



Performance, Compensation and Talent Management Committee

California Public Employees' Retirement System

Agenda Item 6

March 17, 2015

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

PROGRAM: Administration

ITEM TYPE: Action

RECOMMENDATION

Recommend the proposed changes to the Performance, Compensation and Talent Management Committee (PCTM) Delegation Resolution for Board consideration and approval at the April 2015 Board meeting.

EXECUTIVE SUMMARY

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

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 March 19, 2014, expanded the Committee's authority to include oversight management of risks related to the duties delegated to the Committee.

ANALYSIS

Staff has reviewed the Delegation Resolution for the Performance, Compensation and Talent Management Committee and recommends revisions to align the delegation with the recently revised Delegation Resolution for the Chief Executive Officer. The proposed revisions are displayed in underline-strikeout format in Attachment 1.

Any additional revisions to the Delegation Resolution that the Committee wishes to make will be incorporated and brought back for Board consideration and approval in April.

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, Compensation and Talent Management Committee Resolution

LAURIE MENCHACA, Acting Chief
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