

## **AGENDA**

### **MEETING OF THE OPERATIONS OVERSIGHT COMMITTEE and BOARD OF RETIREMENT\***

#### **LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION**

**300 NORTH LAKE AVENUE, SUITE 810  
PASADENA, CA 91101**

**OCTOBER 9, 2014 - 9:00 A.M.\*\***

#### **COMMITTEE MEMBERS:**

Shawn R. Kehoe, Chair  
William de la Garza, Vice Chair  
Marvin Adams  
Yves Chery  
Ronald Okum, Alternate

#### **I. APPROVAL OF THE MINUTES**

A. Approval of the minutes of the regular meeting of September 11, 2014

#### **II. PUBLIC COMMENT**

#### **III. ACTION ITEMS**

A. Recommendation as submitted by Gregg Rademacher, Chief Executive Officer: That the Committee recommend the Board of Retirement:

1. Approve retroactively reassigning employees participating in the LACERA Management Appraisal and Performance Plan Program Tier I to Tier II, with the exception of the Chief Executive Officer.
2. Approve retroactively reassigning Legal and Disability Litigation Division counsel positions participating in the LACERA Standardized Salary Schedule to the LACERA Management Appraisal and Performance Plan Program Tier II.
3. Direct staff to prepare LACERA salary structure tables for Tier II positions.
4. Direct staff to prepare and submit to the Board of Supervisors necessary ordinance language to implement these changes.

IV. FOR INFORMATION

- A. LACERA Operations Briefing  
Robert Hill/JJ Popowich
- B. Renovation Project Updates  
Cynthia Guider (oral presentation)

V. GOOD OF THE ORDER

(For information purposes only)

VI. ADJOURNMENT

**\*The Board of Retirement has adopted a policy permitting any member of the Board to attend a standing committee meeting open to the public. In the event five or more members of the Board of Retirement (including members appointed to the Committee) are in attendance, the meeting shall constitute a joint meeting of the Committee and the Board of Retirement. Members of the Board of Retirement who are not members of the Committee may attend and participate in a meeting of a Board Committee but may not vote on any matter discussed at the meeting. The only action the Committee may take at the meeting is approval of a recommendation to take further action at a subsequent meeting of the Board.**

**\*\*Although the meeting is scheduled for 9:00 a.m., it can start anytime thereafter, depending on the length of the Board of Retirement meeting preceding it. Please be on call.**

**Any documents subject to public disclosure that relate to an agenda item for an open session of the Committee, that are distributed to members of the Committee less than 72 hours prior to the meeting, will be available for public inspection at the time they are distributed to a majority of the Committee, at LACERA's offices at 300 North Lake Avenue, Suite 820, Pasadena, California during normal business hours from 9:00 a.m. to 5:00 p.m. Monday through Friday.**

***Persons requiring an alternative format of this agenda pursuant to Section 202 of the Americans with Disabilities Act of 1990 may request one by calling Cynthia Guider at (626)-564-6000, from 8:30 a.m. to 5:00 p.m. Monday through Friday, but no later than 48 hours prior to the time the meeting is to commence. Assistive Listening Devices are available upon request. American Sign Language (ASL) Interpreters are available with at least three (3) business days notice before the meeting date.***

MINUTES OF THE MEETING OF THE  
OPERATIONS OVERSIGHT COMMITTEE  
and  
BOARD OF RETIREMENT\*

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

GATEWAY PLAZA - 300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

THURSDAY, OCTOBER 9, 2014, 10:45 A.M. – 11:10 A.M.

**COMMITTEE MEMBERS**

PRESENT: Shawn R. Kehoe, Chair  
William de la Garza, Vice Chair  
Marvin Adams  
Yves Chery

ABSENT: Ronald Okum, Alternate

**ALSO ATTENDING:**

BOARD MEMBERS AT LARGE

Alan Bernstein  
Vivian H. Gray  
David L. Muir  
Les Robbins

STAFF, ADVISORS, PARTICIPANTS

Robert Hill  
JJ Popowich  
Gregg Rademacher  
Kimberly Hines

The meeting was called to order by Chair Kehoe at 10:45 a.m.

I. APPROVAL OF THE MINUTES

A. Approval of the minutes of the regular meeting of September 11, 2014

Mr. Chery made a motion, Mr. de la Garza seconded, to approve the minutes of the regular meeting of September 11, 2014. The motion passed unanimously.

II. PUBLIC COMMENT

III. ACTION ITEMS

A. Recommendation as submitted by Gregg Rademacher, Chief Executive Officer: That the Committee recommend the Board of Retirement:

1. Approve retroactively reassigning employees participating in the LACERA Management Appraisal and Performance Plan Program Tier I to Tier II, with the exception of the Chief Executive Officer.
2. Approve retroactively reassigning Legal and Disability Litigation Division counsel positions participating in the LACERA Standardized Salary Schedule to the LACERA Management Appraisal and Performance Plan Program Tier II.
3. Direct staff to prepare LACERA salary structure tables for Tier II positions.
4. Direct staff to prepare and submit to the Board of Supervisors necessary ordinance language to implement these changes.

(Memorandum dated September 30, 2014)

The Los Angeles County and LACERA employee compensation pay ranges are designed with the intent for the employee to move from the beginning to the end of their pay range in recognition of the employee's developing skill set and growing experience.

The current MAPP compensation program was established in September 2008. The Tier II compensation range was divided into 18 steps (the first 12 at 3% and the last six at 1 ½%). The Tier II participants move through the pay range at one step per year. The proposed reassignment would place the affected employees in the pay range as if they had always been in Tier II since that time. The Tier II compensation adjustments would be prospective upon completing the necessary paperwork.

### III. ACTION ITEMS (Continued)

Mr. Kehoe requested that staff revisit the proposal, moving the recommended positions into Tier II based upon current salary, with employees receiving the Tier II increases going forward.

Mr. Kehoe made a motion, Mr. de la Garza seconded, to return this item to staff with further development on movement to Tier II. The motion passed unanimously.

### IV. FOR INFORMATION

#### A. LACERA Operations Briefing Robert Hill/JJ Popowich

Messrs. Hill and Popowich presented the monthly briefing on LACERA's operations. Many of the items highlighted may recur in subsequent briefings or may result in a future comprehensive OOC presentation.

- Public Records Request Update
- MOU Retroactive Earnings: Part 2

#### B. Renovation Project Updates Kimberly Hines

Ms. Hines presented an update on LACERA's renovation projects.

#### Human Resources Expansion Project

- Phase I - Provide two training centers accommodating up to 16 staff in each center – completed October 5, 2014.
- Phase 2 – Expansion of the Human Resources Offices – projected start date October 13, 2014, with projected completion of November 25, 2014.

#### Additional Building Generator

Combined project between LACERA and CBRE, the additional generator will provide enhanced back-up power to LACERA and some tenants of the Gateway Plaza. Construction began on August 25, 2014, with a targeted completion date of January 28, 2015.

IV. FOR INFORMATION (Continued)

Telco Room Expansion

- Phase I – Expand the footprint of the existing telco room, completed October 5, 2014.
- Phase II – Install specialized equipment racks, install increased HVAC capacity, connect to additional building generator. Targeted completion is January 28, 2015.

8<sup>th</sup> Floor

Install additional HVAC unit in the expanded alcove closet to service the audio visual room to limit reliance on Board Room cooling for the AV equipment. Targeted start date the week of October 20, 2015, with targeted completion of October 30, 2014.

V. GOOD OF THE ORDER

(For information purposes only)

VI. ADJOURNMENT

The meeting adjourned at 11:10 a.m.

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