



Performance, Compensation & Talent Management Committee Agenda Item 8b

February 18, 2020

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

Program: Administration

Item Type: Action

Recommendation

Approve proposed amendments to the Performance, Compensation and Talent Management Committee Delegation Resolution (PCTMC Delegation) as part of the annual board committee delegation review process.

Executive Summary

The PCTMC Delegation is reviewed on an annual basis. This year, CalPERS team members propose revisions to the PCTMC Delegation to simplify language and align formatting with other Committee delegations. Any revisions approved by the PCTMC today will be presented to the full board for approval in April 2020.

Strategic Plan

This item supports the Reduce Complexity and Risk Management Strategic Goal from the CalPERS 2017-2022 Strategic Plan, which aims to reduce complexity across the enterprise by streamlining operations and cultivate a risk-intelligent organization.

Background

In compliance with the Board Governance Policy, committee delegations are reviewed annually and revised as needed. The last revision to the PCTMC Delegation, approved by the Board in April 2019, added the newly-established Chief Operating Officer and Chief Health Director positions that were incorporated into Government Code section 20098.

Analysis

CalPERS team members have reviewed the PCTMC Delegation and recommend revisions to simplify language and formatting for enhanced clarity.

Proposed revisions are displayed in tracked changes in Attachment 1, and Attachment 2 presents a clean version with all proposed changes accepted. Any additional revisions to the PCTMC Delegation the Committee wishes to make will be incorporated and brought back for Board consideration and approval in April 2020.

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 – PCTMC Delegation (tracked changes)

Attachment 2 – PCTMC Delegation (proposed changes accepted)

Renee Salazar, Interim Chief
Human Resources Division

Doug Hoffner
Chief Operating Officer