BAC representatives will provide IPERS or the chairperson their name, address, telephone number and other information required by IPERS or the chairperson.

**3.2(3)** Attendance. Any representative will be deemed to have submitted a resignation from participation in the BAC if either of the following events occurs:

- a.* The representative does not attend three or more consecutive regularly scheduled meetings.
- b.* The representative attends fewer than one-half of the regularly scheduled meetings each fiscal year.

This provision applies only to a period beginning on or after the date when the person assumes the position of representative. In the event that a representative is deemed to have resigned under this provision, the chairperson will immediately notify the representative's organization and require the appointment of a different representative within 30 days.

If a representative is unable to attend a meeting, an alternate designated by the membership organization may attend the meeting. Attendance by an alternate will not relieve the regular representative of the responsibility of attendance at regularly scheduled meetings.

**3.2(4)** Replacement of membership organizations due to nonparticipation. If a membership organization, after receiving written notice from the BAC under subrule 3.2(3), fails to appoint a new representative, the chairperson will send a second written notice giving the organization an additional 30 days to appoint a representative. The notice will state that, in order for the appointment to become effective, the newly appointed representative must attend the next regularly scheduled BAC meeting. The attendance of an alternative representative at said meeting will not fulfill the requirements of this subrule.

If the organization does not timely appoint a new representative, or its newly appointed representative does not attend the next regularly scheduled BAC meeting, the organization will be deemed to have relinquished its seat on the BAC.

After a membership organization relinquishes its seat on the BAC for nonparticipation, the subcommittee on membership will, as soon as practicable, meet to consider a replacement organization. If the subcommittee determines that the composition of the BAC would continue to satisfy subrule 3.2(1), the subcommittee may recommend any type of qualified interested organization as a replacement, or it may recommend leaving the seat open. However, if the subcommittee determines that the composition of the BAC would not satisfy subrule 3.2(1) if a seat was not filled, the subcommittee must recommend a replacement, and the replacement must be one that permits the BAC to meet the requirements of subrule 3.2(1).

Any qualified, interested organization may file a petition for consideration as a replacement membership organization. The subcommittee will review all petitions which have been filed after the most recent formal review under this rule. The subcommittee may solicit petitions for BAC membership from any qualified interested organization.

The subcommittee will recommend a replacement membership organization, if any, at the next regularly scheduled BAC meeting or as soon as practicable. The BAC, by a majority vote of the nine

voting representatives approves or rejects the subcommittee's recommendation.

If the subcommittee's recommendation is rejected and the seat must be filled, the subcommittee will reconvene as soon as practicable and the foregoing process will be repeated until such time as the subcommittee's recommendation is approved.

In order to be considered for BAC membership under this rule, an organization must be a "qualified, interested organization." "Qualified, interested organization" means a unit of the executive branch or a formally organized corporation or association representing a viable and identifiable group of covered employers or covered employees as determined by the BAC in its sole discretion.

This subrule does not affect BAC members set forth in 97B.8B(3).

**3.2(5)** Replacement of current membership organizations other than through nonparticipation. A qualified, interested organization may petition the BAC to replace an existing membership organization. Petitions for BAC membership must be submitted in writing on IPERS provided forms and will be considered according to the schedule established below.

A formal review of petitions under this rule occurs every three years. IPERS provides 60 days' prior written notice of the next formal review to interested organizations. Notice to all other potential petitioners of the next formal review will be provided on IPERS website.

The subcommittee chosen to make recommendations regarding the replacement of a current membership organization will not include the individual representing that organization on the BAC. However, any membership organization whose seat is being contested under this rule may submit written materials and make oral presentations to the subcommittee in support of its continued existence as a BAC membership organization.

For each formal review, the subcommittee reviews all petitions for membership, if any, that have been filed after the most recent formal review under this rule. The subcommittee may solicit petitions for BAC membership from any qualified, interested organization.

When one or more qualified, interested organizations have filed a petition to replace a current membership organization, the subcommittee will meet at least 30 days prior to the next formal review session to determine whether to recommend approval or rejection.

If the subcommittee determines that the composition of the BAC would continue to satisfy subrule 3.2(1) regardless of the type of qualified, interested organization recommended, the subcommittee may recommend any type of qualified, interested organization for a seat being sought under this rule.

