



Agenda Item 8

March 17, 2015

ITEM NAME: Semiannual Status Reports on Performance Plans of the Chief Executive Officer and Chief Investment Officer

PROGRAM: Administration

ITEM TYPE: Action

EXECUTIVE SUMMARY

This agenda item presents for Board action the Semiannual Status Reports for the 2014-15 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

Executive Compensation Policy provides that executives will prepare a short status report on their respective performance plans for the Performance and Compensation Committee on a semiannual basis.

Attached are the status reports for the Chief Executive Officer and Chief Investment Officer for the period of July 1, 2014, through December 31, 2014.

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

Semiannual Status Reports are attached in the following order:

1. Chief Executive Officer
2. Chief Investment Officer

LAURIE MENCHACA, Acting Chief
Human Resources Division

DOUGLAS HOFFNER
Deputy Executive Officer
Operations and Technology