



Board of Administration

Agenda Item 8d

September 17, 2025

Item Name: Chief Executive Officer's 2024-25 Incentive Award and 2025-26 Base Salary

Program: Board of Administration

Item Type: Action

Recommendation

Based on the annual performance evaluation conducted by the Performance, Compensation and Talent Management Committee and Board of Administration, approve the Chief Executive Officer's 2024-25 incentive award and 2025-26 base salary.

Executive Summary

The Board of Administration's Compensation Policy for Executive and Investment Management Positions (Policy) requires an annual review of performance for each employee covered by the program. The Chief Executive Officer (CEO) is evaluated annually by the Performance, Compensation and Talent Management Committee (Committee) at the close of each fiscal year, and final appraisal outcomes are approved by the full Board of Administration (Board). All members of the Board were encouraged to participate in the Committee's performance discussion.

As a follow up to the annual performance evaluation, the Board will approve the resulting 2024-25 incentive award and 2025-26 base salary.

Strategic Plan

This agenda item supports CalPERS' 2022-27 Strategic Goal of Organizational Excellence. The Board's Compensation Program for Executive and Investment Management Positions supports our ability to cultivate a diverse, risk-intelligent, and innovative culture by recruiting, retaining, and empowering highly skilled executive and investment professionals.

Budget and Fiscal Impacts

The cost of any incentive award and base pay increase that may arise from the Committee's review of the Chief Executive Officer's performance related to this item have been addressed through the regular CalPERS budget process. As required by Policy, all incentive metric outcomes have been validated by a third-party independent consultant.

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