MEETING

# STATE OF CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM BOARD OF ADMINISTRATION OPEN SESSION

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM

FECKNER AUDITORIUM

LINCOLN PLAZA NORTH

400 P STREET

SACRAMENTO, CALIFORNIA

TUESDAY, APRIL 18, 2023 9:00 A.M.

JAMES F. PETERS, CSR CERTIFIED SHORTHAND REPORTER LICENSE NUMBER 10063

## APPEARANCES

### BOARD MEMBERS:

Theresa Taylor, President

David Miller, Vice President

Malia Cohen, represented by Lynn Paquin

Fiona Ma, represented by Frank Ruffino

Lisa Middleton

Eraina Ortega

Jose Luis Pacheco

Kevin Palkki

Ramón Rubalcava

Yvonne Walker

Mullissa Willette

### STAFF:

Marcie Frost, Chief Executive Officer

Michael Cohen, Interim Chief Operating Investment Officer

Douglas Hoffner, Chief Operating Officer

Matthew Jacobs, General Counsel

Stephenson Loveson, Chief Information Officer

Kim Malm, Interim Deputy Executive Officer, Customer Services & Support

Donald Moulds, PhD, Chief Health Director

Nicole Musicco, Chief Investment Officer

Michele Nix, Acting Chief Financial Officer

### APPEARANCES CONTINUED

### STAFF:

Brad Pacheco, Deputy Executive Officer, Communications & Stakeholder Relations

Scott Terando, Chief Actuary

Marlene Timberlake D'Adamo, Chief Diversity, Equity, and Inclusion Officer

Michelle Tucker, Chief, Human Resources Division

Danny Brown, Chief, Legislative Affairs Division

David Teykaerts, Assistant Division Chief, Stakeholder Relations Division

ALSO PRESENT:

Mark Chekal

J.J. Jelincic

Earlene Stevenson

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PRESIDENT TAYLOR: Good morning, everyone. Id'
like to call the Board of Administration meeting to order.
Our first order of business this morning is to call the
roll.

BOARD CLERK TRAN: Theresa Taylor?

PRESIDENT TAYLOR: Here.

BOARD CLERK TRAN: David Miller?

VICE PRESIDENT MILLER: Here.

10 BOARD CLERK TRAN: Lynn Paquin for Malia Cohen.

ACTING BOARD MEMBER PAQUIN: Here.

BOARD CLERK TRAN: Frank Ruffino for Fiona Ma?

ACTING BOARD MEMBER RUFFINO: Present.

BOARD CLERK TRAN: Lisa Middleton?

BOARD MEMBER MIDDLETON: Present.

BOARD CLERK TRAN: Eraina Ortega?

BOARD MEMBER ORTEGA: Here.

18 BOARD CLERK TRAN: Jose Luis Pacheco?

BOARD MEMBER PACHECO: Present.

20 BOARD CLERK TRAN: Kevin Palkki?

BOARD MEMBER PALKKI: Good morning.

BOARD CLERK TRAN: Ramón Rubalcava?

BOARD MEMBER RUBALCAVA: Here.

BOARD CLERK TRAN: Yvonne Walker?

Mullissa Willette?

BOARD MEMBER WILLETTE: Here.

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BOARD CLERK TRAN: Dr. Gail Willis?

PRESIDENT TAYLOR: For some reason the mics aren't going on. Something is going on here.

Thank you. I appreciate it.

Our next order of business is the Pledge of Allegiance. I have asked Mr. Palkki to lead us in the pledge.

(Thereupon the Pledge of Allegiance was recited in unison.)

PRESIDENT TAYLOR: Thank you, Mr. Palkki. I appreciate it.

BOARD MEMBER PALKKI: Thank you.

PRESIDENT TAYLOR: So good morning. Good Tuesday morning, everybody. I wanted to welcome everybody. Hope everybody had a great holiday this last weekend and it's -- I was going to say I hope you're enjoying this spring weather, but it was kind of cold this morning and I think it rained a little bit. So we're -- our spring is a little slow coming.

So as a friendly reminder the Board will not be holding any public meetings in May. We have one closed session related to health care negotiations. We will resume our full meetings June 20th through the 22nd, following Juneteenth which falls on a Monday and is a

federally recognized holiday.

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Tomorrow, a subcommittee of the Board will interview and select the finalists as the Board's Investment consultants for the following categories, our general pension investment consultant, our private equity consultant, our real estate consultant, our private debt consult and our infrastructure consultant. One finalist -- once finalists are selected, CalPERS will enter into negotiations to execute contracts that begin on July 1st.

Some of you know that outside my duties as a CalPERS President and a Board member. I'm a -- I am not a manager at the Franchise Tax Board. I'm a Principal Compliance Rep at the Franchise Tax Board. So here's a friendly reminder that your taxes are due today, which actually the Franchise Tax Board, let me be clear, has given an extension till October 15th. So they aren't due today. You're good if you wait till October. I wouldn't do that if I were you working at the Franchise Tax Board, but you do have till October 15th.

And with that, I'll say congratulations to another win from the Kings. Go Kings.

(Applause).

PRESIDENT TAYLOR: I'm going to pass it over to our CEO. Marcie, go ahead.

CHIEF EXECUTIVE OFFICER FROST: All right. Thank you, President Taylor. And good morning, everyone. I'm actually going to spend a little bit of time this morning doing an operational update related to some recruiting that we have going on now, and then an update on a recent meeting that I had as a member of Inclusive Capitalism.

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So first of all, we know that the labor market is pretty tight here in California and frankly around the country. Like other states and private organizations, this does pose a few challenges to our recruitment efforts. And in response, we had a group of employees get together and come up with a great idea. It's an approach that we're calling Rapid Recruitment Events. It's an effort to both broaden our outreach, but also significantly shorten our traditional hiring timelines, which is one of the problems we're trying to solve. You know, every time we come up with a great idea, we always want to ask the question, well, what problem is it that we're trying to solve.

