



Performance, Compensation & Talent Management Committee Meeting Summary

November 16, 2016

This is intended as a guide for the Committee Chair. Other than the motions, this need not be read verbatim. The Chair may add context/comment as appropriate.

The Performance, Compensation & Talent Management Committee met on November 15, 2016.

THE COMMITTEE RECOMMENDS AND I MOVE, the Board approve the following items reviewed in Closed Session:

- AGENDA ITEM 3 – Review of 2015-16 Performance: Former Chief Executive Officer
For the former CEO, approve the FY 2015-16 performance award of \$119,038.
- AGENDA ITEM 4 – Review of 2015-16 Performance: Chief Investment Officer.
For the CIO, approve a FY 2015-16 performance award of \$248,026 and a FY 2016-17 base salary of \$543,780.

THE COMMITTEE RECOMMENDS AND I MOVE, the Board approve the following items reviewed in Open Session:

- AGENDA ITEM 5 – 2016-17 Performance Plan of the Chief Executive Officer
Approve the 2016-17 Performance Plan of the CEO.

The Committee received reports on the following topics:

- The Committee received an update on the Organizational Health Index (OHI) Survey;
- A risk report for the Performance, Compensation and Talent Management Committee; and
- A Workforce Strategic Plan annual update.

The Committee heard public comment on the following topics:

- Employee development efforts (Neil Johnson, SEIU Local 1000).

At this time I would like to share some highlights of what to expect at the February Performance, Compensation & Talent Management Committee meeting:

- The Committee will receive semiannual status reports on the performance plans of the CEO and CIO, and discuss the biennial salary survey.

The next meeting of the Performance, Compensation & Talent Management Committee is scheduled for February 14, 2017, in Sacramento, California.