



STANISLAUS COUNTY
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July 6, 2012

NOTICE OF PUBLIC MEETING

To: *Strategic Planning Objectives Committee:*
Michael O'Neal, Chair
Mike Lynch
Gordon Ford

From: Rick Santos, Executive Director

SUBJECT: StanCERA STRATEGIC PLANNING OBJECTIVES COMMITTEE MEETING

The Strategic Planning Objectives Committee will meet at 1:00 p.m., Wednesday, July 11, 2012.

The meeting will be held in the Conference Room at StanCERA's Office, 832 12th Street, Suite 600, 6th Floor, Modesto.

AGENDA

1. Discussion and Action on the Development of a 2013-2016 Organizational Strategic Plan for the Stanislaus County Employees' Retirement Association's (StanCERA) Board of Retirement [View](#)

cc: K. Herman



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For the Strategic Planning Objectives Committee
Held on July 11, 2012

7/11/12
Item #1

TO: The Strategic Planning Objectives Committee

FROM: Rick Santos, Executive Director

- I. SUBJECT: 2013 Organizational Strategic Plan
- II. RECOMMENDATION:
 - a. Change the Organizational Strategic Plan's covered period from a 3 calendar-year cycle to a 3 fiscal-year cycle
 - b. Begin the process for the 2013 Organizational Strategic Plan in January of 2013
- III. ANALYSIS: The last Organizational Strategic Plan was completed in May 2010 and set the Organization's objectives for calendar years 2010-2012. Generally, the Plan is for a three-year period as was the case in 2010. The following is the sequence of events that occurred in the development and implementation of the last Plan:
 - December 2009 - Timeline developed for the implementation of the Plan
 - February 2010 – Bids solicited for a Plan facilitator
 - March 2010 – Facilitator chosen by staff
 - April 2010 – 1.5 day Board workshop
 - May 2010 – 2010-2012 plan implemented

As can be seen, the last Plan was implemented 5 months into its covered period. Although it seems logical to begin the process now to be ready for implementation in January of 2013 (to avoid being without a Strategic Plan for 6 months), staff would like to begin sometime early in January of 2013 and continue using the current plan for the second half of this fiscal year. This would be the last time the "mismatch" would occur. The main reasoning behind this request is based on our desire to set the process going forward on a fiscal year cycle and to discontinue the current mismatch between the covered period and when the plan actually gets implemented.

Should the Committee approve this request, the next Strategic Plan would be ready for implementation at the beginning of the 2013-2014 fiscal year and last through the 2015-2016 fiscal year. Additionally, staff feels that pushing the implementation back 6 months would add value to the Plan itself due to the following reasons:

- *Asset allocation study in the fall* - This study and the resulting changes (if any) in the investment philosophy should be tied strategically to the Organization's Plan
- *New Board Members* – Given the opportunity to become knowledgeable about the investment process and to develop an understanding of pension risk should be beneficial to the process

- *New staff* – Given the transitional changes that have occurred within the past several months and the resulting challenges associated with the acquisition of institutional knowledge, staff will be in a better position to provide input into the process given more time

As such, staff will bring back a proposed timeline for the 2013 Strategic Plan to this Committee for approval in January of 2013.



Rick Santos, Executive Director