And I think what we found is as we were extending offers to candidates, because our recruitment processes were extending into weeks, if not maybe months, those candidates had been selected for other positions. So Rapid Recruitment to us means hiring on very large scale in a way that makes the process quicker, and easier for

candidates to apply, and for hiring teams to extend those offers to their top candidates. Our Chief of HR calls is, you know, giving the promise ring early, so they know that we're interested in them, while we work through the process of selection.

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It's also a solution, I think, that has really reenergized the organization and increased collaboration. You know, coming out -- we're a year into returning to the office. That sense of collaboration, that connection, getting away from some of the routines that we really all started by working two years remotely and developing those new processes and new routines with one another. And this just helped to kick-start some of that work together.

There are three phases to the program. The first phase launched last month to fill vacancies within our Human Resources Division. And then once filled, those new hires will assist with recruitment phases that would follow. The outreach campaign has taken full advantage of our social media channels and our internal and external websites. And for the HR team, they had 12 vacancies they were trying to fill. We received 625 applications for those positions.

Working with a hundred team leaders and team members across the organization, which is really our largest recruitment effort yet, interviews were conducted

over the last two weeks with all 625 applicants. Quite an undertaking. Interview panelists included alumni from the six-month Emerging Leader Program we have here at CalPERS for our own team members interested in promoting into leadership positions, along with other personnel that represent the next generation of leaders here at CalPERS.

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Team members report that a comradery building, we're all in this together kind of experience came out of it, one where everyone is invested in the best possible outcomes and really invested in hiring that next set of talent for CalPERS. Not only is that great for our team culture, but it also helps improve the collaboration amongst our divisions, which has really historically been an underscoring area in our employee engagement survey.

The recruitment brought some great candidates to our attention. We had more than enough people to fill the vacancies and have additionally identifies dozens of other candidates to invite back for other roles based on their interview scores, their experience, or their education.

Phase 2 will be focused on our Customer Experience Division for open positions in the Contact Center. And then one new introduction to Phase 2 is the use of a scoring too -- tool, excuse me, built to recognize issues related to diversity, equity, and inclusion, or DEI. This tool will help reduce potentially

biased language in the way that we announce the actual jobs, and the bulletins, the duty statements, as well as the interview questions. So far, we have nearly 200 app -- 200 applications on file for those 24 vacancies in the Contact Center.

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That will be followed by Phase 3, which we'll recruit for positions across the rest of the enterprise.

That would include our Information Technology team. It would include the Investment Office, Accounting, and more. This phase of the project will look more like a on-campus event, drawing candidates to interview in-person as well as virtually.

With broad outreach comes a variety and high number of candidates. So the team is looking at how we assess and select candidates while effectively managing sizable candidate pools. One tool that has been effective from the start is the use of a new interest survey included in the job bulletin. It gives applicants the chance to identify which area of a Division's work they are most interested in. The interest survey will continue to be used with each implementation phase to help hiring managers better understand where a candidates knowledge, their skills, and abilities are best suited.

To further ensure equity in our recruiting and hiring processes, all panelists were required to attend a

special DEI training to help prevent unconscious bias in recruiting and interviewing. As you know, CalPERS is deeply committed to DEI principles that embrace the unique contributions of everyone who works here and everyone we serve.

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And the CalPERS members we serve, as we know, are part of one of the most diverse states in the nation, so it only makes sense that we do everything that we can to have an equally representative pool of candidates and employees as we build our future CalPERS teams.

Going after a diverse pool of talent also extends to the work we're doing with our Emerging Manager Initiative. That's an effort that we launched back in January in concert with our partners to TPG and Grosvenor. Not long after Nicole Musicco came on board as our CIO last year, she began talking about the great work being done by a growing -- (clears throat) -- excuse me, growing body of smaller investment managers and entrepreneurs, professionals who have different experience and who were outperforming their peers in the private markets. CalPERS does see opportunities in their skill sets and strategies they're using to deliver returns that will ultimately benefit all of our members.

We also believe strongly in our leadership role to help advance equity in the financial industry through

our Emerging and Diverse Manager Program. It is one step forward to cultivate new talent. And that is the primary purpose behind our upcoming event called Catalyst, California's Diverse Investment Manager Forum. That does take place in the Bay Area on June 26th through the 28th in collaboration with CalSTRS. We believe that Catalyst will be a game-changing event to match rising talent with capital allocators who can help scale their efforts.

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I've mentioned the event to you in a previous report, but I also wanted to share a quick update.

Catalyst will feature a few general sessions with industry leading speakers -- excuse me -- and a roll-up-your-sleeves kind of format, which will be one-on-one meetings that we'll have with some of the managers with the allocators who will be in the room. The event is aptly named Catalyst, for the momentum building action it's really meant to inspire.

The invitation to allocators have gone out and the registration for managers is scheduled to open soon.

Look forward to the keeping you updated as things progress. And I know many of you are out traveling in the manager circles and hope you will pass on the invitation to those who you're interacting with.

Our commitment to leadership in the DEI space also enables us to support organizations making a

difference in underrepresented communities, such as the Sacramento Chapter of the Latinas in Tech, or technology. We are proud to support them by hosting an on-campus panel discussion next Wednesday, April 26th, that will feature two of our own IT managers Suzette Loggins and Luz Alcazar. Geared toward Latinas and women in general, the event is designed to discuss how the -- how to overcome the challenges of getting into an information technology career and also highlight opportunities that are available here at Calpers. As I mentioned, we are also recruiting for vacancies in our IT Department.

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Latinas in Tech is a non-profit organization founded in 2014 in Silicon Valley. There's a great need for groups like this to provide pathways into the industry. According to a 2021 article, one study found that while women comprised 28.8 percent of the U.S. tech workforce, Latinas held only two percent of jobs in STEM fields.

Today, Latinas in Tech has grown to 22 chapters around the world, with more than 200,000 members. And the Sacramento chapter is actively involved with local schools and colleges to encourage the pursuit of IT careers. Our Chief Information Officer, Stephenson Loveson, will welcome the chapter to CalPERS and will also kick off the event.

