

Quarterly Status Report – Enterprise Compliance Activity

Second Quarter FY 2018-19

Presented to
Risk and Audit Committee
February 20, 2019

Purpose

Provide the Risk and Audit Committee with compliance monitoring and oversight analytics to aid in fulfilling their role in overseeing key compliance and ethics activities.

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Board & Employee Form 700 Filings

Q2 FY 2018-19 Statements Due				
Statement Type	Submitted Timely	Submitted Late	Outstanding	Total Due
Assuming Office	28	1	1	30
Leaving Office	23	2	1	26
Grand Total	51	3	2	56

Observations:

- CalPERS currently has 914 Board and employee Form 700 filers.
- Out of 54 statements due in Q2 FY 2018-19, 51 statements (94%) were submitted timely and three statements (6%) were not submitted timely.
- ECOM is actively monitoring two outstanding statements that were due prior to Q2 FY 2018-19.

Note:

- See Page 15 for Statement definitions.

Consultant Form 700 Filings

Q2 FY 2018-19 Statements Due				
Statement Type	Submitted Timely	Submitted Late	Outstanding	Total Due
Assuming Office	2	3	5	10
Leaving Office	7	1	-	8
Grand Total	9	4	5	18

Observations:

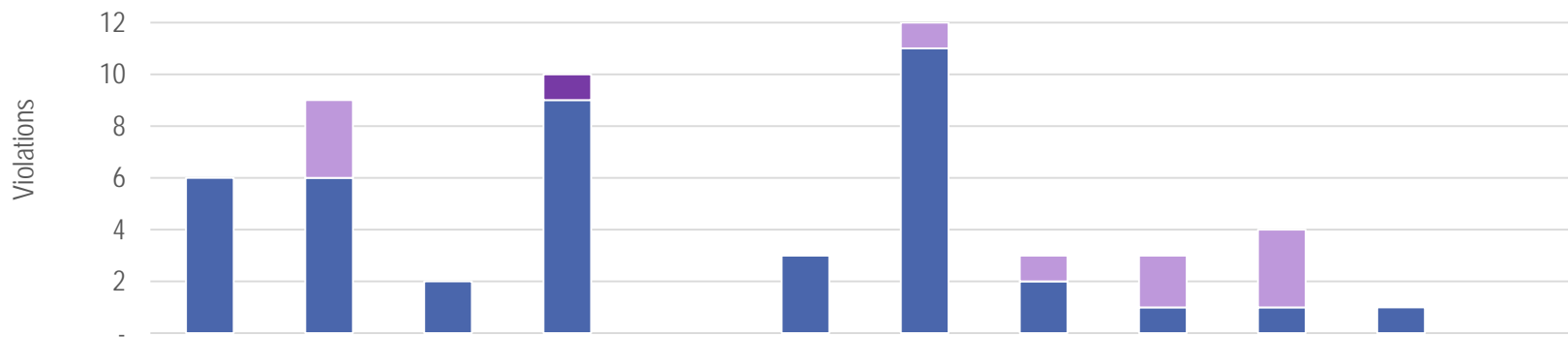
- CalPERS currently has 203 consultant Form 700 filers.
- Out of 13 statements due in Q2 FY 2018-19, nine statements (69%) were submitted timely and four statements (31%) were not submitted timely.
- ECOM is actively monitoring three outstanding statements that were due prior to Q2 FY 2018-19.

Note:

- See Page 15 for Statement definitions.

Personal Trade Monitoring: Violations

Personal Trade Monitoring: Violations by Type
01/01/2018 – 12/31/2018



	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
Blackout Period	-	3	-	-	-	-	1	1	2	3	-	-
Restricted List	-	-	-	-	-	-	-	-	-	-	-	-
Holding Period	-	-	-	1	-	-	-	-	-	-	-	-
Missing Pre-Clearance	6	6	2	9	-	3	11	2	1	1	1	-
Total Violations	6	9	2	10	-	3	12	3	3	4	1	-

Observations:

- There were five total violations committed during Q2 FY 2018-19 (two Missing Pre-Clearance violations and three Blackout Period violations).

