

LIVE VIRTUAL BOARD MEETING

*This meeting will take place following the Committee meeting being held prior.



TO VIEW VIA WEB



TO PROVIDE PUBLIC COMMENT

You may submit a request to speak during Public Comment or provide a written comment by emailing PublicComment@lacera.com. If you would like to remain anonymous at the meeting without stating your name, please let us know.

Attention: Public comment requests must be submitted via email to PublicComment@lacera.com.

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION
300 N. LAKE AVENUE, SUITE 650, PASADENA, CA

A SPECIAL MEETING OF THE BOARD OF RETIREMENT
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION
300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

9:00 A.M., THURSDAY, OCTOBER 6, 2022*

This meeting will be conducted by the Board of Retirement by teleconference under California Government Code Section 54953(e).

Any person may view the meeting online at
<https://LACERA.com/leadership/board-meetings>

*The Board may take action on any item on the agenda,
and agenda items may be taken out of order.*

- I. CALL TO ORDER
- II. APPROVAL OF MINUTES
 - A. Approval of the Minutes of the Regular Meeting of September 7, 2022
- III. PUBLIC COMMENT

(Written Public Comment - You may submit written public comments by email to PublicComment@lacera.com. Correspondence will be made part of the official record of the meeting. Please submit your written public comments or documentation as soon as possible and up to the close of the meeting.

Verbal Public Comment - You may also request to address the Board at PublicComment@lacera.com before and during the meeting at any time up to the end of the Public Comment item. We will contact you with information and instructions as to how to access the meeting as a speaker. If you would like to remain anonymous at the meeting without stating your name, please let us know.)
- IV. EXECUTIVE UPDATE
 - A. For Information
 1. LACERA All Stars
 2. Chief Executive Officer's Report
(Memo dated September 27, 2022)

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VI. CONSENT ITEMS

- A. Recommendation as submitted by Steven P. Rice, Chief Counsel: That, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that other public agencies still recommend social distancing such that each Board and its Committees shall hold teleconference meetings for the next 30 days, so long as the State of Emergency remains in effect, and direct staff to comply with the agenda and public comment requirements of Section 54953(e)(3). Action taken by each Board will only apply to that Board and its Committees. (Memo dated September 26, 2022)
- B. Ratification of Service Retirement and Survivor Benefit Application Approvals. (Memo dated September 27, 2022)
- C. Recommendation as submitted by Tamara L. Caldwell, Acting Division Manager, Disability Retirement Services: That the Board dismiss with prejudice the appeal of Megumi Yamamoto for a service-connected disability retirement. (Memo dated September 20, 2022)
- D. Recommendation as submitted by Fern M. Billingsy, Senior Staff Counsel: That the Board 1) Adopt the attached resolution, No. 2022-BR003, specifying that canine handlers pay earned on and after May 1, 2022, by Probation Department, Special Enforcement Operations Unit qualify as compensation earnable; 2) Instruct staff to implement this change by coordinating with the County Auditor-Controller to remit member and employer contributions; and 3) Instruct staff to collect arrears contributions for canine handlers pay in accordance with the Board's policy regarding implementation of new pensionable pay items. (Memo dated September 23, 2022)

VII. EXCLUDED FROM CONSENT ITEMS

VIII. NON-CONSENT ITEMS

- A. Recommendation as submitted by Ted Granger, Interim Chief Financial Officer: 1) That the Board decide whether or not to award a STAR COLA for Program Year 2023, and 2) If awarded, determine whether the STAR COLA benefits will be on an ad-hoc basis at a cost of \$231,000, as determined by LACERA's consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective January 1, 2023, or 3) If awarded, determine whether the STAR COLA benefits will be on a permanent basis at a cost of \$2,467,000, as determined by LACERA's consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective January 1, 2023. (Memo dated September 27, 2022)

- B. Recommendation as submitted by Kathy Delino, Systems Interim Chief Information Technology Officer, and Celso Templo, Systems Interim Information Technology Manager II: That the Board authorize staff to engage with Questica to provide software and consulting services to configure, customize, and implement an enterprise budget application for the Administrative Services Division at a first-year cost of \$136,251 (implementation cost of \$75,375 and licensing fee of \$60,876). The total five-year cost is \$398,634. This project is budgeted under the Systems Division Technology Modernization Projects for Fiscal Year 2022-2023 for \$150,000. (Memo and presentation dated September 15, 2022)

