



BOARD OF RETIREMENT

STRATEGIC PLAN

2023-2028



THE BOARD OF RETIREMENT

The Board manages the employees' Retirement Fund which is administered in accordance with the law solely for the benefit of the members and retired members of the system and their eligible survivors and beneficiaries. The Board's responsibilities include: (1) setting and acting upon investment objectives and strategies to fund the benefits; and (2) approving the budget, regulations, policies and strategies for administering the system to ensure the prompt delivery of the benefits.

OUR PLAN

This plan describes the Board's long-term and short-term approach to fulfilling our responsibilities, as trustees of the Fund, for the oversight of the administration of the retirement system. The Board in partnership with the Chief Executive Officer determines SamCERA's long-term guiding vision, mission and goals. The Chief Executive Officer and staff are responsible for their implementation. The focus priorities define the Board's strategic plan over a five year period. The Board may periodically review and update these priorities, as determined appropriate.



Vision & Mission

Strategic Plan 2023-2028



Vision

To be a well-governed and financially sound public retirement system through effective management, prudent investment, and efficient administration of benefits.

Mission

SamCERA exists to serve as a loyal fiduciary for its members and as a prudent administrator of the retirement system.

Provide high quality services and information to members and other stakeholders.

Manage assets prudently and cost-effectively to assure the retirement system is adequately funded and all earned benefits are paid timely.

Improve operating efficiency and effectiveness to minimize cost.

Focus Priorities

Strategic Plan 2023-2028

01

Manage the complexities of the investment program by balancing liabilities against expected returns and inherent market risks.

02

Prepare for and effectively navigate periods when cash outflows exceed contributions.

03

Enhance risk management measures regarding cybersecurity and data recovery capabilities, the investment program, and financial accounting.

04

Align SamCERA's resources and organizational capabilities with its operational, administrative, and logistical needs through workforce planning and office space management.

05

Strengthen and improve the Board governance model to ensure continued positive development towards a strategic focus.

06

Enhance the member experience.

Strategy Map

Board of Retirement Strategic Plan 2023-2028

The Board of Retirement has established six priorities for short-term strategic direction, supporting the organization's Mission, Vision, and Goals.

Mission

SamCERA exists to serve as a loyal fiduciary for its members and as prudent administrator of the retirement system

Vision

To be a well-governed and financially sound public retirement system through effective management, prudent investment and efficient administration of benefits.

Goals

- Provide high quality services and information to members and other stakeholders.
- Manage assets prudently and cost-effectively to assure the retirement system is adequately funded and all earned benefits are paid timely.
- Improve operating efficiency and effectiveness to minimize cost.

