

**CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM
BOARD OF ADMINISTRATION
PERFORMANCE, COMPENSATION & TALENT MANAGEMENT COMMITTEE**

**MEETING MINUTES
December 18, 2018**

The California Public Employees' Retirement System Board of Administration Performance, Compensation & Talent Management Committee met on Tuesday, December 18, 2018, in the Lincoln Plaza North Building, 400 Q Street, Sacramento, California.

The meeting was called to order at 10:18 a.m. and the following members were present:

Bill Slaton, Chair
Richard Costigan, Vice Chair
Dana Hollinger
Adria Jenkins-Jones
Henry Jones
Priya Mathur

Other Board Member(s):

Rob Feckner
David Miller
Lynn Paquin for Betty Yee
Matthew Saha for John Chiang
Theresa Taylor

AGENDA ITEM 2 – TIMED AGENDA

On MOTION by Mr. Jones, SECONDED by Ms. Hollinger and CARRIED, the Committee approved the December 18, 2018 Performance, Compensation & Talent Management Committee Timed Agenda.

AGENDA ITEM 3 – EXECUTIVE REPORT

Doug Hoffner, Deputy Executive Officer, presented an oral report to the Committee.

AGENDA ITEM 4 – ACTION CONSENT ITEMS

On MOTION by Mr. Costigan, SECONDED by Ms. Hollinger and CARRIED, the Committee approved the following action consent items:

- a. Approval of the September 25, 2018 Performance, Compensation & Talent Management Committee Meeting Minutes

AGENDA ITEM 5 – INFORMATION CONSENT ITEMS

The Committee accepted the following information consent items as presented:

- a. Annual Calendar Review

b. Draft Agenda for the February 20, 2019 Performance, Compensation & Talent Management Committee Meeting

AGENDA ITEM 6a – Salary and Incentive Ranges for the Chief Operating Officer Position

Eric Gonzaga of Grant Thornton, the Board's primary compensation consultant, presented a recommendation for the Committee's consideration in setting the compensation for the newly established Chief Operating Officer position.

On MOTION by Ms. Mathur, SECONDED by Ms. Hollinger and CARRIED, the Committee approved a base pay range of \$187,500 - \$312,500, and an incentive award range of 0 - 40%.

AGENDA ITEM 6b – Pay Philosophy Discussion for Investment Management Positions

The Committee Chair directed Grant Thornton and CalPERS team members to bring back compensation data on alternatives a and c that would align CalPERS total cash for investment management positions to average peer pay levels.

The Committee Chair also directed team members to bring back relevant data on recruitment, retention, and associated costs for the investment positions.

AGENDA ITEM 7a – SUMMARY OF COMMITTEE DIRECTION

No additional Committee direction was given.

AGENDA ITEM 7b – PUBLIC COMMENT

There was no public comment.

The meeting of the Performance, Compensation & Talent Management Committee was adjourned at 11:11 a.m.

Prepared by: JERROLYN QUERAL
Committee Secretary