



Open recruitment for

CHIEF OPERATIONS OFFICER



SCERS
SACRAMENTO COUNTY
EMPLOYEES'
RETIREMENT SYSTEM



THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents, and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova, and Sacramento. The population of Sacramento County's unincorporated area is approximately 564,000.

Residents in Sacramento County have a variety of recreational, dining, and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating, and rafting opportunities are available to water enthusiasts; and picnic sites, golfing, and guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines, and beers.

Sacramento County is one of the most affordable home-buying metropolitan areas in the state and has a skilled workforce, high graduation rates, and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology, and life sciences.

THE SYSTEM

The Sacramento County Employees' Retirement System ('SCERS' or 'the System') is a multiple-employer, cost sharing public employee retirement system which operates under the County Employees' Retirement Law of 1937 (Section 31450 et seq. of the California Government Code). The System was created by resolution of the Sacramento County Board of Supervisors on July 1, 1941, to provide retirement, disability, and death benefits to qualified employees of Sacramento County, the Superior Court, and participating special districts. SCERS is governed by a nine-member Board of Retirement; four are appointed by the Sacramento County Board of Supervisors, four are elected by members of the System, and the Sacramento County Director of Finance sits as the ex-officio member.

The SCERS Board has sole and exclusive fiduciary responsibility over the assets of the fund and for administering benefits provided by the 1937 Act. The Board works with an investment consulting firm to ensure that the assets of the system are diversified and that the System is earning a reasonable rate of return on investments. Funding for future retirement benefits calls for a long-term outlook, and as a result, the Board's investment policy has an appropriate long-term horizon.

Operating from a beautiful high-rise in Downtown Sacramento, the System serves 33,600 members and has a fund balance of more than \$15 billion.

THE POSITION

The Chief Operations Officer (COO) at SCERS is responsible for directing and managing internal operations. The COO oversees a team of 18 full-time employees in Accounting and Finance, Operations, Human Resources, and Technology. The COO manages SCERS' \$25 million annual operating budget and is responsible for agency-wide strategic planning, compliance, and risk management. The COO is one of four executive level positions that report directly to SCERS' Chief Executive Officer (CEO). This position is available due to the planned retirement of SCERS' current COO.

Key responsibilities of the Chief Operations Officer include:

- Organizing, managing, leading, and developing the System's workforce
- Overseeing vendors and major projects
- Partnering with executive staff to direct and achieve the System's customer service-focused and cultural goals and initiatives
- Contributing to executive level decision-making, including strategic planning, budgeting, and priority setting
- Preparing and presenting to SCERS Board of Retirement
- Monitoring current trends in financial reporting and pension administration; identifying ways to improve SCERS' efficiency, boost productivity, and expand services to members
- Filling in for the CEO, as needed

THE IDEAL CANDIDATE

SCERS is seeking a strategic, innovative, leader with executive presence, financial and accounting literacy, strong project and program management experience, and excellent people management skills to serve as its next COO. This position serves as the backstop to the CEO and manages the system in his absence.

SCERS' next COO will be

A strategic innovator who champions positive change and welcomes the opportunity to make their mark in an organization focused on continuous improvement





A proactive problem-solver who identifies opportunities to streamline operations and leads well-planned change management

A detail-oriented person who stays on top of things and is committed to ensuring that the work produced by internal staff and external vendors is complete, accurate, and easy to understand

An approachable and motivational leader with superior personnel management experience and expertise

A productive and agile employee with superior analytical skills who is self-driven, results-oriented, and adept at multitasking

A benevolent enforcer who makes certain SCERS remains in compliance with applicable laws and regulations and who sees to it that Human Resources issues are handled swiftly and professionally

A clear communicator who keeps the CEO and executive management team up-to-speed on matters of importance

A collaborative and dependable team player who is dedicated to public service and to providing excellent customer service

Minimum requirements

Well-qualified candidates will possess the following skills and abilities:

- Advanced financial and accounting literacy
- Actuarial acumen
- Excellent project and program management abilities
- Strong people management skills; familiarity with government HR and culture is a plus
- Experience with maintaining compliance and managing risk
- The ability to oversee external vendors and ensure the accuracy of their work
- Knowledge of facility operations and office safety requirements
- Strong computer skills and a high level of proficiency with MS365

In addition to the above, pension knowledge and experience are highly desired.

This position requires five (5) or more years of progressively responsible experience in an accounting/finance/operations role, including a minimum of two (2) years of experience in a supervisory role managing direct and indirect reports PLUS a Bachelor's degree in accounting, finance, public administration or another relevant field. A Master's degree in business, accounting, or other relevant field and advanced professional designation (e.g. certified public accountant, certified management accountant, etc.) are preferred.



COMPENSATION

SCERS and the County of Sacramento offer an excellent compensation and benefits program. The salary range for this position is \$179,902 - \$290, 775 annually, which is dependent on qualifications. Salary adjustments of 3% are scheduled for June 2026, June 2027, and June 2028. Benefits include:

Retirement – The County’s defined-benefit pension plan is provided by the County Employees’ Retirement Law of 1937 and is managed by the SCERS Board of Retirement.

Medical Insurance – Choice of HMO and High-Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.

Deferred Compensation – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the 457(b) Deferred Compensation Plan up to 5% of the monthly gross salary into a 401(a) plan.

Life Insurance – \$50,000 in life insurance coverage for the employee.

Holidays – 14.5 paid holidays per year.

Vacation – Two to five weeks (based upon length of service) of paid vacation.

Management Leave – Two weeks of paid management leave.

Sick Leave – 15 days per year.

Flexible Spending Accounts – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.

Other Benefits – The County contributes \$30.00 per biweekly pay period into a Retiree Health Savings Plan, and SCERS provides paid parking.

HOW TO APPLY

To be considered for this opportunity, **email your cover letter and resume to [Cindy Krebs Consulting](mailto:Cindy.Krebs@CindyKrebsConsulting.com) on or before May 29, 2026**. Preliminary interviews will be held the week of June 29, 2026. Final interviews will be held the week of July 13, 2026.

If you have questions or would like additional information, please contact Cindy Krebs.

 206.601.6874

 cindykrebsconsulting@outlook.com

 [Cindy Krebs Consulting](https://www.linkedin.com/company/cindy-krebs-consulting)



Cindy Krebs Consulting