

## **CRS Performance and Evaluation Committee Charter**

The Board of Trustees of the Cincinnati Retirement System has adopted this Performance and Evaluation Committee Charter.

### **Purpose**

The Performance and Evaluation Committee is responsible for developing performance measures for the Executive Director. The Committee also monitors the retirement system members' satisfaction with the benefits and services provided and develops and monitors the strategic goals of the board and the committees.

### **Composition**

The Investment Committee shall consist of no fewer than three members of the Retirement Board. In making appointments, the Chair of the Board will ensure representation from each category of trustee: one Mayoral Appointed Trustee, one Active Employee Trustee and one Retiree Trustee in accordance with the Collaborative Settlement Agreement.

### **Meetings**

A quorum consists of a majority of members appointed to the committee who may be physically or remotely present. A member participating remotely must be able to actively participate in the meeting so that they can ask questions and cast votes in a manner that can be heard. Meetings are subject to the Open Meetings Act. Each meeting agenda will be posted on the CRS website in advance and in accordance with Ohio and Cincinnati law. Meeting materials will be prepared by Executive Director, as necessary.

Staff will prepare and post minutes for each meeting.

### **Responsibilities**

The Performance and Evaluation Committee is responsible for:

- Developing performance measures for the Executive Director
- Measuring the performance of the Executive Director
- Monitoring members' satisfaction with the benefits and services provided
- Developing and monitoring the strategic goals of the Board and the committees

### **Reporting Responsibilities of the Committee**

- Regularly report to the Board about activities, issues, and related recommendations.
- Report on any issues relating to its responsibilities.

## **Other Responsibilities**

- Perform any activities related to this charter as directed by the Board of Trustees

## **Procedures for Amending the Performance and Evaluation Committee Charter**

This Charter may be amended by a majority vote of the Board. Recommendations for policy changes should be directed to the Executive Director and/or the Chair. The Executive Director and/or the Chair shall review all such recommendations and is responsible for submitting necessary changes to the Board for approval.