

**PAY DIFFERENTIAL 400  
DEPUTY CHIEF INVESTMENT OFFICER TEMPORARY ASSIGNMENT  
COMPENSATION DIFFERENTIAL,  
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM (CalSTRS)**

Established: 07/12/12

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Investment Director, California State Teachers' Retirement System	4694	M01	0 – 30% of Annual Base Pay	G9	CalSTRS

**CRITERIA**

This is a temporary assignment differential to compensate an internal employee appointed by the Chief Investment Officer as Acting Deputy Chief Investment Officer while the position is vacant. The differential may be provided in addition to any other compensation policy provision and will be paid after the end of the fiscal year at the same time annual performance recognition is paid.

- Employee may receive an amount up to 30% of the annual base salary earned while in the "Acting" capacity. The amount may be pro-rated for partial year performance.
- Performance against established criteria will be evaluated by the Chief Investment Officer who will determine the actual award amount with the concurrence of the Chief Executive Officer.
- Employee may receive the differential only once in a fiscal year.
- This pay differential will apply only for the whole or partial fiscal year(s) in which the position of the Deputy Chief Investment Officer is vacant.
- This pay differential will expire at the end of the fiscal year in which the Deputy Chief Investment Officer position is filled, and after payment of the differential (if any) for performance in the previous fiscal year has been completed.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	No
SUBJECT TO PERS DEDUCTION	No

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	No
IDL	No
EIDL	N/A
NDI	N/A
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No