

LAFPP

Los Angeles Fire and Police Pensions



2025-27

STRATEGIC PLAN

To Serve Those Who Protect

OUR VISION AND MISSION

VISION

A secure and prosperous future for our members.

MISSION

To advance the health and retirement security of those who dedicate their careers and risk their lives to protect the people of Los Angeles



OUR VALUES

- **Collaboration**

We value teamwork to achieve success and encourage staff at all levels to share ideas and offer suggestions for improving operations. We are enriched by our engagement with the Board, our members and our stakeholders.

- **Respect**

We treat each other and our members with kindness and dignity. We promote a fair environment and support each other by sharing information and knowledge to ensure we deliver quality services.

- **Efficiency**

We continually search for ways to deliver quality services and reduce administrative expenses. We promote innovation throughout the organization and use performance measurement to drive decisions.

- **Accountability**

We recognize our responsibility to our members to deliver promised pension benefits. We ensure appropriate oversight to achieve excellence in service, operational, and investment decision making.

- **Transparency**

We strive to always provide clear, accurate, and complete information, and transact business decisions in an open manner so that our members, the City, and the public can trust that our decisions are fair, honest, and ethical.

- **Ethics**

We preserve the public trust by adhering to the ethical standards established by the State, the City, and our Board.

- **Diversity**

We embrace diversity, equity, and inclusion (DEI), and we believe in the power of DEI to enrich our organization.

OUR GUIDING PRINCIPLES

1. Ensure a financially sound retirement system.
2. Manage risk throughout the organization.
3. Enhance customer care and stakeholder relations.
4. Pursue operational efficiencies.
5. Build and support a talented workforce.
6. Promote diversity, equity, and inclusion throughout the organization, including our investment portfolio and business partners.



OUR STRATEGIC GOALS AND OBJECTIVES

1

Enhance Member Experience by Implementing Ongoing Improvements Based on Member Feedback

Objective

Enact process improvements that will enhance the member experience, based upon feedback from a member and beneficiary survey.



2

Enhance Outreach by Promoting Inclusivity and Engagement with Emerging Investment Managers

Objective

Broaden engagement with emerging investment managers to increase the pool of candidates for LAFPP's investment portfolio, ensuring evaluation of a wide selection of managers capable of delivering superior risk-adjusted returns.

3

Enhance Employee Development by Increasing Opportunities for Training and Leadership Development

Objective

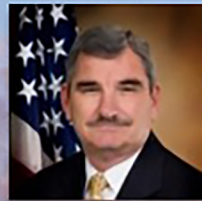
Increase training and leadership development opportunities that allow employees to be successful at their jobs and careers, create an environment where employees feel the organization is invested in their career development, improve succession planning, and increase retention of institutional knowledge.

ACKNOWLEDGEMENTS

Thank you to the Board of Fire and Police Pension Commissioners for their service and guidance in shaping LAFPP's Strategic Plan, priorities, and objectives.



Sumi Parekh
PRESIDENT
Appointed by
the Mayor



Garrett Zimmon
VICE PRESIDENT
Elected by
Retired Police Members



Andrea Ambriz
Appointed by
the Mayor



Rigo Arellano
Elected by
Active Fire Members



Kenneth E. Buzzell
Elected by
Retired Fire Members



William "Billy" Chun
Appointed by
the Mayor



Brian J. Churchill
Elected by
Active Police Members



Michael A. Lawson
Appointed by
the Mayor



Raul Perez
Appointed by
the Mayor

We also want to recognize the staff of the Department of Fire and Police Pensions for their input and involvement.