



# Performance, Compensation & Talent Management Committee

## Agenda Item 4d

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**February 17, 2026**

**Item Name:** Review of Performance, Compensation & Talent Management Committee Delegation

**Program:** Administration

**Item Type:** Action Consent

### **Recommendation**

Approve the current Performance, Compensation and Talent Management Committee Delegation Resolution with no proposed changes.

### **Executive Summary**

The Performance, Compensation and Talent Management Committee Delegation Resolution (PCTMC Delegation) is reviewed on a biennial basis. There are no recommended changes being proposed to the current PCTMC Delegation (Attachment 1).

### **Strategic Plan**

This agenda item supports CalPERS' Strategic Goal to promote a high-performing and diverse workforce in the 2022-27 Strategic Plan. The Executive Compensation Program provides a means for recruiting, retaining, and empowering highly skilled executives to meet organizational priorities and strengthen the long-term sustainability of the pension fund by generating returns to pay member benefits.

### **Background**

In compliance with the Board Governance Policy, each committee's delegation is reviewed biennially and revised as needed. The last revision to the PCTMC Delegation, approved by the Board in 2020, simplified language to align formatting with other committee delegations and reduce complexity. The last review of the PCTMC Delegation was in 2024, and no changes were made.

**Analysis**

CalPERS team members have reviewed the PCTMC Delegation and recommend no revisions at this time. Any revisions to the PCTMC Delegation that the Committee wishes to make will be incorporated and brought back for Board consideration and approval.

**Budget and Fiscal Impacts**

Not applicable.

**Benefits and Risks**

The benefit of reviewing and updating the PCTMC Delegation is to continually align the Committee's authority with the needs of our members while keeping CalPERS' commitment to its strategic goals and objectives.

**Attachment**

Attachment 1 – Performance, Compensation and Talent Management Committee Delegation Resolution

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Michelle Tucker, Chief  
Human Resources Division

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Doug Hoffner  
Chief Operating Officer