



# CEO Performance Review Committee Charter

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## I. Establishment

- A) The Board of Retirement established the CEO Performance Review Committee to fulfill its fiduciary duties of loyalty, skill, care and diligence across all facets of SJCERA governance, including assuring effective executive management.

## II. Membership

- A) The Board Chair appoints members to the Committee, in accordance with SJCERA's Bylaws.
- B) In making committee appointments, the Board Chair shall consider, to the extent possible, the following factors:
  - 1) Retention of no more than 50 percent of the previous year's committee;
  - 2) Membership mix of elected and appointed trustees; and
  - 3) Inclusion of a trustee with knowledge of County human resources practices.

## III. Meetings

- A) The Committee meets at least once annually, during the first quarter of the calendar year.

## IV. Responsibilities

- A) Document the Board's collective assessment of the CEO's performance
- B) Develop a recommendation to the full Board regarding the CEO's compensation, in accordance with the CEO Performance Review policy and the CEO's employment agreement.

## V. Authority

- A) The CEO Performance Review Committee is an advisory committee to the Board. All Committee actions must be ratified or adopted by the Board.

## VI. History

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|---------------|------------------------------------|
| July 10, 2020 | Adopted by Board of Retirement     |
| July 14, 2023 | Staff reviewed, no edits necessary |

### Certification of Board Adoption:

  
Clerk of the Board

07/14/2023  
Date