One last important DEI related item and that's an accolade received by one of our team members in the Operations Support Services Division for his work with our outside vendor contracting program. Ramon Rivera, our small business and disabled veteran business enterprise, or DVBE advocate, was honored with the Secretary's special achievement award presented by the Government Operations Agency at the 23rd annual State Agency Recognition Awards. This award is given to the individual whose best practices, innovation, and advocacy efforts have allowed them to exceed the State's small business and DVBE contracting goals.

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Ramon's work helped CalPERS exceed our own goals with more than 25 percent small business participation in our procurements and almost six percent of total dollars spent on contracts and procurements with disabled veteran businesses.

To achieve those results, he proactively reached out to the business community through trade shows and other events to broaden our contacts with potential suppliers. He also streamlined and automated the process for CalPERS to collect the voluntary statistical data sheet we use to capture data on supplier diversity. This increased the community's response rate by 84 percent. In the last three years, Ramon has received the Advocate of

the Year Award for Excellence and Leadership in Procurement. Ramon is here with us today. If you could join me in congratulating him on his award and thanking him for his service to our members.

(Applause).

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CHIEF EXECUTIVE OFFICER FROST: And then a few of you asked me to talk a bit about the meeting that I attended related to Inclusive Capitalism, which is a group that I've been involved with for about five years now.

So our day opened with a discussion on energy transition in the context of a continuing debate around divestment from fossil fuel companies versus engagement with them. We also discussed the role of investors and fossil fuel companies in supporting energy security and affordability by focusing on the just transition while pursuing the fastest practical movement to clean energy. And that session was led by the CEO of British Petroleum.

We then had a session with the International Sustainability Standards Board on disclosures and just transition. And that would include all of the measurements and the conversation led by their Chair Emmanuel Faber, who presented the progress of ISSB S1, which is the general sustainability standard and then also S2, which is the climate related standard. He stated that they will be coming public in the coming months and there

was a lot of discussion around the inclusion of Scope 3 emissions in that standard.

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And then council members in the last discussion, which was the one that I had an opportunity to facilitate, we conferred on the need as business leaders to be a bit more courageous in publicly advocating for the value creation that comes with accounting for climate, climate risks, and inequality risks at a time of increased polarization, and you know, really here in the -- more of the context of the United States, where do we see, you know, maybe value proposition in the Inflation Reduction Act. I've asked Nicole Musicco to provide a panel, or at least a panelist, at your July off-site to give you an idea of where we might be thinking opportunities would present themselves through the IRA.

And then I'd like to end my report with the quarterly investment performance or the investment performance as of March 31st. Our preliminary numbers show the fiscal year-to-date return is 3.3, the five-year projected return is 5.7, the 10-year projected return is 6.9, and the 20-year projected return is 7.5. And that does conclude my report and I'm happy to take questions President Taylor.

PRESIDENT TAYLOR: All right. Thank you very much, Ms. Frost. That was very informative. I appreciate

the detail on the new rapid recruitment. That's very cool and new for the State of California for sure.

I'm not seeing any questions at this point, so hold on a second.

I'm going -- oh, that's right. Jose Luis first and then I have to give everybody a minute because this isn't working. So wait, let me see if I can even call on him.

COMMITTEE MEMBER PACHECO: I can wait.

PRESIDENT TAYLOR: Yeah, lets way. Yeah, so go ahead and turn it off.

CHIEF EXECUTIVE OFFICER FROST: I think we're all looking forward to the upgrades to the auditorium.

PRESIDENT TAYLOR: When does that happen?

CHIEF EXECUTIVE OFFICER FROST: Dallas.

It's -- it was in the budget item that you saw yesterday.

PRESIDENT TAYLOR: I know, I saw.

CHIEF EXECUTIVE OFFICER FROST: Ms. Taylor, would you like to note for the record Ms. Walker?

PRESIDENT TAYLOR: Yes, I will.

CHIEF EXECUTIVE OFFICER FROST: Okay.

PRESIDENT TAYLOR: When we have a -- oh I'm on.

There we go. All right. For the record, Ms. Walker is in

25 attendance.

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And we are on our action consent items. Having 1 heard nobody wanting to pull anything, what's the pleasure 2 of the Board. 3 VICE PRESIDENT MILLER: Move approval. BOARD MEMBER PACHECO: (Hand raised). 5 PRESIDENT TAYLOR: Moved by Mr. Miller, seconded 6 by Mr. Pacheco. We need to take a roll call vote, because 7 8 we have somebody on. 9 BOARD CLERK TRAN: David Miller? VICE PRESIDENT MILLER: Aye. 10 BOARD CLERK TRAN: Lynn Paguin? 11 ACTING BOARD MEMBER PAQUIN: Aye. 12 BOARD CLERK TRAN: Frank Ruffino? 1.3 ACTING BOARD MEMBER RUFFINO: Aye. 14 BOARD CLERK TRAN: Lisa Middleton? 15 16 BOARD MEMBER MIDDLETON: Aye. BOARD CLERK TRAN: Eraina Ortega? 17 BOARD MEMBER ORTEGA: Aye. 18 BOARD CLERK TRAN: Jose Luis Pacheco? 19 20 BOARD MEMBER PACHECO: Aye. BOARD CLERK TRAN: Kevin Palkki? 21 BOARD MEMBER PALKKI: Aye. 22 23 BOARD CLERK TRAN: Ramón Rubalcava? BOARD MEMBER RUBALCAVA: Aye. 24

BOARD CLERK TRAN: Yvonne Walker?

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BOARD MEMBER WALKER: Aye. 1 BOARD CLERK TRAN: Mullissa Willette? 2 BOARD MEMBER WILLETTE: Aye. 3 PRESIDENT TAYLOR: All right. Thank you. 4 5 carries. Our next matter is Item 6, information consent 6 7 items. Again, I have not heard anybody asked to have 8 anybody pulled. So we are going to move on to Item 7, Committee 9 Reports. And our first committee report is Mr. Miller --10 you want to push your button, David. Mr. Miller. 11 VICE PRESIDENT MILLER: I don't think it's --12 PRESIDENT TAYLOR: Oh, it's -- I have Finance and 13 Administration is Lisa. Sorry about that. 14 Ms. Middleton, there you go. 15 16 BOARD MEMBER MIDDLETON: Thank you. PRESIDENT TAYLOR: Yep. Hold on a second. 17 still not working. 18

There it is. Okay, go ahead.