- C. Recommendation as submitted by Carlos Barrios, Interim Division Manager, Benefits Division: That the Board 1) Determine, based upon medical evaluation conducted on July 21, 2021, that Hector Inzunza is not incapacitated for the duties assigned to his in the position of Regional Park Superintendent III; and 2) Grant the application of Hector Inzunza for reinstatement to active membership. (Memo dated September 20, 2022)

IX. REPORTS

- A. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer, regarding the Monthly Status Report on Legislation. (Memo dated September 27, 2022)

IX. REPORTS (Continued)

B. For Information Only as submitted by Tamara L. Caldwell, Acting Division Manager, Disability Retirement Services, regarding the Application Processing Time Snapshot Reports.
(Memo dated September 24, 2022)

C. For Information Only as submitted by Fern M. Billings, Senior Staff Counsel, regarding the Report of Compensation Earnable and Pensionable Compensation Items.
(Memo dated September 22, 2022)

D. For Information Only as submitted by Ted Granger, Interim Chief Financial Officer, regarding the following reports:

Monthly Trustee Travel & Education Reports for August 2022

(Public memo dated September 21, 2022)

(Confidential memo dated September 21, 2022 – Includes Pending Travel)

E. For Information Only as submitted by Steven P. Rice, Chief Counsel, regarding the September 2022 Fiduciary Counsel Contact and Billing Report. (Memo dated September 26, 2022) (Privileged and Confidential Attorney-Client Communication/Attorney Work Product)

X. ITEMS FOR STAFF REVIEW

(This item summarizes requests and suggestions by individual trustees during the meeting for consideration by staff. These requests and suggestions do not constitute approval or formal action by the Board, which can only be made separately by motion on an agenda item at a future meeting.)

XI. ITEMS FOR FUTURE AGENDAS

(This item provides an opportunity for trustees to identify items to be included on a future agenda as permitted under the Board's Regulations.)

XII. GOOD OF THE ORDER

(For information purposes only)

XIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

B. Disability Retirement Appeals

C. Staff Recommendations

1. Recommendation as submitted by Tamara L. Caldwell, Acting Division Manager, Disability Retirement Services: That the Board approve the service provider invoices for Perry R. Secor, M.D. c/o SoCal Medical Specialists, Medical Corp.
(Memo dated September 16, 2022)

XIV. EXECUTIVE SESSION

A. Public Employee Performance Evaluation
(Pursuant to Paragraph (1) of Subdivision (b) of California Government Code Section 54957)

Title: Chief Counsel

XV. ADJOURNMENT

****Although the meeting is scheduled for 9:00 a.m., it can start anytime thereafter, depending on the length of the Committee meeting preceding it.***

Documents subject to public disclosure that relate to an agenda item for an open session of the Board of Retirement that are distributed to members of the Board of Retirement 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 Board of Retirement Trustees at LACERA's offices at 300 N. Lake Avenue, Suite 820, Pasadena, CA 91101, during normal business hours of 9:00 a.m. to 5:00 p.m. Monday through Friday.

Requests for reasonable modification or accommodation of the telephone public access and Public Comments procedures stated in this agenda from individuals with disabilities, consistent with the Americans with Disabilities Act of 1990, may call the Board Offices at (626) 564-6000, Ext. 4401/4402 from 8:30 a.m. to 5:00 p.m. Monday through Friday or email PublicComment@lacera.com, but no later than 48 hours prior to the time the meeting is to commence.

MINUTES OF THE REGULAR MEETING OF THE BOARD OF RETIREMENT
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

9:00 A.M., WEDNESDAY, SEPTEMBER 7, 2022

This meeting was conducted by the Board of Retirement by teleconference under California Government Code Section 54953(e).

