Vision and Mission

VISION

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

MISSION

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

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 eighty 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 Vision and Mission 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 plans for FY 2017.

We look forward to sharing a report card on how we did at the end of the fiscal year.
Priorities and Action Plans for Fiscal Year 2017

PRIORITY ONE: CONTINUED PURSUIT OF EXCELLENCE IN SERVING OUR MEMBERS

Supporting Action Plans

• Utilize Performance Benchmarks and Member Feedback to Improve Service Levels
• Update Member Benefit Publications
• Streamline Health Reimbursement Process
• Proactively Educate Members and the Public About SDCERS Vision, Mission and Services and Key Issues Impacting the Plan
• Integrate Online Application Program

PRIORITY TWO: CONTINUED FOCUS ON DATA ACCURACY AND SYSTEM INTEGRITY

Supporting Action Plans

• Identify and Implement Additional IRIS Process Improvements
• Identify and Implement New System-to-System Reconciliations
• Verify and Update Member Demographic Information
• Update Policies and Process Narratives Incorporating IRIS Implementation
• Complete Document Backfile Conversion

PRIORITY THREE: CONTINUED PURSUIT OF INVESTMENT PROGRAM EXCELLENCE

Supporting Action Plans

• Perform an Independent Division Policy and Procedure Review
• Conduct an Independent Review of Custodial Bank Services and Fee Structure
• Conduct a Real Estate Consultant Search
• Complete and Independent Analysis of Returns to Optimize Risk Posture

PRIORITY FOUR: CONTINUED LEADERSHIP IN PENSION SYSTEM GOVERNANCE

Supporting Action Plans

• Create and Implement a Comprehensive Technical Training Plan for Staff
• Enhance SDCERS’ Leadership Role Through Involvement in Conferences and Professional Organizations
• Research, Design, and Implement a Departmental Wellness Program
• Issue an RFP for Actuarial Services/Audit