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BOARD MEMBER MIDDLETON: All right. Thank you.

The Finance and Administration Committee met on April 17,

2023.

The Committee recommends and I move the Board approve the following. And first let me note that Agenda Item 5e was pulled as the petitioner rescinded their

request, so no action was taken on Agenda Item 5e, stakeholder's petition to adopt ranked-choice voting.

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The following items were -- we are asking for approval.

Agenda Item 3c, approve the April 2023 prospective report of solicitations, contracts purchase orders, and letters of engagement.

Agenda Item 3d, approve the 1959 Survivor Benefit Program actuarial valuation report as of June 30, 2022 and adopt the employer and employee monthly premiums for fiscal year 2023-24.

Agenda Item 5a, approve the 2023-24 annual budget in the amount of 2.428 billion and 2,843 positions.

Agenda Item 5b, approve the proposed elected Board member percentages of time to be spent on Board related duties based on Board and Committee selections held in January, February, and March of 2023.

Agenda Item 5c, adopt the actuarial determined employer contribution rates and approve the member contribution rates for the period of July 1, 2023 to June 30, 2024.

Item 5d, approve the employer contribution rate of 26.68 percent of payroll for the schools pool. This rate is applicable for the period of July 1, 2023 to June 30, 2024.

Lastly, Agenda Item 5f, approve Option A, the 1 status quo, to continue with online, telephone, IVR, and 2 mail-in ballot options for all elections. 3 The Committee so moves. 4 PRESIDENT TAYLOR: Okay. On all motions from 5 Committee. 6 Pleasure of the Board? 7 8 Any discussion? VICE PRESIDENT MILLER: Move approval. 9 PRESIDENT TAYLOR: Move approval. 10 All right. Any discussion on any of these? 11 I actually need to -- Item 5c, I think it might 12 have -- that might be the State and it's not named. 13 BOARD MEMBER MIDDLETON: That is the State. 14 15 thank you. 16 PRESIDENT TAYLOR: Okay. So we need to change 17 that, so that it says the State. BOARD MEMBER MIDDLETON: So let the record 18 reflect that Item 5c is the State employer contribution 19 20 rates. PRESIDENT TAYLOR: Okay. All right. Can I have 21 a roll call vote on this, please? 2.2 23 BOARD CLERK TRAN: David Miller?

VICE PRESIDENT MILLER: Aye.

BOARD CLERK TRAN: Lynn Paquin?

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ACTING BOARD MEMBER PAQUIN: Aye.
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             BOARD CLERK TRAN: Frank Ruffino?
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             ACTING BOARD MEMBER RUFFINO: Aye.
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             BOARD CLERK TRAN: Lisa Middleton?
             BOARD MEMBER MIDDLETON: Aye.
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             BOARD CLERK TRAN: Eraina Ortega?
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             BOARD MEMBER ORTEGA:
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                                   Aye.
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             BOARD CLERK TRAN: Jose Luis Pacheco?
             BOARD MEMBER PACHECO: Aye.
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             BOARD CLERK TRAN: Kevin Palkki?
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             BOARD MEMBER PALKKI: Aye.
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             BOARD CLERK TRAN: Ramón Rubalcava?
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             BOARD MEMBER RUBALCAVA: Aye.
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             BOARD CLERK TRAN: Yvonne Walker?
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             BOARD MEMBER WALKER:
                                   Aye.
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             BOARD CLERK TRAN: Mullissa Willette?
             BOARD MEMBER WILLETTE:
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                                    Aye.
             BOARD MEMBER MIDDLETON: The Committee also
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   received a report on the long-term care valuation.
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             The Chair directed staff to: bring back the
    effect that PEPRA has had on costs, PEPRA versus classic
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   costs for State, schools, and public agencies; meet with
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   stakeholders for an open dialogue about election
   processes, including ways to increase participation and
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    different methods of voting such as ranked choice voting.
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Additionally, use stakeholder surveys to gather information on election processes, research costs, and benefits of various options and bring back recommendations to the Committee for consideration.

At this time, I'd like to share a highlight of what to expect at the June 2023 Finance and Administration Committee hearing, where we will receive the semi-annual health plan financial report.

The next meeting of the Finance and Administration Committee is scheduled for June 21, 2023.

Thank you, Madam Chair.

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PRESIDENT TAYLOR: All right. Thank you.

Next up Committee is PCTM. Mr. Pacheco, go ahead.

BOARD MEMBER PACHECO: Thank you, Madam President.

The Performance, and Compensation and Talent Management Committee met on April 17, 2023.

The Committee recommends and I move the Board approve the following:

Agenda Item 5a, compensation review and recommendation for statutory positions. Beginning on July 1st of 2023, approve the proposed base salary and incentive ranges proposed by the Global Governance Advisors in Alternative number 2 for all executive and