However, if the subcommittee determines that the composition of the BAC will only continue to satisfy subrule 3.2(1) if a current membership organization's seat is filled by a certain specific type of organization, the subcommittee must limit its recommendations for approval to the types of organizations that would permit the composition of the BAC to continue to satisfy subrule 3.2(1).

The subcommittee will present its recommendation at the next regularly scheduled formal review of petitions under this rule. The BAC, by a majority vote of the nine voting representatives, approves or rejects the subcommittee's recommendation.

If the subcommittee determines that two qualified, interested organizations are competing for the same seat, the subcommittee will, in its sole discretion, evaluate the competing organizations and make a recommendation that meets the requirements of this rule and takes into consideration the following factors: the number of employers or employees represented, the diversity of the representation, the degree to which the applicable constituents already have BAC representation through other BAC membership organizations, prior involvement in BAC activities, and prior activities as an IPERS advocate in other forums.

If the BAC votes to replace a current membership organization that holds a voting seat with a new membership organization, the replacement membership organization will complete the remainder of the term for that voting seat. Otherwise, the new membership organization will be seated as a nonvoting organization. Thereafter, if a vacancy occurs in a voting seat and the new membership organization is qualified to fill that voting seat, the new membership organization may compete for the vacant voting seat.

An organization that petitions for a seat under this rule and is not selected must resubmit its

petition for membership in order to receive consideration for a seat during the next scheduled formal review.

This subrule does not affect BAC members set forth in 97B.8B(3).

**495—3.3(97B) Voting representatives and rights.** The BAC consists of representatives as set forth in 97B.8B(3).

**3.3(1) Member voting representatives.** One voting representative will be elected from a membership organization that represents teachers. Of the other three voting representatives who represent members of the system, only one representative will be from a membership organization that solely represents the public safety protection classes.

**3.3(2) Voting rights.** A membership organization is permitted to designate a substitute voting representative to cast the vote of the membership organization at a meeting in the event that the named representative cannot attend. No membership organization will have more than one vote on a matter brought before the BAC.

**3.3(3) Terms of voting representatives.** The term of each voting representative will be three years, beginning and ending as provided in Iowa Code section 97B.8B. Terms of voting representatives will be staggered.

**3.3(4) Quorum, voting requirements and voting procedures.**

*a. Quorum.* Five voting representatives of the BAC constitute a quorum.

*b. Voting requirements.* A quorum of the BAC must be present, whether the representatives are attending in person or remotely, at the time any vote is taken.

*c. Voting procedures.* The chairperson rules as to whether the vote will be by voice or roll call. A roll-call vote will be taken anytime a voice vote is not unanimous. Minutes of the BAC will indicate the vote of each voting member if a roll-call vote is taken.

**3.3(5) Officers and elections.**

*a. Officers.* BAC officers are the chairperson and vice chairperson.

*b. Elections.* At the first meeting in each fiscal year, the voting members elect Officers. If an officer does not serve out the elected term, a special election will be held at the first meeting after notice is provided to the BAC to elect a representative to serve out the remainder of the term.

**495—3.4(97B) Meetings.** The BAC will meet at least quarterly, or at the request of the chairperson, or IPERS' chief executive officer. The chairperson establishes the dates of all regularly scheduled meetings. Advance notice of time, date, tentative agenda and place of meeting will be given in compliance with Iowa Code Chapter 21. All meetings of the BAC are open to the public and are held in accordance with Robert's Rules of Order, Newly Revised. The BAC may exclude the public from portions of the meeting in accordance with Iowa Code section 21.5 (closed session). Minutes are reviewed and approved by the BAC and maintained by IPERS.

Parties wishing to address the BAC on a matter not on the agenda should notify IPERS or the chairperson in writing at least five days prior to the meeting.



**97B.8B Benefits advisory committee.**

1. *Committee established.* A benefits advisory committee shall be established whose duty is to consider and make recommendations to the system and the general assembly concerning the provision of benefits and services to members of the retirement system.

2. *Membership.* The benefits advisory committee shall be comprised of representatives of constituent groups concerned with the retirement system, and shall include representatives of employers, active members, and retired members. In addition, the director of the department of administrative services, or the director's designee, and a member of the public selected by the voting members of the committee shall serve as members of the committee. The system shall adopt rules under [chapter 17A](#) to provide for the selection of members to the committee and the election of the voting members of the committee.

