



Performance, Compensation and Talent Management Committee

California Public Employees' Retirement System

Agenda Item 5

March 18, 2014

ITEM NAME: Review of the Performance, Compensation and Talent Management Committee Delegation

PROGRAM: Administration

ITEM TYPE: Action

RECOMMENDATION

Recommend proposed changes to the Performance, Compensation and Talent Management Committee (PCTM) Delegation for approval.

EXECUTIVE SUMMARY

Attachment 1 sets forth the proposed changes to the current PCTM Committee Delegation Resolution. The Delegation is reviewed on an annual basis to ensure alignment with our Strategic Plan.

STRATEGIC PLAN

This agenda item supports Goal B of the 2012-17 Strategic Plan which is to cultivate a high-performing, risk-intelligent and innovative organization. It also supports the specific objective to recruit, retain, develop and empower a broad range of talents against organizational priorities.

BACKGROUND

The last revision to the Performance, Compensation and Talent Management Committee Delegation Resolution, approved by the Board of Administration on December 12, 2012, expanded the Committee's authority to include talent management to the Committee's regular business and to change the Committee's name to include Talent Management.

ANALYSIS

Staff has reviewed the delegation of authority for the Performance, Compensation and Talent Management Committee, and recommends a revision to the delegation to include oversight management of risks related to the duties delegated to the Committee. The proposed revision is displayed in underline-strikeout format in Attachment 1.

BUDGET AND FISCAL IMPACTS

Not Applicable.

BENEFITS/RISKS

The benefits of reviewing and updating the delegation of authority for the Performance, Compensation and Talent Management Committee Delegation are to continually align the Committee's authority with the needs of our members while keeping CalPERS commitment to its strategic goals and objectives.

ATTACHMENT

Attachment 1 – Performance and Compensation Committee Delegation Resolution

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