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investment management classifications, except the Chief
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    Health Director classification. For the Chief Health
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    Director classification, approve the base salary range and
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    remove annual incentive eligibility as proposed by Global
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    Governance Advisors in Alternative number 1.
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             PRESIDENT TAYLOR: Okay. On motion by Committee.
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             Is there any discussion?
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             (Sneeze).
             PRESIDENT TAYLOR: Bless you.
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             Seeing no discussion. All those in favor?
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             Oh, I have to do a roll call vote. I apologize.
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   Go ahead.
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             BOARD CLERK TRAN: David Miller?
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             VICE PRESIDENT MILLER: Aye.
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             BOARD CLERK TRAN: Lynn Paquin?
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             ACTING BOARD MEMBER PAQUIN:
             BOARD CLERK TRAN: Frank Ruffino?
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             ACTING BOARD MEMBER RUFFINO: Aye.
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             GRAND JURY FOREMAN: Lisa Middleton?
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             BOARD MEMBER MIDDLETON: Aye.
             BOARD CLERK TRAN: Eraina Ortega?
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             BOARD MEMBER ORTEGA: No.
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             BOARD CLERK TRAN: Jose Luis Pacheco?
             BOARD MEMBER PACHECO: Aye.
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             BOARD CLERK TRAN: Kevin Palkki?
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BOARD MEMBER PALKKI: Aye.
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             BOARD CLERK TRAN: Ramón Rubalcava?
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             BOARD MEMBER RUBALCAVA:
                                      Aye.
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             BOARD CLERK TRAN: Yvonne Walker?
             BOARD MEMBER WALKER:
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                                   Ave.
             BOARD CLERK TRAN: Mullissa Willette?
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             BOARD MEMBER WILLETTE: Aye.
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             PRESIDENT TAYLOR: Thank you.
             Motion carries. Go ahead.
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             Oh, I don't have your thing. I need you to push
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    your button. I don't have your button.
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             Go ahead, Ms. Middleton.
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             BOARD MEMBER MIDDLETON: Sorry. My apologies.
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   mention to vote no.
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             PRESIDENT TAYLOR: Can we change that vote to no,
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   please. Thank you very much.
             All right. Go ahead, Mr. Pacheco.
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             BOARD MEMBER PACHECO: Thank you, Madam
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   President.
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             The Committee received reports on the following
             The annual review of the 2023-2024 incentive
   topics:
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   matrix.
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             The Chair directed staff to bring back the
   updated incentive compensation policy reflecting approved
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   base salary and incentive ranges to the June Committee
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meeting.

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The Committee heard comments on the following topic: Compensation recommendations for executive and investment management positions.

At this time, I would like to share some highlights of what to expect at the June Performance, Compensation and Talent Management Committee meeting. The Committee will review the following items: the 2023-2024 incentive plan for the Chief Executive Officer, the 2023-2024 incentive matrix recommendations for executive and investment management positions, and revisions to the Board's Compensation Policy for executive and investment management positions.

The next meeting of the Performance, Compensation and Talent Management Committee is scheduled for June 21st, 2023 in Sacramento, California.

Thank you so much.

PRESIDENT TAYLOR: Thank you, Mr. Pacheco.

That is our conclusion of 7d, but I have public comment. Mr. Jelincic. You have three minutes.

MR. JELINCIC: J.J. Jelincic, beneficiary and speaker of uncomfortable truths.

I wanted to comment before you voted on 5a, but it wasn't going to make any difference anyhow. As Al Darby of RPEA had pointed out, you do not hire executive

staff from or lose them to banks and insurance companies. The sole purpose of having them in the so-called peer group is to raise the target payments. You should ask yourselves how inflating costs is consistent with your fiduciary duties. Please reconsider your choices.

Thank you.

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PRESIDENT TAYLOR: Thank you, Mr. Jelincic.

All right. With that, our next item is our action agenda items 8. And for that, I'm going to -- can you push your button for me? Whoops -- call on Vice President Miller.

Mr. Miller, go ahead.

VICE PRESIDENT MILLER: Yep.

Agenda Items 8a1 through 8a7, we recommend that the Board adopt the PDs at agenda items 8a1 through 7 with the minor modifications argued by staff. If the Board accept our recommendations the following language may be used for the Board motion.

Oh, okay. So here's the motion.

I move to adopt the proposed decisions at Agenda Items 8al through 7 as the Board's own decisions with the minor modifications argued by staff to Agenda Items 8al through 4, 6, and 7.

PRESIDENT TAYLOR: All right. So all those in favor, I need a roll call vote.

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BOARD CLERK TRAN: David Miller?
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             VICE PRESIDENT MILLER: Aye.
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             BOARD CLERK TRAN: Lynn Paquin?
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             ACTING BOARD MEMBER PAQUIN:
             BOARD CLERK TRAN: Frank Ruffino?
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             ACTING BOARD MEMBER RUFFINO:
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             BOARD CLERK TRAN: Lisa Middleton?
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             BOARD MEMBER MIDDLETON: Aye.
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             BOARD CLERK TRAN: Eraina Ortega?
             BOARD MEMBER ORTEGA: Aye.
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             BOARD CLERK TRAN: Jose Luis Pacheco?
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             BOARD MEMBER PACHECO: Aye.
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             BOARD CLERK TRAN: Kevin Palkki?
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             BOARD MEMBER PALKKI: Aye.
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             BOARD CLERK TRAN: Ramón Rubalcava?
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             BOARD MEMBER RUBALCAVA: Aye.
             BOARD CLERK TRAN: Yvonne Walker?
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             BOARD MEMBER WALKER:
                                   Aye.
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             BOARD CLERK TRAN: Mullissa Willette?
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             BOARD MEMBER WILLETTE: Aye.
             PRESIDENT TAYLOR: All right. Motion carries.
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   Mr. Miller, anything else?
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             VICE PRESIDENT MILLER: Okay. The next motion
   relates to Items 8b1 and 8b2. I move to deny the
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   petitions at Agenda Items 8b1 and 8b2.
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PRESIDENT TAYLOR: On the motion, all those in
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    favor, roll call vote, please.
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             BOARD CLERK TRAN: David Miller?
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             VICE PRESIDENT MILLER: Aye.
             BOARD CLERK TRAN: Lynn Paguin?
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             ACTING BOARD MEMBER PAQUIN: Aye.
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             BOARD CLERK TRAN: Frank Ruffino?
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             ACTING BOARD MEMBER RUFFINO: Aye.
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             BOARD CLERK TRAN: Lisa Middleton?
             BOARD MEMBER MIDDLETON: Aye.
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             BOARD CLERK TRAN: Eraina Ortega?
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             BOARD MEMBER ORTEGA:
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                                   Aye.
             BOARD CLERK TRAN: Jose Luis Pacheco?
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             BOARD MEMBER PACHECO: Aye.
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             BOARD CLERK TRAN: Kevin Palkki?
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             BOARD MEMBER PALKKI: Aye.
             BOARD CLERK TRAN: Ramón Rubalcava?
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             BOARD MEMBER RUBALCAVA: Aye.
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             BOARD CLERK TRAN: Yvonne Walker?
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             BOARD MEMBER WALKER: Aye.
             BOARD CLERK TRAN: Mullissa Willette?
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             BOARD MEMBER WILLETTE: Aye.
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             PRESIDENT TAYLOR: All right. Motion carries.
    Thank you, Mr. Miller.
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             With that, we are moving on to 9a, State
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Legislation Update. Mr. Brown. And before we're done, Mr. Brown I have a -- not a favor, but I have a request for you.

