



Performance, Compensation & Talent Management Committee Agenda Item 8

February 14, 2017

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 2017 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 in April 2016, aligned the delegation with the recently revised Delegation Resolution for the Chief Executive Officer.

Analysis

Staff has reviewed the Delegation Resolution for the Performance, Compensation and Talent Management Committee and recommends no revisions at this time. Any 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 and 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.

Attachments

Attachment 1 – Performance, Compensation and Talent Management Committee Resolution

Tina Campbell, Chief
Human Resources Division

Doug Hoffner
Deputy Executive Officer
Operations and Technology