CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM
STATEMENT OF POLICY FOR
FUNDING RISK MITIGATION

Purpose

The California Public Employees' Retirement System ("CalPERS" or the "System") Board of Administration ("Board") has established a key strategic goal of improving long-term pension benefit sustainability. This goal is to be pursued through funding the System with an integrated view of pension assets and liabilities and actively assessing and managing funding risk through an Asset Liability Management ("ALM") framework. This document sets forth the policy ("Policy") for funding risk mitigation, which is a significant component of the overall ALM framework.

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Funding Risk Mitigation Policy

Background

The Funding Risk Mitigation ("FRM") Policy seeks to reduce CalPERS funding risk over time. It establishes a mechanism whereby CalPERS investment performance that significantly outperforms the discount rate triggers adjustments to the discount rate, expected investment return, and strategic asset allocation targets.

Staff Implementation of the Policy is overseen by the Asset Liability Management Advisory Committee ("ALMAC"), chaired by the Chief Financial Officer ("CFO") and made up of representatives from the financial office ("FINO"), investment office ("INVO"), actuarial office ("ACTO"), legal office ("LEGO") and communications and stakeholder relations ("CSR").

Strategic Objective

The strategic objective of the Policy is to reduce the volatility of investment returns, thereby increasing the long-term sustainability of CalPERS pension benefits for members.

Policy

If a Funding Risk Mitigation Event occurs, the discount rate and expected investment return shall be adjusted as set forth in Table 1 below, and the strategic asset allocation targets shall be adjusted consistent with such new discount rate and expected investment return. The current CalPERS strategic asset allocation targets can be found in the CalPERS Total Fund Investment Policy, and are defined or approved during the periodic Asset Liability Management process undertaken by CalPERS, subject to adjustments per this Policy.

Table 1: Funding Risk Mitigation Event Thresholds and Impacts

Excess Investment Return	**Reduction in Discount Rate**	**Reduction in Expected Investment Return**
If the actual investment returns exceed the discount rate by:	*Then the discount rate will be reduced by:*	*And the expected investment return will be reduced by:*
2.00%	0.05%	0.05%
7.00%	0.10%	0.10%
10.00%	0.15%	0.15%
13.00%	0.20%	0.20%
17.00%	0.25%	0.25%

Policy (continued)

Discount rate reduction shall be governed by the following parameters:

a. Reduced by increments of five (5) basis points (0.05%)
b. Maximum reduction per year of 25 basis points (0.25%)
c. The discount rate/expected investment return shall not be reduced to the point where the estimated investment return volatility drops below eight percent (8%) according to the Capital Market Assumptions most recently adopted by the Investment Committee.

Upon the occurrence of a Funding Risk Mitigation Event:

1. Staff shall report the annual net investment return for the given fiscal year ending June 30th to the CalPERS Board of Administration.
2. Staff shall implement new strategic asset allocation targets based on the reduction in investment return indicated in Table 1 in accordance with the current schedule of asset allocation ranges and targets adopted by the Investment Committee.
3. The new strategic asset allocation targets shall take effect on October 1 of the fiscal year immediately following the Event Year.
4. The total fund policy benchmark shall be adjusted consistent with the new strategic asset allocation targets and Staff shall report the new strategic asset allocation targets, total fund policy benchmark and expected investment return to the Investment Committee.
5. The discount rate shall be adjusted and reported to the Finance & Administration Committee.
6. Member calculations, including optional factors and service credit purchase, shall reflect the reduced discount rate effective immediately upon the occurrence of a Funding Risk Mitigation Event.
7. The effect of any reduction in discount rate for a given Event Year shall be included in the actuarial valuations calculated as of June 30 for such year.

Policy Scope

This Policy applies to Public Employees' Retirement Fund ("PERF") as well as the Affiliate Funds of the System, as applicable.

Primary Responsibility

The ALMAC, under the direction of the CFO as chairperson, is responsible for this Policy. The Finance and Administration Committee ("FAC" or "Committee") is the Board committee responsible for overseeing staff's implementation of the Policy. The Committee intends for the Policy to be a dynamic document which will be reviewed and modified periodically to reflect the changing nature of CalPERS' assets and investment programs, benefit programs and economic conditions.

Key Terms / Definitions

For the purposes of this document, the following terms and definitions apply.

Key Term	Definition
Funding Risk Mitigation Event	The achievement of a time-weighted annual investment return net of investment expenses for a given fiscal year, as first publicly reported following the end of such fiscal year, that exceeds the CalPERS discount rate by 2.00% or more.
Event Year	The fiscal year in which the funding risk mitigation event occurred.
Threshold	The time-weighted annual investment return, net of investment expenses, in excess of the discount rate required for a funding risk mitigation event to occur.

Roles and Responsibilities

Staff's responsibilities with respect to the Policy shall include:

1. Reporting Funding Risk Mitigation Events to the FAC and implementing this Policy as these events occur.
2. Reviewing all funding risk mitigation actions taken with the FAC.
3. Reporting funding risk mitigation progress to the FAC in the Annual Funding Levels and Risks Report.
4. Reviewing the Policy with the Board as part of the cyclical Asset Liability Management (ALM) process.

Roles and Responsibilities (continued)

The FAC's responsibilities with respect the Policy shall include:

1. Overseeing senior management as they take steps to (1) manage, measure, monitor and control funding status and risks and (2) implement this policy.

2. Reviewing Staff recommendations for changes to the Policy and taking these recommendations for approval to the Board of Administration.

Authoritative Sources

CalPERS will administer this policy in compliance with the following legal, regulatory and policy requirements:

Source	**Description**
Cal. Gov't. Code §20120	The CalPERS Board of Administration is vested with the management and control of the Public Employees' Retirement System (the "System").
California Constitution, ART. XVI, § 17	The Board has plenary authority and fiduciary responsibility for the investment of monies and administration of the System. The Constitution also vests the Board with the sole and exclusive power to provide for the actuarial services in order to assure the competency of the System.

Funding Risk Mitigation Policy

Related Documents

For additional information, please refer to:

Document	Relevance
Asset Liability Management Policy	The Board has established a key strategic goal of improving long-term pension benefit sustainability. This goal is to be pursued through funding the System with an integrated view of pension assets and liabilities and actively assessing and managing funding risk through an Asset Liability Management ("ALM") framework. This policy establishes the overall ALM framework and serves as a guide for the Funding Risk Mitigation Policy.
Total Fund Investment Policy	Provides a framework for the management of CalPERS assets and outlines the objectives, benchmarks, restrictions and responsibilities of the investment program. Sets out the process for establishing asset class allocation policy targets and ranges and managing those asset class allocations within their policy ranges.

Revision History

The following revisions have been made to this policy:

Version	Modification Date	Summary of Changes
2.0	February 14, 2017	Lowers the first threshold for the percentage by which actual investment return exceeds the discount rate in any fiscal year in order to trigger a discount rate reduction from 4.0% to 2.0%. Note: The Board has suspended implementation of this Policy until FY 2020-21.
1.0.	Nov. 15, 2015.	This was the initial FRM Policy.