3. *Voting members.* Of the members who comprise the committee, nine members shall be voting members. Except as otherwise provided by [this subsection](#), the voting members shall be elected by the members of the committee from the membership of the committee. Of the nine voting members of the committee, four shall represent covered employers, and four shall represent the members of the retirement system. Of the four voting members representing employers, one shall be the director of the department of administrative services, one shall be a member of a constituent group that represents cities, one shall be a member of a constituent group that represents counties, and one shall be a member of a constituent group that represents local school districts. Of the four voting members who represent members of the retirement system, one shall be a member of a constituent group that represents teachers. The ninth voting member of the committee shall be a citizen who is not a member of the retirement system and who is elected by the other voting members of the committee.

4. *Duties.*

a. At least every two years, the benefits advisory committee shall review the benefits and services provided to members under [this chapter](#), and the voting members of the committee shall make recommendations to the system and the general assembly concerning the services provided to members and the benefits, benefits policy, and benefit goals, provided under [this chapter](#).

b. The benefits advisory committee shall be involved in the performance evaluation of the chief benefits officer.

c. Upon the expiration of the term of office of or a vacancy concerning one of the three members of the investment board described in [section 97B.8A, subsection 4](#), paragraph "a", subparagraph (1), subparagraph division (b), the voting members of the committee shall submit to the governor the names of at least two nominees who meet the requirements specified in that subparagraph division. The governor may appoint the member from the list submitted by the committee.

5. *Terms of voting members.* Except for the director of the department of administrative services and as otherwise provided in the rules for the initial selection of voting members of the committee, each member selected to be a voting member shall serve as a voting member for three years. Terms for voting members begin on May 1 in the year of selection and expire on April 30 in the year of expiration. Vacancies shall be filled in the same manner as the original selections. A vacancy shall be filled for the unexpired term.

6. *Expenses.* The members who are not active members of the retirement system shall be paid their actual expenses incurred in the performance of their duties and shall receive a per diem as specified in [section 7E.6](#) for each day of service not exceeding forty days per year. The members who are active members of the retirement system and the director of the department of administrative services shall be paid their actual expenses incurred in the performance of their duties as members of the committee and the performance of their duties as members of the committee shall not affect their salaries, vacations, or leaves of absence for sickness or injury. However, the benefits advisory committee shall not incur any additional expenses

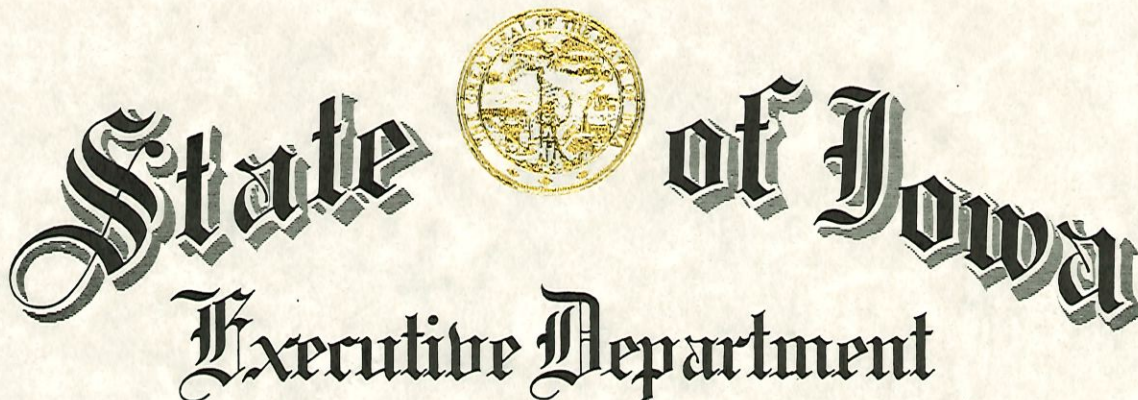


in fulfilling its duties as provided by [this section](#) without the express written authority of the chief executive officer.

