



| Goal A: Improve long-term pension and health benefit sustainability | |
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| Measures | |
| PENSION | 1. Annualized excess investment returns relative to Actuarial Rate of Return Assumptions |
| | 2. Annualized excess investment returns relative to Policy Benchmark |
| | 3. Net value added relative to an appropriate peer universe median return adjusted for composition of asset allocation and after expenses |
| | 4. Funded Status |
| | 5. Difference between CalPERS funded status and average funded status of similar pension systems based upon Market Value of Assets (MVA) |
| HEALTH | 6. Quality of health care provided as measured by observed ratio of all-cause readmissions compared to what would be expected |
| | 7. Access to health care as measured by the percent of CalPERS health beneficiaries reporting receipt of routine health care when needed, relative to benchmark data |
| | 8. Affordability of health benefits as measured by the percentage of total average costs for covered benefits that a health plan will cover |
| | 9. Wellness of our membership as measured by the percentage of members who smoke, have diabetes or are obese, compared to State and national data |
| Goal B: Cultivate a high-performing, risk-intelligent and innovative organization | |
| Measures | |
| EXTERNAL | 10. Percentage of benefit payments issued to our customers within established service levels |
| | 11. Customer satisfaction with CalPERS services as measured by surveys and other feedback methods |
| INTERNAL | 12. Employee Turnover |
| | 13. Employee assessment of CalPERS Organizational Health |
| Goal C: Engage in State and national policy development to enhance the long-term sustainability and effectiveness of our programs | |
| Measures | |
| | 14. Percentage of legislative bills enacted or defeated consistent with positions taken by the Board (not including neutral positions) |
| | 15. CalPERS perception in the media |
| | 16. CalPERS perception among stakeholders |