

Inventory of Proposed Policy Updates (June 2018)

Page references refer to the redline version of the Policy as displayed in Attachment 2.

1. **Purpose Statement** | Page 3
Added “highly qualified” to reflect amendment made by the Performance, Compensation and Talent Management Committee (Committee) in May 2018.
2. **Determining Base Pay Ranges** | Page 6
Added university endowment funds to the comparator group description for investment management positions based on Committee direction in May 2018.
3. **Base Pay Upon Appointment** | Page 8
Revised narrative to remove reference to the Chief Investment Officer (CIO) position.
4. **Development of Annual Incentive Plan** | Page 11
Revised both approval tables to reflect the CEO as final approver of the CIO’s Annual Incentive Plan and measures, respectively.
5. **Status Reports and Plan Changes** | Page 12
Revised both approval tables to reflect the CEO as final approver of CIO’s Semiannual status report and plan measure changes, respectively.
6. **Discretionary Performance Adjustments** | Page 17
Revised authority to exercise discretion for the CIO fully to the CEO.
7. **Special Within-Range Base Pay Adjustment** | Page 21
Revised approval table to reflect the CEO as final approver of any special within-range base pay adjustments for the CIO position, by delegation from the Board.
8. **Interim Appointments** | Page 21
Revised approval table to reflect the CEO as final approver of interim appointments and temporary additional compensation for the CIO position, by delegation from the Board.
9. **Recruitment Differential** | Page 22
Revised approval table to reflect the CEO as final approver of recruitment differentials for the CIO position; and clarified language in the payback provision regarding repayment of a recruitment differential in the event an employee is no longer employed by CalPERS within two years of their appointment date.
10. **Performance Appraisal Process Overview** | Page 23
Revised narrative to reflect that the CEO will complete performance appraisals and recommend base salary increases within the established ranges for covered positions, including the CIO.

11. **Performance Appraisal Approval Process** | Page 25

Revised approval table to align the CIO position with the General Counsel, Chief Actuary, Chief Financial Officer. Also removes veto authority for the appraisal outcomes of the CIO, General Counsel, Chief Actuary, and Chief Financial Officer positions.