[2001 Acts, ch 68, §13, 24; 2003 Acts, ch 145, §286; 2009 Acts, ch 41, §263; 2024 Acts, ch 1170, §187](#)

Referred to in [§97B.1](#)  
Subsection 2 amended





IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

### **EXECUTIVE ORDER NUMBER TEN**

**WHEREAS,** over several decades the proliferation of administrative rules and regulations at all levels of government has imposed high costs on employers, inhibited job growth, impeded private sector investment, and increased the complexity and expense of economic life;

**WHEREAS,** reducing this regulatory burden on Iowans will promote citizens' freedom to engage in individual, family, and business pursuits;

**WHEREAS,** the Iowa Administrative Code contains over 20,000 pages and 190,000 restrictive terms;

**WHEREAS,** a comprehensive evaluation of existing administrative rules is essential to determine the necessity and effectiveness of those rules in light of national economic headwinds facing Iowans;

**WHEREAS,** obsolete, ineffective, excessively burdensome, or redundant administrative rules and regulations should be repealed;

**WHEREAS,** rulemaking authority is derived from and limited by the authority delegated to executive agencies by the general assembly;

**WHEREAS,** an administrative rulemaking moratorium will permit the Administrative Rules Coordinator and executive agencies to devote resources to a comprehensive evaluation and rigorous cost-benefit analysis of existing administrative rules; and

**WHEREAS,** wherever possible, and without compromising the health and safety of Iowans, this review should result in the elimination or simplification of unnecessary or unduly burdensome rules and regulations.

**NOW, THEREFORE,** I, Kim Reynolds, Governor of the State of Iowa, by virtue of the authority vested in me by the Constitution and laws of this state, do hereby order the following:

#### **PROCESS FOR REVIEW OF EXISTING RULES**

- I.** Each rule chapter of the Iowa Administrative Code effective on January 1, 2023 shall be reviewed by the agency, board, or commission that promulgated the rule according to a schedule established by the Administrative Rules Coordinator (ARC) as follows:
  - A.** All rule chapters shall be reviewed and, if applicable, be promulgated as specified in this Executive Order no later than December 31, 2026;
  - B.** The agency review schedule shall be staggered across agencies. The ARC shall ensure the volume of rules that are reviewed by the agencies in any given year is such that the public can engage and provide meaningful input in any individual rulemaking; and
  - C.** The agency review schedule shall be posted on the Governor's website as well as the agency's website no later than March 1, 2023.
- II.** After issuing the rule report under Part III of this Executive Order, each agency must publish a notice of intended action in accordance with the provisions of the Iowa Administrative Procedure Act to repeal the existing rule chapter by the agency review date.



**III.** An agency wishing to renew a rule chapter beyond the agency review date must promulgate a new rulemaking in accordance with the following requirements in addition to the provisions of the Iowa Administrative Procedure Act:

- A.** The agency, board, or commission must perform a retrospective analysis that includes a comprehensive evaluation and rigorous cost-benefit analysis of each existing administrative rule to determine whether the benefits the rule is intended to achieve are being realized, whether those benefits justify the costs of the rule, and whether there are less restrictive alternatives to accomplish those benefits. This analysis should be guided by the statutory language giving the agency, board, or commission the authority to promulgate the rule.
  - i.** The ARC, with the assistance of the Department of Management (DOM), shall develop a standardized process for the required retrospective analysis. Any such forms shall be posted on the website of DOM no later than March 1, 2023.
  - ii.** Agencies, boards, and commissions should start the new rulemaking from a zero-base and not seek to reauthorize an existing rule chapter without a critical and comprehensive review. Agencies, boards, and commissions must use the retrospective analysis to guide which regulations, if any, should be re-promulgated in order to carry out the statutory language giving the agency, board, or commission the authority to promulgate the rulemaking. The agency, board, or commission shall remove obsolete, outdated, inconsistent, incompatible, redundant, or unnecessary language, including instances where rule language is duplicative of statutory language.
  - iii.** The agency, board, or commission shall submit a rule report to the ARC by September 1 of the year of the agency review date. The rule report shall contain the retrospective analysis of the rule chapter, a list of rules the agency, board, or commission proposes to repeal and not re-promulgate, and a list of rules the agency, board, or commission proposes to re-promulgate.
- B.** The agency, board, or commission must publish a notice of intended action and hold at least two public hearings designed to maximize public participation in the rulemaking process. A copy of the retrospective analysis must be published on the agency's website prior to the public hearings.
- C.** Each new rule chapter finalized by the agency must reduce the overall regulatory burden, or remain neutral, as compared to the previous rule chapter.
- D.** All proposed amendments to an existing chapter must be contained within a single rulemaking.

