

SAN DIEGO CITY EMPLOYEES' RETIREMENT SYSTEM
PRIORITIES & ACTION PLAN
FISCAL YEAR 2025



Mission and Vision

MISSION

To deliver accurate and timely benefits to its participants and ensure the Trust Fund's safety, integrity, and growth.

VISION

To be an independent, leading edge, financially sound, well-governed, and transparent pension plan.

CORE VALUES

Customer Service | Accountability | Professionalism | Fiduciary | Integrity | Transparency

ABOUT THE SAN DIEGO CITY EMPLOYEES' RETIREMENT SYSTEM (SDCERS)

SDCERS was established in 1927 by the City of San Diego to provide retirement, disability, and death benefits to its participants. Now, more than 90 years later, SDCERS provides a comprehensive range of member services to more than 20,000 active, retired, and deferred members from the City of San Diego, the San Diego Unified Port District, and the San Diego County Regional Airport Authority.

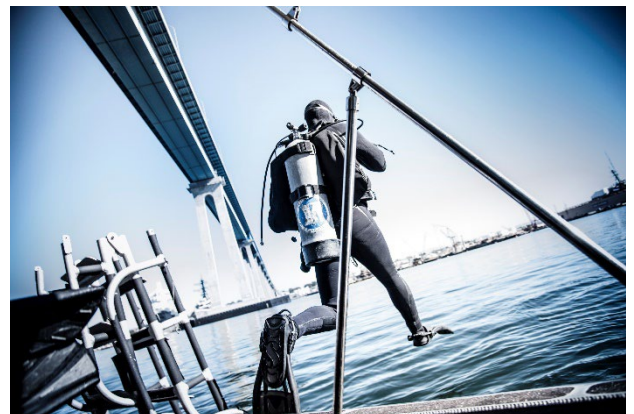
A 13-member Board of Administration is responsible for the prudent administration of the benefits and oversees the investment portfolio for the system's trust fund. Board meetings are open to the public; a schedule of these meetings is available at www.sdcers.org.

ABOUT OUR PRIORITIES

Each year, SDCERS' Board of Administration and staff leadership agree on a set of top priorities that support our Mission and Vision statements. In turn, the SDCERS management team develops a list of action plans to support those priorities.

These action plans are typically above and beyond the regular daily business conducted by staff, and may take more than one year to complete. The number of priorities and supporting action plan items in any given year is based on the needs of the organization, the Board of Administration, and the participants in SDCERS. The following page shows SDCERS' priorities and action plan for FY 2025.

We look forward to sharing a report card on how we did at the end of the fiscal year.



Priorities and Action Plan for Fiscal Year 2025

PRIORITY ONE: CONTINUED PURSUIT OF EXCELLENCE IN SERVING OUR MEMBERS

Supporting Action Plan

- Proposition B: City Plan Re-Opening
- Port Plan Tier Implementation
- Benefit Process Best Practices
- Imaging Archived Operations Documents
- Increase Member Portal Registrations

PRIORITY TWO: CONTINUED FOCUS ON DATA ACCURACY AND SYSTEM INTEGRITY

Supporting Action Plan

- Pension Administration Software Framework Upgrade
- Microsoft 365 Migration
- Board Agenda Software Update
- Boardroom Technology Updates
- Technology Infrastructure Updates
- Document Information Repository Software Update

PRIORITY THREE: CONTINUED PURSUIT OF INVESTMENT PROGRAM EXCELLENCE

Supporting Action Plan

- Conduct Asset Liability Study
- Portfolio Structure Review
- Rebalancing Model Review

PRIORITY FOUR: CONTINUED LEADERSHIP IN PENSION SYSTEM GOVERNANCE

Supporting Action Plan

- Actuarial Funding
- Compliance Program
- SDCERS Values
- SDCERS Recognition
- SDCERS Board Succession Planning
- Executive Succession Planning
- Stakeholder Outreach