Notes:

- See Page 16 for violation type definitions.
- Multiple violations can be triggered by a single Covered Person at one time.

Personal Trade Monitoring: Personal Trading Regulation Affirmations

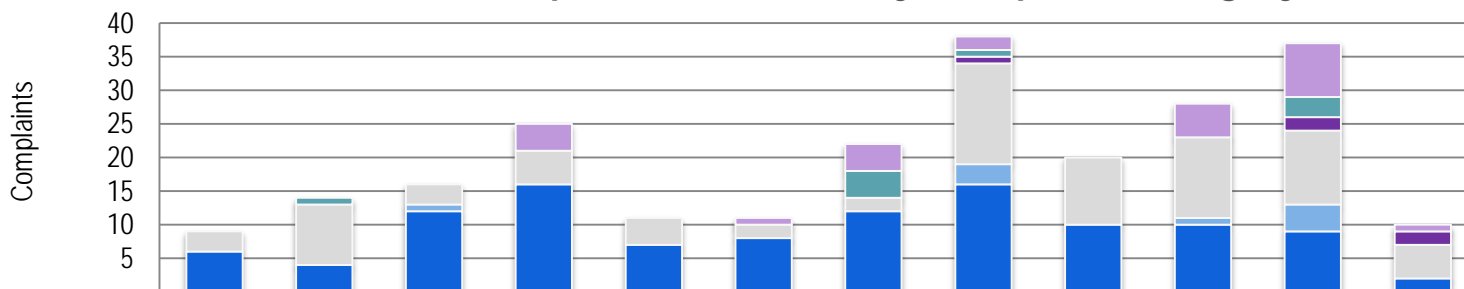
Personal Trading Affirmation / Attestation Filing Report Q2 FY 2018-19				
Affirmation Type	Total Due	Submitted Timely	Submitted Late	Outstanding
Initial Personal Trading Affirmation	23	23	-	-
Q1 FY 2018-19 Transaction Affirmation	46	45	1	-
Grand Total	69	68	1	-

Observations:

- There were a total of 23 Initial Personal Trading Affirmations due in Q2 FY 2018-19 and none were submitted late.
- There were a total of 46 Q1 FY 2018-19 Transaction Affirmations due October 30, 2018 and one was submitted late.

Ethics Helpline: Complaints Received

Ethics Related Complaints Received by Complaint Category



	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
Other	-	-	-	4	-	1	4	2	-	5	8	1
Accounting, Auditing & Financial Controls	-	1	-	-	-	-	4	1	-	-	3	-
Information Security and Records	-	-	-	-	-	-	-	1	-	-	2	2
HR, Diversity, and Workplace Respect	3	9	3	5	4	2	2	15	10	12	11	5
Business Integrity & Conflicts of Interest	-	-	1	-	-	-	-	3	-	1	4	-
Retirement Benefits Fraud or Abuse	6	4	12	16	7	8	12	16	10	10	9	2
Total	9	14	16	25	11	11	22	38	20	28	37	10

Observations:

- During Q2 FY 2018-19, 75 ethics related complaints were received.
- Of the 75 ethics related complaints received, 28% (21 of 75) fell under the Retirement Benefits Fraud or Abuse category.