#### **PROCESS FOR NEW AND AMENDED RULES**

**IV.** To create a more stable regulatory environment and provide businesses with certainty, there is a moratorium on rulemaking. State agencies shall not initiate, by filing a notice of intended action or an adopted and filed emergency, any new rulemaking from February 1, 2023 through the agency review date established by the ARC, unless the agency is directed by the ARC to take a rulemaking action or all of the following conditions apply and the rulemaking is precleared by the ARC:

- A.** The rulemaking is narrowly-tailored to achieve one or more of the following objectives:
  - i.** To reduce or remove a regulatory burden, including reducing restrictive terms;
  - ii.** To remove obsolete, outdated, inconsistent, incompatible, redundant, or unnecessary regulations, including instances where rule language is duplicative of statutory language;
  - iii.** To comply with a new statutory requirement, court order, or federal mandate where no waiver is permitted;
  - iv.** To prevent a substantiated and well-documented threat to public health, peace, or safety;



- v. To reduce state spending;
- vi. To repeal a rule chapter as specified in Part II of this Executive Order; or
- vii. To re-promulgate a rule chapter as specified in Part III of this Executive Order.

B. The agency completes a regulatory analysis of the new or amended rulemaking containing the items listed in section 17A.4A(2) of the Iowa Code and complies with the following:

- i. At least one public hearing is conducted on the regulatory analysis prior to final publication on the agency's website.
- ii. A copy of the final regulatory analysis must be published on the agency's website prior to submission of the rulemaking to the ARC for preclearance.

V. Emergency rules shall be limited to those that are intended to avoid an immediate danger or are required to meet a specific deadline specified in statute, a court order, or by this Executive Order or the ARC.

### IMPLEMENTATION AND INTERPRETATION

VI. This Executive Order applies to all departments, agencies, boards, or commissions that have promulgated rules contained within the Iowa Administrative Code but does not apply to statewide constitutional officers or rules promulgated under the authority of those officers.


VII. This Executive Order shall be interpreted in accordance with all applicable laws and regulations and shall not supersede any laws or regulations in place as of its effective date. If any provision of this Executive Order is found to be invalid, unenforceable, or otherwise contrary to applicable law, then the remaining provisions of this Executive Order, as applied to any person or circumstance, shall continue in full force and effect and shall not be affected by such finding of invalidity or unenforceability.

VIII. This Executive Order does not create any right or benefit, substantive or procedural, enforceable at law or in equity, by any party against the State of Iowa, its departments, agencies, or political subdivisions, or its officers, employees, agents, or any other persons.

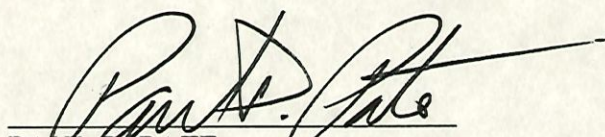
IX. This Executive Order shall apply prospectively only as of its effective date.



IN TESTIMONY WHEREOF, I HAVE HEREUNTO  
SUBSCRIBED MY NAME AND CAUSED THE  
GREAT SEAL OF THE STATE OF IOWA TO BE  
AFFIXED AT DES MOINES, IOWA THIS TENTH  
DAY OF JANUARY IN THE YEAR OF OUR LORD  
TWO THOUSAND TWENTY-THREE.

  
KIMBERLY K. REYNOLDS  
GOVERNOR

ATTEST:

