

<u>Strategic Objectives</u>	<u>Owner</u>	<u>Target Date to Complete</u>	<u>Status/Date Completed</u>
<b><u>Board Objectives</u></b>			
Work collaboratively with CMO to update City Contribution rate incrementally for 2025	Board, Exec. Director	2Q25	Annual
Collaborate with Stakeholders to secure a formal funding plan and policy for the Pension Trust	Exec. Director	1Q26	Ongoing
Collaborate with Stakeholders to identify, report and alleviate all legal and compliance issues	Exec. Director	Ongoing	Ongoing
Assist the Mayor and Council in filling appointed member Board vacancies; conduct elections process in accordance with Board rules for filling elected trustee vacancies.	Board, Exec. Director	2Q26	Ongoing
Personnel Oversight: Annually work with administration to incorporate Board evaluation of the Executive Director into City's employee review	Board, Exec. Director	2Q26	Annual
Development of data dashboards to provide key information and ongoing updates to the Board (e.g. Demographics, Benefits, Returns, Risk, Compliance, Liquidity).	Exec. Director	1Q26	Ongoing
Prepare and present CRS orientation to City Stakeholders (City Mgr, Mayor, V. Mayor, Council Fin. Chair; new Councilmember(s), Budget and Finance Committee)	Board, Exec. Director	Ongoing (1Q, 3Q each year)	Annual
Annual trustee training schedule, including training policy and curriculum; monitor and update implementation	Board, Exec. Director	4Q25	Annual
Evaluate and Redesign CRS website	Exec. Director	1Q26	Ongoing
Annually review the Board's Investment Policy and provide recommended adjustments or changes	Board	1Q25	Complete
Keep the Board well- informed about important developments and issues	Exec. Director	Ongoing	Ongoing
Prepare and submit the annual CRS report to City Council	Board, Exec. Director	3Q25	Annual
<b><u>Investment Committee Objectives</u></b>			
Make a formal Asset allocation review every 3 years with annual review of market conditions, opportunities and liquidities needs and risks	Board	4Q25 (annually review)	1Q23
Quarterly review of Market volatility and Investment risk/concentrations	Board, Exec. Director	Ongoing	Ongoing
Quarterly update on investment return peer ranking	Board, Exec. Director	Ongoing	Ongoing
Review of liquidity	Exec. Director	Ongoing	Ongoing

Monitor investment manager compliance	Board, Exec. Director	Ongoing	Ongoing
Monitoring tolerance bands	Exec. Director	Ongoing	Ongoing
Implement structure and design within each asset class	Exec. Director	Ongoing	Ongoing
Build in redundancies within Investment team and process for continuity of Investment knowledge	Exec. Director	Ongoing	Ongoing
Monitor and Improve of Executive summary from Marquette	Exec. Director	3Q24	Complete
Complete the five-year actuarial experience study; act on recommendations	Board, Exec. Director	Ongoing, (last completed Q2 23)	Complete
<b><u>Governance Committee Objectives</u></b>			
Enroll retirees in Member Direct to continue the path to paperless	Exec. Director	2Q24	ongoing
Creation of Audit Committee, possibly from Performance Eval Comm	Board, Exec. Director	1Q24	Review in 2025
Annual Evaluate Fiduciary Governance of 457 Plans	Exec. Director	3Q26	ongoing
Financial Disclosure Policy and Forms	Board, Exec. Director	2Q25	2Q25
Consider Implementation of a member contact center telecommunications system.	Board, Exec. Director	4Q24	Review Annually
<b><u>Benefits Committee Objectives</u></b>			
Review Horan healthcare plan changes summary	Board, Exec. Director	1Q26	Ongoing
Horan Audit of Benefits	Exec. Director	4Q26	Ongoing
Survey Retirees on benefits	Exec. Director	4Q25	Ongoing
<b><u>Performance Evaluation Committee Objectives</u></b>			
2025 Strategic Plan	Board, ED	1Q26	Complete
Annual evaluations of Board contractors	Board, ED	1Q26	Annual
Online Retirement Counseling Request Form	Exec. Director	2Q26	Ongoing
Deploy Standardized Feedback Surveys	Exec. Director	1Q26	Ongoing
Convert Member Direct Forms Section to Submittable Forms	Exec. Director	3Q'26	Ongoing
Expand Online Forms for Active Employees and Retirees	Exec. Director	4Q26	Ongoing
Fiduciary Performance Audit: Review audit and implement Board-approved recommendations	Board, Exec. Director	1Q26	Ongoing