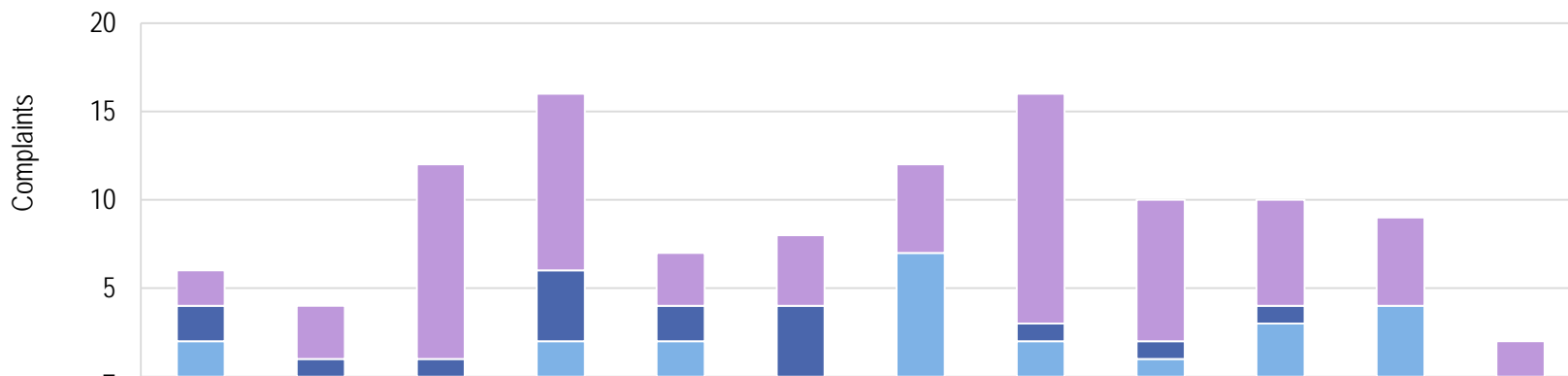
Notes:

- 11 non-ethics related complaints received for October - December are not represented in the above graph since they are not ethics related.
- 11 ethics related complaints have been included for the January – June period that weren't reflected in previous reports.
- See Page 17 for category descriptions.

Ethics Helpline Retirement Benefit Fraud or Abuse (RBFA) 1-Year Trend

The chart below displays the number of RBFA complaints received over the past 12 months by subcategory.

RBFA Complaints Received by Month
01/01/2018 – 12/31/2018



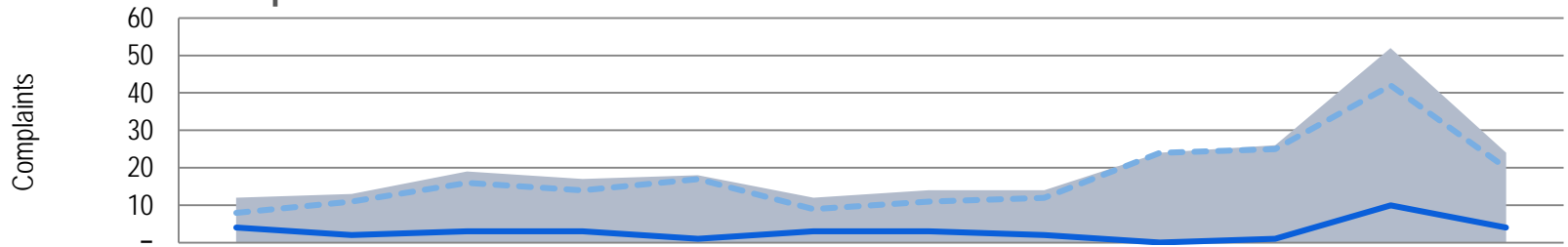
	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
Public Agency Activities	2	3	11	10	3	4	5	13	8	6	5	2
Pension Spiking	2	1	1	4	2	4	-	1	1	1	-	-
Retired Annuitant	2	-	-	2	2	-	7	2	1	3	4	-
Total	6	4	12	16	7	8	12	16	10	10	9	2

Observations:

- Over the last 12 months, the Ethics Helpline has received an average of 28 RBFA complaints per quarter.
- The majority of complaints fall into the “Public Agency Activities” subcategory.