  
PAUL D. PATE  
SECRETARY OF STATE



## February 2025 Appeal Status Report for Benefits Advisory Committee

#	ISSUE	STATUS
545-20	POA of deceased Member disputes IPERS' attempts to collect overpayment and denies overpayment is a "result of wrong doing, negligence, misrepresentation, or omission of the recipient."	Initial appeal received 07/08/2020. Letter of receipt mailed to POA at home address, prison address, and attorney's office per POAs request, 07/13/2020. POA passed away in November 2020. Criminal case against POAs spouse is still ongoing. Criminal case against POAs spouse not being pursued by county attorney—advised IPERS to proceed in civil court. Outside counsel has been retained by IPERS to proceed in trying to collect overpayment from POAs spouse. Case filed in probate in Utah on 07/27/2021. Hearing is scheduled on 08/30/2021. Hearing is scheduled on 11/04/2021. Civil suit has been filed against the Estate and the POAs spouse. Mediation has been scheduled for August 24, 2022. Mediation was held—no resolution reached. Civil case was filed August 26, 2022. Trial currently scheduled for end of September 2023. Trial was continued, depositions scheduled for November 2023. Depositions completed. 02/06/2024 both cases will be combined and heard by the same judge. Trial scheduled for April 1-3, 2025.
580-24	Member appealing ex-wife as contingent annuitant	Initial appeal received 04/09/2024. Appeal acknowledgement letter sent 4/9/24. FAD mailed to member 04/18/2024. Member Appeal of FAD received 05/15/2024. Transmitted to DIA on 5/22/2024. DIA hearing continued to 09/12/2024 at 1:00 PM. Order Continuing Hearing e-mailed to Member on 07/10/2024. <b>ALJ decision received 11/04/2024 affirming IPERS decision. No appeal received by the member within the appeal timeframe. ALJ decision is final and binding. 12/05/2024 letter sent to member that ALJ decision is final and binding. DONE</b>
581-24	Member appealing award amount	<b>Initial appeal received 10/30/2024. Appeal acknowledgement letter sent 10/30/2024. FAD mailed on 11/13/2024, granting members appeal. DONE.</b>
582-24	Member appealing termination of spouse's IPERS benefits upon his death	<b>Initial appeal received 11/12/2024. Appeal acknowledgement letter sent on 11/13/2024. FAD mailed on 12/04/2024. No Appeal of FAD received. Letter sent re IPERS FAD final and binding 02/12/2025. DONE</b>
583-24	Member retired and subsequently received Social Security Disability entitlement letter in November. Wants to reapply for IPERS benefits under disability.	<b>Initial appeal received 12/02/2024. Appeal acknowledgement letter sent on 12/09/2024. FAD mailed on 12/23/2024. No Appeal of FAD received. Letter re IPERS FAD is final and binding mailed 02/12/2025. DONE</b>
584-25	Member appealing rejection of a refund application after accepting a position with a different IPERS-covered employer that requires participation in an alternative plan.	<b>Initial appeal received 01/07/25. Appeal acknowledgement letter sent on 01/08/2025. FAD mailed on 01/29/2025, granting members appeal. DONE.</b>
585-25	Member appealing the amount of the monthly benefit.	<b>Initial appeal received 1/17/2025. Appeal acknowledgement letter sent on 1/23/2025. FAD mailed on 01/29/2025.</b>

**IPERS' Appeal Process.** An IPERS member or beneficiary can appeal a decision that impacts their rights. Typically, an **initial appeal** is filed after IPERS makes an “**initial agency decision**” on some matter. Pursuant to Iowa Code chapter 97B, each **initial appeal** is routed through an **internal review** process. During this **internal review**, IPERS’ staff conduct a thorough review of the facts and law surrounding the **initial appeal**. Frequently, this review includes gathering additional information and may include further discussions with the appellant. Once the **initial review** is finished, a **Final Agency Determination (FAD)** is issued. The **FAD** can affirm, modify, or rescind the **initial agency decision**. The **FAD** is sent to the appellant who has the opportunity to appeal the **FAD**. If the **FAD** is appealed, IPERS transfers the case to the **Department of Inspections, Appeals, & Licensing** for assignment of an administrative law judge to hold a **contested case hearing**. After the **contested case hearing** is held and the administrative law judge issues a **proposed agency decision**, IPERS or the appellant can appeal the **proposed agency decision** to the **Employment Appeal Board (EAB)**. The **EAB** reviews the records and **proposed agency decision**. The **EAB** issues its own opinion that can affirm, deny, or modify the **proposed agency decision**. If IPERS or the appellant are unsatisfied with the **EAB’s** decision, then a **Petition for Judicial Review** can be filed. Ultimately, IPERS or the appellant can appeal all the way to the **Iowa Supreme Court**.

# 2025

## BAC Meetings

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### January

1/27/25 - BAC Meeting

### February

2/24/25 - BAC Meeting

### March

3/31/25 - BAC Meeting

### April

4/28/25 - BAC Meeting

### August

8/25/25 - BAC Meeting

### October

10/27/25 - BAC Meeting

### December

12/5/25 - Investment Board & BAC Mtg

(Actuarial Valuation Presentation)