



Board of Retirement Regular Meeting

Sacramento County Employees' Retirement System

Agenda Item 15

MEETING DATE: February 19, 2025

SUBJECT: Strategic Vision Plan Project Update

SUBMITTED FOR: Action Information

RECOMMENDATION

Receive and file update on Strategic Vision Plan project.

PURPOSE

This item informs the Board about progress with the Strategic Vision Plan.

DISCUSSION

SCERS is embarking on a forward-looking Strategic Vision Plan as it approaches its 100th anniversary in 2041. This plan aims to develop a shared vision among the Board and Staff, focusing on long-term challenges and opportunities across financial, demographic, and operational issues.

SCERS has retained Mosaic Governance Advisors to help facilitate this year-long effort. The attached presentation provides the project timeline and framework, which will incorporate stakeholder feedback from surveys and focus groups from members, employer representatives, SCERS' consultants, Staff, and Board members. A Board workshop is scheduled for July 30-31, with the draft plan expected in October 2025.

ATTACHMENTS

- Board Order
- Strategic Vision Plan Presentation

Prepared by:

/S/

Eric Stern
Chief Executive Officer



Retirement Board Order

Sacramento County Employees' Retirement System

**Before the Board of Retirement
February 19, 2025**

AGENDA ITEM:

Strategic Vision Plan Project Update

THE BOARD OF RETIREMENT hereby approves Staff's recommendation to receive and file update on Strategic Vision Plan project.

I HEREBY CERTIFY that the above order was passed and adopted on February 19, 2025 by the following vote of the Board of Retirement, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

ALTERNATES:

(Present but not voting)

James Diepenbrock
Board President

Eric Stern
Chief Executive Officer and
Board Secretary



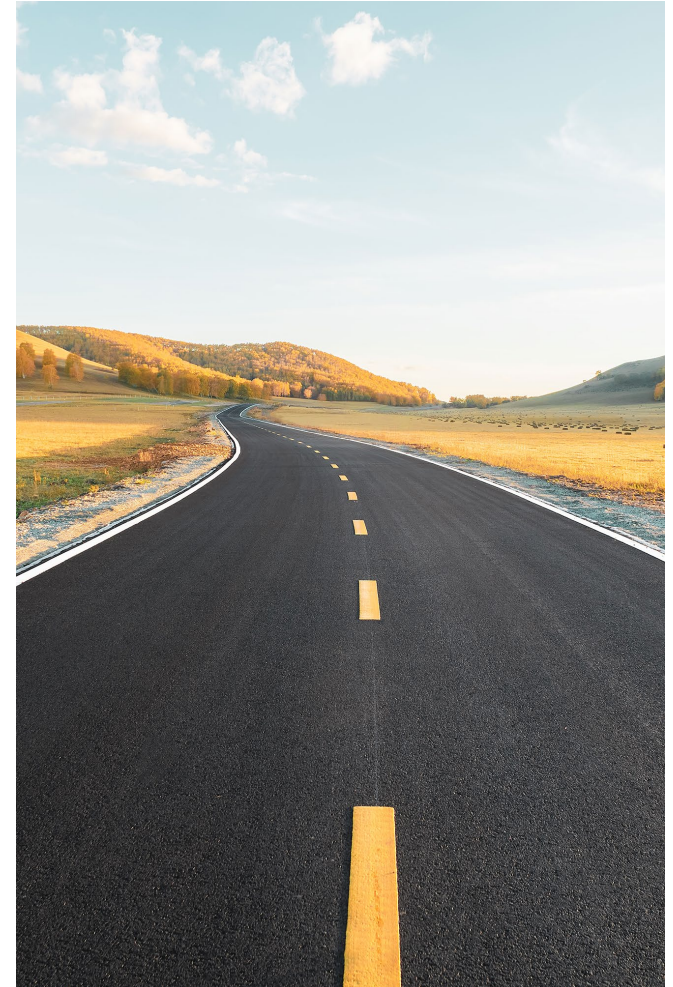
Strategic Vision Plan

Project Update

February 19, 2025

SCERS Strategic Vision Plan 2041

- Develop a forward-looking vision for the board and staff.
- Facilitate a long-term view of:
 - Challenges and opportunities.
 - Operational, programmatic, and funding needs.
 - Demographic, economic, and societal trends.
 - Strategic priorities for SCERS' future success.



Strategic Performance Management Framework



Strategic Vision Plan: Process & Timeline

1

Jan. – May 2025

- Initiate strategic vision planning process.
- Conduct stakeholder research.
- Analyze sentiment and summarize results.

2

May – July 2025

- Facilitate Executive Team Strategic Planning Sessions (*May 2025*).
- Facilitate Board Strategic Visioning Session (*July 30-31, 2025*).

3

Aug. – Nov. 2025

- Draft Strategic Vision Plan.
- Collaborate with SCERS CEO and Executive Team on the draft.
- Present draft to Board for first reading (*Oct. 2025*).
- Present final draft for second reading and Board approval (*Nov. 2025*).

What's Next?

- Developing materials for stakeholder research
 - SCERS Board will receive an online survey link in early March.
 - Conduct online surveys of members, employers and consultants in March and April.
 - Conduct focus groups with SCERS staff in April.

