



**STATE COMPENSATION INSURANCE FUND
BOARD OF DIRECTORS**

**GOVERNANCE COMMITTEE
December 2, 2025
1:30 p.m.**

**Or Upon Adjournment or Recess of the
Investment and Risk Committee Meeting, Whichever is Later**

**State Compensation Insurance Fund
2860 Gateway Oaks Drive
Sacramento, CA 95833**

COMMITTEE MEMBERS

Thomas E. Rankin, Chair
Daniel M. Curtin
David M. Lanier
Alexis A. Podesta
Angie S. Wei

AGENDA

OPEN SESSION

December 2, 2025 @ 1:30 p.m.

Action/Thomas Rankin

1. Call to Order and Roll Call

Action/Thomas Rankin

2. [Antitrust Admonition](#)

Action/Thomas Rankin

3. Consent Calendar¹

a. [Approval of September 3, 2025 Open Meeting Minutes](#)

b. [Board Member Upcoming Speeches, Articles or Webinars](#)

c. [Review and Approval of 2026 Board and Committee
Agenda Items](#)

¹ Items on the Governance Committee Consent Calendar include routine actions that will be enacted by one motion and a majority vote. There will be no separate discussion of these items unless a Committee Member or the public so requests. It is in the Committee's discretion to remove items from the Governance Committee Consent Calendar. Any item removed from the Consent Calendar will be considered in its normal sequence on the agenda. If you wish to have an item removed from the Consent Calendar, please send an email to CommitteeMeetings@scif.com. After an item, if any, is removed from the Consent Calendar, the Committee will vote to approve all items remaining on the Consent Calendar.

- d. [Review and Approval of 2026 Board and Committee Meeting Schedule](#)

Information/Laura McHenry and
Dante Robinson

- 4. [Governance, Compliance, and Privacy Update](#)
(Read only, unless questions)

Information/Thomas Rankin

- 5. Public Comment on Appropriateness of Closed Session for
Items 8 through 10

Information/Thomas Rankin

- 6. Public Comment

CLOSED SESSION

Action/Thomas Rankin

- 7. Approval of September 3, 2025 Closed Meeting Minutes

Information/Christopher Ross

- 8. Safety & Health Strategic Plan Update
[Government Code Section 11126(j)(4)]

Action/Vernon Steiner and
Andreas Acker

- 9. Human Resources Strategic Plan
[Government Code Sections 11126(a), (j)(4)]
 - a. Performance Award
 - b. Review of President and Executive Leadership 2025
Performance Against Plan
 - c. Executive and Exempt Leadership Compensation
 - i. Exempt Leadership 2025 At-Risk Differential and
2026 Exempt Leadership Compensation
 - ii. 2025 Exempt Employee and CEA Long-Term Incentive
 - iii. President's 2025 At-Risk Compensation Differential,
2025 Long-Term Incentive, and 2026 Compensation
 - d. Review and Approval of President and Executive
Leadership 2026 Performance Objectives
 - e. Senior Vice President of Insurance Services

Information/Thomas Rankin

- 10. Governance Considerations Related to the Strategic Plan
[Government Code Sections 11126(a), (j)(4)]

OPEN SESSION

**3:30 p.m. or upon adjournment or recess of the Closed
Session, whichever is later.**

Action/Thomas Rankin

- 11. Call to Order and Roll Call

Information/Thomas Rankin

- 12. Committee Member Presentations
(Oral Update)

Information/Thomas Rankin

13. Proposals and Suggestions for March 2026 Agenda

Next Committee Meeting: Sometime March 3-5, 2026, location to be determined (TBD), unless noticed for a new date and time.

Note: Items designated for information are appropriate for Board/Committee action if the Board/Committee wishes to take action. Any agenda item from a properly noticed Committee meeting held prior to the Board meeting may be considered by the Board. Agenda items may be taken out of order with the approval of the Chairperson.

Public comment can be sent via email to CommitteeMeetings@scif.com. Public Comment that is related to the agenda item, which seeks public comment, will be read to the Board/Committee. Language that is not socially appropriate will not be read or otherwise communicated at the meeting. Thank you for your courtesy.