



# Performance, Compensation & Talent Management Committee Meeting Summary

---

**April 19, 2022**

This is intended as a guide for the Committee Chair. Other than the motions, this need not be read verbatim. The Chair may add context/comment as appropriate.

The Performance, Compensation & Talent Management Committee met on April 19, 2022.

**The Committee received reports on the following topics:**

- An educational presentation on compensation trends
- A review of the Board's Compensation Policy for Executive and Investment Management Positions
- A compensation review and recommendations for statutory positions
- A report on fiscal year 2022-23 incentive metrics

**The Chair directed staff to...**

- Bring back additional data on recruitment, retention, vacancies, past average base salary increases for covered positions, and related topics for Committee consideration
- Provide clarity on the composition of the peer comparator group for compensation data
- Provide additional comparison data for CalSTRS

**At this time, I would like to share some highlights of what to expect at the next Performance, Compensation & Talent Management Committee meeting:**

- The Committee will receive a report on 2022-23 incentive metrics for executive and investment management positions, the 2022-23 incentive plan of the Chief Executive Officer.
- The Board's primary compensation consultant will return with final recommendations on the Board's Compensation Policy for Executive and Investment Management Positions and compensation ranges for statutory positions.

The next meeting of the Performance, Compensation & Talent Management Committee will be scheduled for June 14, 2022, in Sacramento, California.