**PROPOSED** Leadership Structure

SERS Board chair and vice chair coordinate the overall planning process working with the executive director and facilitators. For each special session, other board members will help focus outcomes and agenda.

**PROPOSED** Phases of Initiative

- **Phase 1:** Build a collective working definition of the purpose of SERS
- **Phase 2:** Research and analyze key issues impacting retirement benefits
- **Phase 3:** Sustainability scenario exploration and investigation
- **Phase 4:** Identify potential techniques and tools for increasing plan sustainability
- **Phase 5:** Decisions on SERS approaches to a more adaptable and sustainable plan

**PROPOSED** Outreach Structure

Encourage stakeholder involvement and collaboration in developing innovative alternatives:

- Create a scheduled and systematic approach to sustainability research
- Develop regular feedback mechanisms including online and in person forums -- multiple venues for input
- Encourage the active participation of stakeholders in formulating new ideas and articulating innovations that strengthen the plan.

**PROPOSED** Time Line

- **May 2020:** Phases 1 through 3 will be completed
- **June 2020:** Any needed action taken at the June board meeting so there is a clear path to be able to complete phases 4 and 5
- **July 2020:** Final sustainability initiative decisions made in the fiscal year that starts July 1