



Board of Administration

Agenda Item 6f

November 20, 2024

Item Name: 2023-24 Fiscal Year-End Compensation for Statutory Positions

Program: Administration

Item Type: Information Consent

Executive Summary

This item presents the fiscal year 2023-24 incentive awards and the fiscal year 2024-25 annual base pay rates for all executive and investment management positions covered by Government Code section 20098 who were eligible to participate in the fiscal year 2023-24 performance appraisal process.

Strategic Plan

This agenda item supports CalPERS' Strategic Goal to promote a high-performing and diverse workforce. The Board's Compensation Program for Executive and Investment Management Positions (Compensation Program) provides a means to recruit and retain highly skilled executives and investment management professionals to meet organizational priorities.

Background

Positions covered under Government Code section 20098 are eligible to participate in the Compensation Program. The Board's Compensation Policy for Executive and Investment Management Positions (Policy) is the basis by which incentive plans are designed and award payments and base pay rates are determined.

The Policy requires that each eligible participant develop an annual incentive plan which includes Organizational Performance Outcomes (e.g., incentive metrics, investment performance) and Individual Key Business Objectives (e.g., business goals, leadership). Participants are required to provide semiannual status reports on their Individual Key Business Objectives, as well as a year-end summary of accomplishments.

At the end of the performance cycle, ratings for Organizational Performance Outcomes are determined by pre-defined benchmarks and thresholds, and Individual Key Business Objectives are rated using the Policy-defined performance rating scale. Awards are then calculated using individual measure weights, ratings, and targets.

Each participant is also assigned an Overall Performance Rating as part of the performance review process, which may be used to determine any applicable base pay increase for the subsequent fiscal year.

As of June 2024, 61.3% of the Public Employees' Retirement Fund (PERF) fund is managed in-house by investment staff with the remaining allocated to external managers.

Analysis

Attachment 1 displays fiscal year 2023-24 incentive awards and Attachment 2 displays fiscal year 2024-25 base salaries for covered positions who were eligible to participate in the annual appraisal process (except the Chief Executive Officer position, which was approved under a separate agenda item in September 2024).

Many factors can cause variances in the outcomes of incentive awards and base pay increases. For example, incentive targets vary by classification and base pay rates vary by individual. Differences in incentive plan construction, incentive ranges, time in position, investment performance, Organizational Performance Outcomes (e.g., incentive metrics, investment performance), and individual performance may create variances in the outcomes of incentive awards and base pay increases.

Budget and Fiscal Impacts

The total cost of annual incentive awards for statutory positions associated with this agenda item for fiscal year 2023-24 was \$20,031,952. The ~\$20 million paid in incentives represents approximately 0.0040% of total PERF assets as of June 30, 2024. Base pay increases resulted in a \$1,132,236 impact to the budget for covered positions.

Incentive awards are not considered creditable compensation for defined benefit pension calculations.

Benefits and Risks

The establishment of competitive compensation levels for these statutory positions is critical to the recruitment and retention of highly skilled executive and investment management professionals, and to the overall success of the organization. Incentive awards are intended to further the mission of CalPERS by providing "at-risk" pay for a portion of pay consistent with the CalPERS total compensation philosophy. The intent of this "at-risk" pay program is to promote an integrated focus on achievement or progress towards organization-wide, long-term strategies.

Attachments

Attachment 1 – Fiscal Year 2023-24 Incentive Awards for Statutory Positions

Attachment 2 – Fiscal Year 2024-25 Base Pay Rates for Statutory Positions

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