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LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: Well, good morning, Madam President and Board members. Danny Brown, Calpers team member. The State legislature is right in the middle of their first big deadline. They have to get through the new bills in the first policy Committee by the end of the month. I would like to just highlight three bills of interest.

First, the Retirement Policy Omnibus Bill, SB 85 -- 885 is set for its first hearing tomorrow in Senate labor. As a reminder, this bill has three provisions related to CalPERS. First, it allows the Controller's office to make fund-to-fund transfers between a contracting agency's CEPPT account and the PERF. It will set the interest rate at 10 percent for delinquent contracting agency payments rather than the greater of 10 percent or the prior year's investment return. And then finally, it allows JRS II members to name a beneficiary for the return of remaining contributions after the member dies, if the member does not have a surviving spouse, and this is an option that is already available in the other CalPERS plans.

Next, SB 252 is the fossil fuel divestment bill.

That bill did get out of Senate labor last week four to one vote. It's set to be heard this afternoon in the Senate Judiciary Committee. We've been working -- or meeting with all the offices of these two committees, along with CalSTRS. But, you know, both of -- these bills passed out of both of these committees last year. Most of the members are returning and so we expect them to vote again this year.

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We will continue to work on the bill with our stakeholders and partners on trying to stop this in its current form, but it's likely our best chance will be when it gets over to the Assembly side.

And then finally, SB 637, a bill that would prohibit the State agencies from doing business with any financial institution that does business with a firearm or ammunition company. This is -- I wouldn't necessarily consider this a divestment bill, but it could have an impact on banks that we may contract with or deposit money with. The author has made this a two-year bill, but it is something that we will, you know, dig into later this year to see what kind of impact it could have on us. Right now, there's just -- unfortunately, there's no good list of which banks this bill may impact, but we'll continue to look at that.

Moving on to the federal side, Congress is back

from its spring recess and is beginning to -- in earnest to hold budget and policy hearings with mark-ups on scores of health and financial services bills anticipated later this month. Today, however, the House Financial Services Committee welcomes SEC Chair Gary Gensler back to testify for the first time in two years. You may remember I mentioned at the beginning of the year that ESG would be a topic of House Republican oversight, so we should consider this the first of those hearings.

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We expect Chair Gensler to be fielding tough questions on its rulemaking agenda and specifically on climate risk disclosure usual.

Finally, since the last update, we have submitted two comment letters. At the end of March, we joined with a group of other State public pension plans in writing the SEC on their proposal to revise various ask -- aspects -- sorry about that -- of Regulation National Market System. The group's comments focused on supporting two specific changes dealing with access fees and rebates along with minimum pricing increments.

And then last week, we wrote to CMS in general support of its Medicare drug pricing negotiation program. The main purpose of our letter though was to provide them with the top 30 most expensive Part D drugs for CalPERS Medicare population post rebates, in the hope that this

will help CMS as they continue to refine its process for the negotiation of the top 10 Part D drugs for 2026. The SEC letter can be found on our website and the CMS letter should be there soon.

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And with that, that ends my update. Happy to answer any questions.

PRESIDENT TAYLOR: Thank you, Mr. Brown. So first, I want to -- I just want to make sure in the State of California, we're not behaving like the red states. So I don't know -- I don't see us taking -- I don't see a need for us to take a position on SB 637, but I think it's a little bit -- I don't know if we want to work with the author. It seems a little bit difficult for us to -- I would imagine every bank probably does business somehow or another with a Walmart, or a Dick's Sporting Goods, or whomever that --

LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: Yeah, we'll definitely work with them as they, you know, bring the bill back next year. But it is focused on manufacturers of firearms and ammunition, so it wouldn't necessarily be -- as far as I know, the bill is written out, it wouldn't be like the retailers, but still it's unclear, you know, which banks may be impacted.

CHAIRPERSON TAYLOR: Yeah.

LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: And I

know we do business with at least, you know, three or four banks.

PRESIDENT TAYLOR: Yeah. And as I understand it, the states that have used that banking process to pull out of -- for climate change and stuff have lost money. I don't want to see us losing money over this, but that -- that's just commentary.

What I actually would like to ask is if you could work with Matt Jacobs, run some legislation, because we were looking at the PERL to get voter lists when we -- we've got a year to do this. I don't know if that will be enough time, so that we can update voter lists as people are running their elections, et cetera. So I know that that information can't be had based on the current PERL. So if you don't mind, I appreciate it.

LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: Sure.

I will take that direction

PRESIDENT TAYLOR: All right. Thank you very much.

Mr. Pacheco.

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BOARD MEMBER PACHECO: Yes. Thank you. Thank you, Madam President. And thank you, Mr. Brown, for your report here. So I just have a couple of questions. The first one is on AB 739, the suspension for the required contribution in PEPRA. I know we're still monitoring

that. And I'm just curious about the -- how that -- how that came about? I'm just wondering if that's something I -- if you can just elaborate a little bit more on that.

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LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: Well,
I think it really is what I would call a -- we would refer
to as a spot bill or what we'd say a movable spot bill, so
it's something that could be heard and moved, but it's not
really what the author's intention is to actually do this
bill. It's to move something along and use it for
something else down the road.

BOARD MEMBER PACHECO: That's what I figured.

And then the last item that I just want to talk about is the SB 300, the public employees retirement fiscal impact the -- from the Legislative Analyst's Office. What is -- I mean, what's that about then? I'm just curious. I just -- it's just some report that we're going to be -- they want us to generate, if it passes?

LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: It's actually a report by the Legislative Analyst's Office. So I think they're looking at an independent agency per se to do a cost analysis on any bill that amends the PERL. I mean, we are already required to do that. Our actuaries do a cost analysis on any benefit improvement. So this would be a layer on top of that or it could be, you know, any bill that amends the PERL, that now this -- that the

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Legislative Analyst's Office would require to issue a report to the Leg. -- to that Committee before they can hear the bill.
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BOARD MEMBER PACHECO: So -- and -- but we provide -- I mean, it's my understanding do provide an analysis of that -- of those information to the -- to the legislative process, am I correct?

LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN:

Correct. We're required by statute to provide a cost analysis to the fiscal committees.

BOARD MEMBER PACHECO: So I'm confused then why would this --

13 LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: Yeah,
14 I --

BOARD MEMBER PACHECO: -- why would this be a -- it seems to be redundant.

LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: I would agree, but I think it's -- I think you just have to look at, you know, where it's coming from and maybe they feel like there needs to be someone other than Calpers providing that information.

BOARD MEMBER PACHECO: Okay. Very good then. Thank you so much.

PRESIDENT TAYLOR: All right. Mr. Ruffino.

ACTING BOARD MEMBER RUFFINO: Yeah. Thank you,

- Madam Chair. Mr. Brown, thank you for your report. And forgive me, I did not catch your third bill. You said SB 885, SB 252. And the third one was?
- 4 LEGISLATIVE AFFAIRS DIVISION CHIEF BROWN: SB 5 637.
- ACTING BOARD MEMBER RUFFINO: Got it. Thank you.

  7 Thank you, sir.
  - PRESIDENT TAYLOR: That's the firearms one that I was talking about.
- Seeing no other questions from the Board, Mr.

  Brown. I think that's it. I do have public comment -
  well, let me do your summary of Board direction, which I

  think you already did, but go ahead.
- CHIEF EXECUTIVE OFFICER FROST: Thanks, Ms.

  Taylor. Yes, noted, the one recent, bringing back draft

  legislation to allow CalPERS to disclose members who have

  voted in CalPERS elections.
- PRESIDENT TAYLOR: Yes, voter member lists.

  19 Thank you.
- 20 And with that, I have two public comments.
- 21 Mr. Jelincic.

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- MR. JELINCIC: J.J. Jelincic, beneficiary.
- 23 Through 19 -- through 2021, CalPERS
  24 adjusted risk -- risk adjusted HMOs based on the health
  25 characteristics of the population. That risk adjusted

mitigated adverse selection. Beginning in 2022, CalPERS adjusted HMOs based on what the insurance company paid out. This mitigates adverse selection, high costs, and bad rate negotiations with providers. This will not lead to sharper pencils. If you subsidize members who pick high-cost, high-premium plans, and punish members who pick plans with strong cost containment and lower premiums, you encourage bad behavior. Over time, this will push up total medical costs.

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I live in Hayward. And that city and the employees pay CalPERS almost 6,000 a month more than the HMOs -- for the HMOs than CalPERS pays the insurance companies on their behalf. Riverside County is hit with just under 7,000 a month in surcharges. Madera County and its employee pay over \$22,000 per month more for the premiums than the negotiated rates. Oakland gets hit with a \$219,000 a month surcharge. El Cajon pays an extra 518,000 a month. But it's not all bad, Palm Springs gets a subsidy.

I acknowledge that the rate adjustments impact only the basic plans. However, policies that encourage higher medical costs will eventually affect all of us. I urge you to review and reconsider how you risk adjust HMOs. Insurance companies should not be protected from their own failure to control costs.

Thank you.

PRESIDENT TAYLOR: Thank you, Mr. Jelincic.

My next public comment I believe is on the phone.

STAKEHOLDER RELATIONS ASSISTANT DIVISION CHIEF

TEYKAERTS: Good morning, Madam President. We do have one

caller on the phone. First up, we have Earlene Stevenson.

Go ahead Earlene.

MS. STEVENSON: Good morning. How are you guys

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PRESIDENT TAYLOR: Good.

MS. STEVENSON: Am I being heard? Good morning?

PRESIDENT TAYLOR: Yes, ma'am. Go ahead.

MS. STEVENSON: Hello.

Okay. Thank you. I have a layman question and I'm just a retiree. I wanted someone to explain to me the COLA process. Although I do understand the CPI, I just look at inflation basically being less in -- less in 2021 than it was in 2022. However a majority of the people got more in '21 than in '22, other than the people that retired in the year '81 or early, which they get an eight percent. I just want someone to make it make sense to me, is that we don't have a standard COLA like three percent for everyone, four percent for everyone, to keep it simple, because I see that some people only got four

percent within the last two years when inflation went up

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14 -- over 14.5 percent. I just want someone to say, hey,
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    this is what it is, because it doesn't even appear to be
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    contractual. When I look at that, I go not the same
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   people still as last year were allocated the same
    amounts -- or same percentages, so what are we basing the
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         How are we doing the COLA and why are we not
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    standardized? Why we just don't give out one percent
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   across the board?
             PRESIDENT TAYLOR: Okay. Thank you. So I will
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   have Mr. Teykaerts grab your number and contact
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    information, and we'll have someone contact you and get
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   back to you with that, is that all right?
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             MS. STEVENSON: Yeah. Okay. More something
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    similar to the -- yeah, something similar to the
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    government.
                 They give out one percent across the board.
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             PRESIDENT TAYLOR: Okay. I appreciate it.
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             MS. STEVENSON: Talk to you soon.
             PRESIDENT TAYLOR: Thank you. All right.
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   Anymore?
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             MS. STEVENSON: Thank you very much. Appreciate
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    it. Bye-bye.
             PRESIDENT TAYLOR: All right. No more phone
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   calls I'm seeing. So then public comment is over. So at
    this point -- oh, I have two. Mr. Ruffino was first.
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    sorry.
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ACTING BOARD MEMBER RUFFINO: That's okay. Thank you. Madam President, I'd like to ask for a point of personal privilege, if I may?

PRESIDENT TAYLOR: Absolutely. Go ahead.