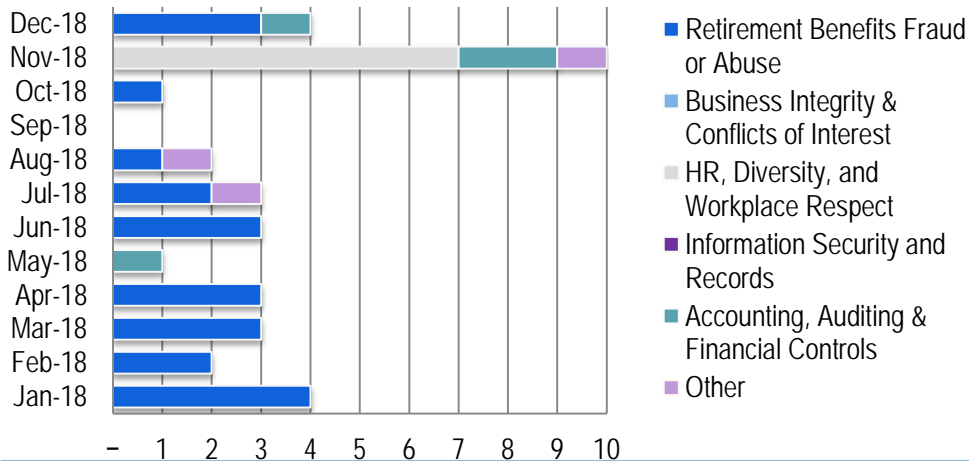
Ethics Helpline: Complaints Closed

Complaints Closed: Substantiated vs. Not Substantiated



	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18
■ Total	12	13	19	17	18	12	14	14	24	26	52	24
— Closed: Substantiated	4	2	3	3	1	3	3	2	-	1	10	4
- - - Closed: Not Substantiated	8	11	16	14	17	9	11	12	24	25	42	20

Substantiated Complaints by Category



Observation:

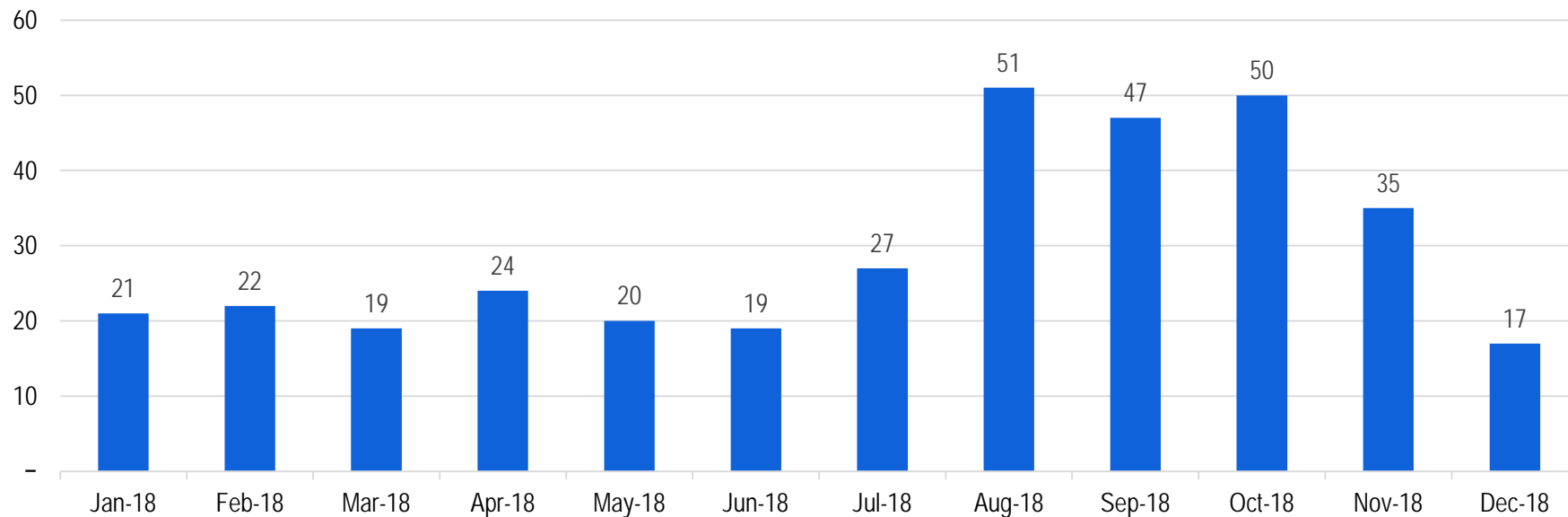
- During Q2 FY 2018-19, 15% (15 of 102) of closed complaints were substantiated.

Notes:

- 11 ethics related complaints are included for the January – June period that weren't reflected in previous reports.
- "Not substantiated" includes complaints that were closed as unsubstantiated, inconclusive, or for insufficient information.
- See Pages 17-18 for complaint category definitions and case status definitions.

