



## **Agenda Item 6**

November 14, 2012

**ITEM NAME:** First Quarter Status Reports on Performance Plans of the Chief Executive Officer and Chief Investment Officer

**PROGRAM:** Administration

**ITEM TYPE:** Information

### **EXECUTIVE SUMMARY**

This agenda item presents for information, the First Quarter status reports for the 2012-13 fiscal year, for the Chief Executive Officer and Chief Investment Officer.

### **STRATEGIC PLAN**

This agenda item supports Goal B of the 2012-17 Strategic Plan in cultivating a high-performing, risk-intelligent and innovative organization. The Executive Compensation Program provides a means for recruiting and retaining highly-skilled executives to the benefit of the CalPERS organization as a whole.

### **ANALYSIS**

The Compensation Policies and Procedures provide that, following the end of each quarter in the fiscal year, executives will prepare short status reports on their respective performance plans for the Performance and Compensation Committee. Attached are the status reports for the first quarter of the 2012-13 Fiscal Year (July 1 - September 30), for the Chief Executive Officer and Chief Investment Officer.

The establishment of performance plan measures is critical to the management of a competitive compensation program for executives at the highest levels of the organization. This, in turn, is critical to the success of the organization.

**ATTACHMENTS**

First Quarter Status Reports are attached in the following order:

1. Chief Executive Officer
2. Chief Investment Officer

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KATRINA S. HAGEN, Chief  
Human Resources Division

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DOUGLAS HOFFNER  
Deputy Executive Officer  
Operations and Technology