ACTING BOARD MEMBER RUFFINO: Thank you. Just wanted to -- on behalf of the Treasurer, wanted to commend a member -- Calpers staff -- staff team member Luis Lemus I hope I'm pronouncing your name right, Luis, for his prompt and professional assistance to one of our constituents who was transitioning to Medicare Part B in Calpers. And you made a difference to that particular constituent. Thank you for your -- for your assistance.

Also, the Madam Treasurer would like to join CalPERS and her colleagues in congratulating Kim Malm and also to thank her for her prompt professional assistance to the State Treasurer's office with various constituents issue. Thank you for your help.

And finally, the Treasurer also wants to join CalPERS in congratulating Mr. Ramon -- I didn't catch your last name -- on your DVBE achievement. That's great news for us and for the DVBE community.

And with that, thank you, Madam Chair.

PRESIDENT TAYLOR: Thank you, Mr. Ruffino.

Ms. Walker.

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BOARD MEMBER WALKER: Thank you. So I was at a

- meeting last week and I had a conversation with Mr.

  Jelincic. And I had asked him about the COLA and he

  reminded me that about a couple of years ago, maybe a year

  ago, CalPERS had a good explanation for the COLA up on the

  website. And so I was -- if it's not still there, if we

  could get it put back up, because it had a very good

  explanation.
- PRESIDENT TAYLOR: All right. Thank you. Good points.
- 10 CHIEF EXECUTIVE OFFICER FROST: It's still up
  11 there.
- PRESIDENT TAYLOR: It is still up, is that what you're saying?
- 14 CHIEF EXECUTIVE OFFICER FROST: Um-hmm.
  - PRESIDENT TAYLOR: Okay. Thank you very much, but we'll check and make sure. And I have something else coming before -- public comment. Oh, we have one more public comment on the phone. Go -- is it -- Mr.
- 19 Teykaerts, go ahead?

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- STAKEHOLDER RELATIONS ASSISTANT DIVISION CHIEF
  TEYKAERTS: Yes, Madam President. We have one more call.
  This is Mark Chekal. Go ahead, Mark.
- MR. CHEKAL: Hi. My name is Mark Chekal. And
  I'm calling on my own time. I'm a 25-year CalPERS member
  and a legislative employee.

I'm calling on about Optum. I wasn't in a severe car accident in early January and -- broken sternum, concussion, broken teeth, fingers. And I got a prescription for vicodin from my primary care doctor and Optum -- I went to CVS. They said they couldn't fill it that Optum wouldn't pay for it, and I had to pay cash, which was almost \$90.

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I -- my doctor wrote three appeals at Optum's request and denied every time. So I ended up being out that money. I happen to be friends with -- a former co-worker of mine who works for you all. He connected me with your staff who told me that this was federal law, that I wasn't allowed to get this drug originally. It turns out she was wrong and it's about your contract -- that's your contract between CalPERS and Optum around the use of opioid drugs.

And my doctor who I've seen for almost 25 years myself is just beside himself about the paperwork and still getting denied. And rather than me recovering from my terrible accident for which I had (inaudible) for, I'm fighting with Optum and CalPERS. So I wanted to say that you all need to fix this contract. This is your contract and you need to make it simpler for doctors about how they prescribe opioid drugs when people need it. In addition, I'm having a problem with CalPERS with coordination of

benefits. I happen to have two health plans and I've been told by you all that they should coordinate in terms of prescription drug coverage. And Optum says they can't do it and the same with CVS. So I really would like to urge you guys to put some attention into your contracts and prescription drugs, because I'm very much not happy. And I shouldn't be out of pocket so much money, because of some contract you have. Thank you so much. I appreciate your time.

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PRESIDENT TAYLOR: Thank you very much for calling in. We appreciate that. We had a long discussion a couple of years ago about opioids. And I'm not sure what this contract issue is, but I remember very clearly making sure with our health department that we were not throwing the baby out with the bath water. If someone is in an accident, like we're hearing about, and their physician is asking them to have some opioids, I'm not sure why they wouldn't be covered at all. So if we could get back to this gentleman, that would be something very helpful, as well as coordination of benefits. That seems like a problem.

So hopefully, Mr. Teykaerts, if you can get his information. I don't know if he heard.

STAKEHOLDER RELATIONS ASSISTANT DIVISION CHIEF TEYKAERTS: Yes, we have it.

PRESIDENT TAYLOR: Okay. Great. I appreciate it.

With that, I think we are ready to recess our meeting and move into closed session for items 1 through 3. This will include the following litigation matter, Wedding et al. versus CalPERS. (Clears throat). Excuse me. We will also receive the General Counsel's update on pending litigation. And after the closed session, the Board will reconvene in open session.

So right now, we are recessing into closed session. Thank you very much for attending. We will see you in June.

(Off record: 9:52 a.m.)

(Thereupon the meeting recessed

into closed session.)

16 (Thereupon the meeting reconvened

17 open session.)

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(On record: 10:22 a.m.)

PRESIDENT TAYLOR: All right. Good morning.

Welcome back to open session. There was nothing to report. There were no votes taken in closed session, so that adjourns this month's Board of Administration and

23 Committee meetings.

Thanks for joining us everyone and we will see everybody back in June. Those of us on the Board,

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however, will have a short meeting in May via Zoom.
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              Thank you very much.
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              Meeting adjourned.
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              (Thereupon, the California Public Employees'
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              Retirement System, Board of Administration
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              meeting open session adjourned at 10:23 a.m.)
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## CERTIFICATE OF REPORTER

I, JAMES F. PETERS, a Certified Shorthand
Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing California Public Employees' Retirement System,

Board of Administration open session meeting was reported in shorthand by me, James F. Peters, a Certified Shorthand Reporter of the State of California, and was thereafter transcribed, under my direction, by computer-assisted transcription;

I further certify that I am not of counsel or attorney for any of the parties to said meeting nor in any way interested in the outcome of said meeting.

IN WITNESS WHEREOF, I have hereunto set my hand this 23rd day of April, 2023.

James & Little

JAMES F. PETERS, CSR

Certified Shorthand Reporter

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