Ethics Helpline: Complaints Open

Complaints Open
01/01/2018 – 12/31/2018



Observation:

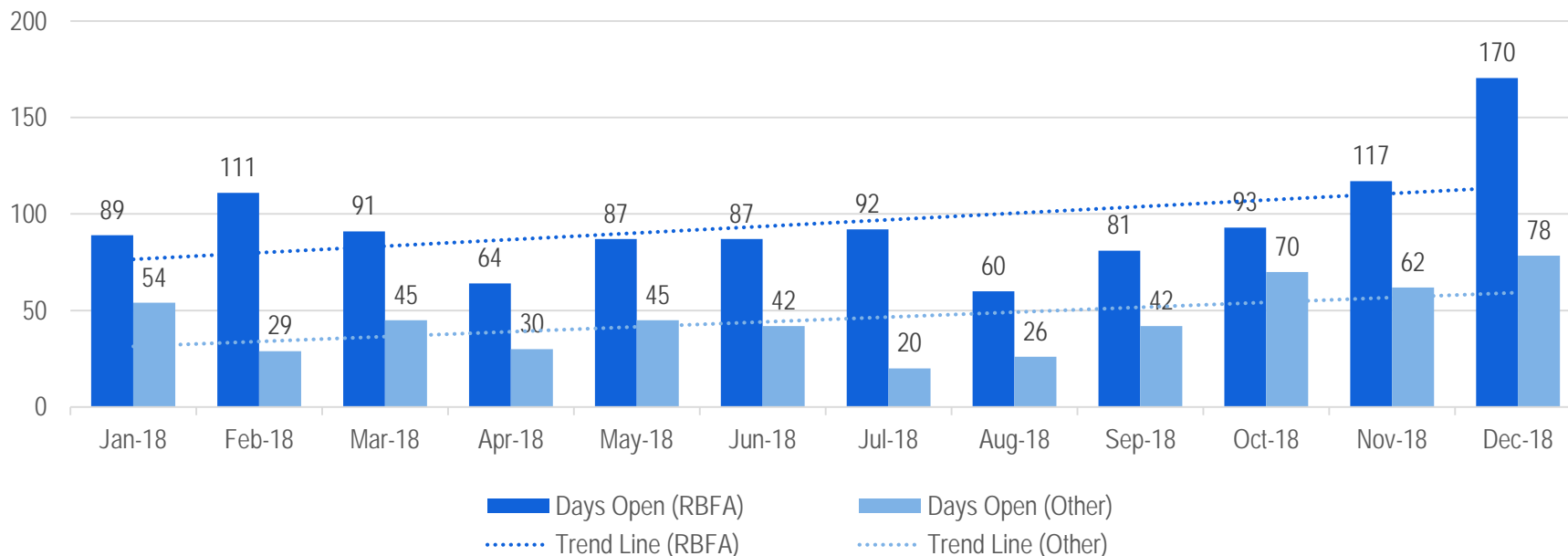
- There were 17 open complaints at the end of Q2 FY 2018-19.

Note:

- The January – June period reflects 7 additional ethics related complaints not included in previous reporting.

Ethics Helpline: Average Days Open

Average Days Open
01/01/2018 – 12/31/2018



Observation:

- As of 12/31/2018, Retirement Benefits Fraud or Abuse (RBFA) complaints were open for 170 days, while all other complaints were open for 78 days.

Notes:

- Retirement Benefits Fraud or Abuse complaints often require research by external agencies, resulting in closure times greater than 30 days.
- Case averages only include ethics related cases tracked through the Navex Ethics Helpline System.

Training Compliance: Mandatory Training

Mandatory Training – Due 12/31/2018			
Training Type	Completed	Outstanding	Completion Rate
Mandatory 2018-19 Gift Policy Attestation (Board & Employee)	852	63	93%
Attorney General's Ethics Training Course (Board & Employee)	770	11	99%
Attorney General's Ethics Training Course (Consultant)	103	31	77%
Grand Total	1725	105	94%

Observation:

- Mandatory training was completed timely by 94% of all Form 700 filers.

