



## Performance, Compensation & Talent Management Committee

# Agenda Item 8

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February 13, 2018

**Item Name:** Review of the Performance, Compensation & Talent Management Committee Delegation

**Program:** Administration

**Item Type:** Action

### **Recommendation**

Recommend approval of the Performance, Compensation & Talent Management Committee (PCTMC) Delegation Resolution for the Board of Administration's (Board) consideration and approval. There are no recommended changes at this time.

### **Executive Summary**

The Delegation Resolution is reviewed on an annual basis to ensure alignment with the CalPERS Strategic Plan. There are no recommended changes being proposed to the current PCTMC Delegation Resolution (Attachment 1).

### **Strategic Plan**

This agenda item supports CalPERS' Strategic Goal to promote a high-performing and diverse workforce in the 2017-22 Strategic Plan. The Executive Compensation Program provides a means for recruiting, retaining, and empowering highly-skilled executives to meet our organizational priorities.

### **Background**

The last revision to the PCTMC Delegation Resolution, approved by the Board in April 2016, aligned the delegation with the recently revised Delegation Resolution for the Chief Executive Officer.

### **Analysis**

Staff has reviewed the PCTMC Delegation Resolution and recommends no revisions at this time. Any revisions to the PCTMC Delegation Resolution that the Committee wishes to make will be incorporated and brought back for Board consideration and approval.

### **Budget and Fiscal Impacts**

Not applicable.

**Benefits and Risks**

The benefit of reviewing and updating the PCTMC Delegation Resolution is 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 & Talent Management Committee Delegation Resolution

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**Tina Campbell, Chief**  
Human Resources Division

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**Doug Hoffner**  
Deputy Executive Officer  
Operations and Technology