

**South Carolina Retirement System Investment Commission
Human Resources and Compensation Committee Meeting
Minutes
May 25, 2017**

**Capitol Center
1201 Main Street, Suite 1510
Columbia, South Carolina 29201**

Committee Members Present:
Dr. Ronald Wilder, Chair
Dr. Rebecca Gunnlaugsson
Mr. Reynolds Williams (via telephone)

Others present for all or a portion of the meeting on Thursday, May 25, 2017: LaJoia Broughton, Betsy Burn, John Farmer, Mitchell Goldsmith, Michael Hitchcock, Tricia Miller, Brittany Storey, and Jose Tadeo from the South Carolina Retirement System Investment Commission (“RSIC”).

I. Call to Order & Adoption of Proposed Agenda

Chair Dr. Ronald Wilder called the meeting of the Human Resources (“HR”) and Compensation Committee (“Committee”) of the South Carolina Retirement System Investment Commission (“Commission”) to order at 10:00 a.m. Dr. Gunnlaugsson made a motion, which was seconded by Mr. Reynolds Williams and passed unanimously, to adopt the agenda as presented.

II. Approval of Minutes (December 8, 2016)

Chair Wilder referred to the draft minutes from the December 8, 2016 Committee meeting and asked if there were any objections or corrections. Dr. Gunnlaugsson made a motion to adopt the minutes from the December 8, 2016 Committee meeting as presented. Mr. Williams seconded the motion, and it was unanimously approved.

III. Performance Management Software Update

Mr. John Farmer, HR Director, gave an overview of the rollout of RSIC’s new performance management software, Performance Pro. Mr. Farmer explained that one of the primary goals of Performance Pro is to encourage quarterly performance discussions between supervisors and employees. Mr. Michael Hitchcock, Chief Executive Officer, explained that the touchpoints should be informal meetings, such as discussions over coffee. Dr. Gunnlaugsson expressed concern about how the Leadership Team will ensure the meetings take place. Mr. Hitchcock responded that he is keeping his direct reports accountable. He also noted that year-end reviews are being scheduled and will probably take place in August of 2017. Mr. Hitchcock then introduced Ms. LaJoia Broughton who recently joined RSIC as the Director of External Communications.

IV. Executive Session

Dr. Gunnlaugsson made a motion at 10:11 a.m. to enter into Executive Session to discuss personnel matters and receive legal advice pursuant to S.C. Code Ann. § 30-4-70(a)(1)-(2). Mr. Williams seconded the motion, and it was unanimously approved. The Committee reconvened in open session at 10:57 a.m. Chair Wilder reported that the Committee met in

Executive Session to discuss personnel matters. He also reported that no action was taken during Executive Session.

V. Adjournment

There being no further business, Dr. Gunnlaugsson made a motion to adjourn. Mr. Williams seconded the motion, which passed unanimously.

[Staff Note: In compliance with S.C. Code Ann. Section 30-4-80, public notice of and the agenda for this meeting were delivered to the press and to parties who requested notice and were posted at the entrance, in the lobbies, and near the 15th Floor Presentation Center at 1201 Main Street, Columbia, S.C., at 11:32 a.m. on May 22, 2017.]