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**MEMORANDUM**

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**TO:** JOINT PERSONNEL COMMITTEE  
**FROM:** TOM IANNUCCI, CORTEX  
**SUBJECT:** REVISED CEO AND CIO PERFORMANCE EVALUATION POLICIES  
**DATE:** APRIL 30, 2021  
**CC:** PRABHU PALANI, CIO; ROBERTO PENA, CEO

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The Retirement Boards each approved the CEO and the CIO Performance Evaluation Policies in 2020. Since that time, the JPC has been developing the supporting evaluation procedures, the latest drafts of which are being presented to the JPC at its April 30, 2021 meeting. The approach reflected in the current drafts of the procedures deviates somewhat from the parameters contained in the Board-approved policies. Accordingly, to ensure alignment, we have proposed minor edits to the policies, which are attached hereto.

I look forward to reviewing the above policy edits with the JPC on April 30.