Note:

- Completion rates are calculated based on all active team members required to take each mandatory training. Team members on an official leave of absence and retired team members who have separated are not included in the calculation.

Appendix - Additional Information

- Form 700 Statement Definitions
- Personal Trading Violation Type Definitions
- Ethics Helpline Complaint Category Definitions
- Ethics Helpline Case Outcome Definitions

Form 700 Statement Definitions

Statement Type

Annual: Form 700 statement that is due on April 1st (or the following Monday if April 1st falls on a weekend).

Assuming Office: Form 700 statement that is due within 30 days of assuming office.

Leaving Office: Form 700 statement that is due within 30 days of leaving office.

Statement Status

Submitted Timely: Form 700 statements submitted within the due date.

Submitted Late: Form 700 statements submitted after the due date.

Outstanding: Unsubmitted Form 700 statements after the due date has passed.

Referred: Unsubmitted Form 700 referred to Fair Political Practices Commission (FPPC) for enforcement.

Note:

- See Pages 4 and 5 for details.

Personal Trading Violation Type Definitions

Blackout Period: Covered Persons are prohibited from buying, selling or transferring Covered Securities during the Blackout Period, which is the three (3) day period of time that commences one market day before and ends one market day after a transaction in Covered Securities by CalPERS.

Holding Period: The 30-calendar-day period between the acquisition and sale, and the 30-calendar-day period between sale and re-acquisition, of a Covered Security.

Missing Pre-Clearance: Covered Persons are required to obtain pre-clearance approval before the purchase, sale or transfer of Covered Securities is executed in a Covered Account, unless the transaction is exempt from the requirement of pre-clearance.

Restricted List: A Restricted List means the list of Covered Securities that identifies companies that CalPERS Employees and/or Board Members have information that may be material non-public.

Note:

- See Page 6 for details.

Ethics Helpline Complaint Category Definitions

All Ethics Helpline complaints now fall under one of the following six issue types. These categories were developed with CalPERS’ priorities in mind and to bring our reporting processes in line with established industry standards.

Complaint Categories	Examples of Violations
Accounting, Auditing & Financial Controls	Accounting & Auditing Matters; Compliance with Laws & Regulations; Document Creation & Retention; Fraud (Non-retirement benefits related); Override of Internal Controls; Securities Valuation; Tax Issues
Business Integrity & Conflicts of Interest	Contract Compliance; Foreign Corrupt Practices Act & Improper Payments; Improper Giving & Receiving of Gifts; Insider Trading; Outside Employment & Compensation; Relationships with Clients, Suppliers & Vendors
Human Resources, Diversity & Workplace Respect	Discrimination or Harassment; EEOC or ADA Matters; Human Resources (HR); Retaliation; Safety, Health & Environment; Sexual Harassment; Workplace Violence
Information Security & Records	Badging & Access Control; Computer, Email & Internet Use; Data Privacy; Disclosure of Confidential Information; Health Insurance Portability & Accountability Act (HIPAA) Violations; Identity Theft
Retirement Benefits Fraud or Abuse	<ul style="list-style-type: none"> Retired Annuitants - Involves retired CalPERS members who work for a CalPERS covered agency post retirement. Pension Spiking - Involves situations where a CalPERS covered employer inflates the compensation of an employee in the years immediately preceding retirement for the purpose of increasing their monthly retirement allowance. Public Agency Activities - Refers to a CalPERS public agency’s failure to bring a qualified employee into CalPERS membership or any other allegations that do not fit either of the other subtypes.
Other	Reporting parties can select this issue type if they feel the ethical violation they are reporting doesn’t fall under one of the other five categories.

Note:

- See Pages 8, 9, and 10 for details.

Ethics Helpline Case Outcome Definitions

Case Outcome	Definition
Substantiated	The investigation establishes that it is more likely than not that the alleged conduct occurred.
Unsubstantiated	The investigation establishes that it is more likely than not that the alleged conduct did not occur.
Inconclusive	The investigation fails to establish one way or another whether the alleged conduct occurred.
Insufficient Information	Information submitted was not sufficient to initiate investigation.

Note:

- See Page 10 for details.