



Performance, Compensation & Talent Management Committee Agenda Item 6b

February 20, 2019

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

Program: Administration

Item Type: Action Consent

Recommendation

Recommend the proposed changes to the Performance, Compensation and Talent Management Committee's (PCTMC) Delegation Resolution for the Board of Administration's (Board) consideration and approval. Proposed changes include the addition of the newly-established Chief Operating Officer and Chief Health Director positions that were incorporated into Government Code section 20098 effective January 1, 2019.

Executive Summary

The Delegation Resolution is reviewed on an annual basis to ensure alignment with the CalPERS Strategic Plan and Board direction. Proposed changes to the current PCTMC Delegation Resolution are shown in 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 May 2018, aligned the oversight of the Chief Investment Officer position with other direct reports to the Chief Executive Officer.

Analysis

Team members have reviewed the PCTMC Delegation Resolution and recommend revisions to reflect the newly-established Chief Operating Officer and Chief Health Director positions that

came into effect on January 1, 2019. Proposed revisions are displayed in underline and strikeout format in Attachment 1, and a version with the changes accepted is provided in Attachment 2.

Any additional revisions to the PCTMC Delegation Resolution the Committee wishes to make will be incorporated and brought back for Board consideration and approval. All amendments approved by the Board in May 2019 will be reflected as applicable in the Chief Executive Officer's Delegation Resolution and the Board's Compensation Policy for Executive and Investment Management Positions.

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 and Talent Management Committee Delegation Resolution (Proposed Changes)

Attachment 2 – Performance, Compensation and Talent Management Committee Delegation Resolution (Changes Accepted)

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