PRESENT: William Pryor (Alternate Safety), Chair

Shawn R. Kehoe, Vice Chair

Alan Bernstein, Secretary

Vivian H. Gray

JP Harris (Alternate Retired)

Keith Knox

Wayne Moore

Les Robbins

Antonio Sanchez

Herman Santos

ABSENT: Gina Zapanta

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

Luis A. Lugo, Deputy Chief Executive Officer

Jonathan Grabel, Chief Investment Officer

JJ Popowich, Assistant Executive Officer

STAFF ADVISORS AND PARTICIPANTS (Continued)

Laura Guglielmo, Assistant Executive Officer

Steven P. Rice, Chief Counsel

Francis J. Boyd, Senior Staff Counsel

Dr. Glenn Ehresmann, Medical Advisor

Ted Granger, Interim Chief Financial Officer

Barry W. Lew, Legislative Affairs Officer

Kathy Delino, Systems Interim Chief Information Technology Officer

Celso Templo, Systems Interim Information Technology Manager II

James Beasley, Supervising Administrative Assistant II

Ricki Contreras, Disability Retirement Services Division Manager

Tamara Caldwell, Disability Retirement Specialist Supervisor

Vickie Neely, Disability Retirement Specialist Supervisor

Kerri Wilson, Disability Retirement Specialist Supervisor

Hernan Barrientos, Disability Retirement Specialist Supervisor

Ricardo Salinas, Disability Retirement Specialist Supervisor

Vincent Lim, Disability Litigation Manager

Nick Collier, Milliman – Consulting Actuary

Craig Glyde, Milliman – Consulting Actuary

I. CALL TO ORDER

The meeting was called to order virtually by Chair Pryor at 9:00 a.m.

II. APPROVAL OF MINUTES

A. Approval of the Minutes of the Regular Meeting of August 3, 2022

Mr. Harris made a motion, Ms. Gray seconded, to approve the minutes of the regular meeting of August 3, 2022. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

III. PUBLIC COMMENT

There were no requests from the public to speak.

IV. EXECUTIVE UPDATE

A. For Information

1. LACERA All Stars

Mr. Popowich announced the winners for the month: Gabriel Tafoya, Eduardo Ascencio, Indee Brooke, and Perla Gonzalez. The Rideshare winner was Koreana Wong and the Web Watcher winner was Wendy Dorado.

2. Chief Executive Officer's Report
(Memo dated August 30, 2022)

Mr. Kreimann provided an update on the strategic planning member survey; EKA and internal communications plan; and safety election results.

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

On a motion by Mr. Kehoe, seconded by Mr. Harris, the Board of Retirement approved a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

<u>APPLICATION NO.</u>	<u>NAME</u>
779D	JOSHUA B. STAHL
780D	GOVERNOR J. DAVIS, JR.
781D	GORDON C. GRAY
782D	STEVEN A. STRAUSS
783D*	KENT A. WEGENER
784D	WARREN M. ONDATJE
785D*	ALBERT COBOS
786D	DANIEL J. GILLESPIE (DEC'D)
787D*	PATRICK A. NELSON
788D**	PAUL T. BEDNARSKI
789D	HENRI J. FLORIS

*Granted SCD – Employer Cannot Accommodate

**Granted SCD – Retroactive

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
790D	SCOTT E. AIKIN
791D*	ELSA AVILA
792D**	ADRIAN V. REYNOSO
793D	JONATHAN M. COOPER
794D	ROBERTA J. COHEN
795D	NATHAN C. GILLESPIE

Safety Fire, Lifeguards
Service-Connected Disability Applications

On a motion by Mr. Santos, seconded by Mr. Bernstein, the Board of Retirement approved a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Pryor, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

<u>APPLICATION NO.</u>	<u>NAME</u>
1515B	KARL D. DAVIS
1516B	MARTIN W. ROSS

*Granted SCD – Retroactive

**Granted SCD – Employer Cannot Accommodate

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards (Continued)
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
1517B	SCOTT D. COULTER
1518B	DAN M. HAYASHI
1519B	ROOSEVELT HENDERSON

General Members
Service-Connected Disability Applications

On a motion by Mr. Santos, seconded by Mr. Robbins, the Board of Retirement made a motion to approve a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

<u>APPLICATION NO.</u>	<u>NAME</u>
2424C*	RICKY CORVERA
2425C	VIOLET HERNANDEZ
2426C	CINDY C. MARSHALL
2427C**	VADA R. PUGH
2428C*	CHARI R. HAIRSTON

*Granted SCD – Employer Cannot Accommodate

**Granted SCD Supplemental – Employer Cannot Accommodate

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members (Continued)
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
2429C*	3G2021D
2430C**	OLGA A. PADILLA
2431C***	DIANA MELENDREZ-JUAREZ
2432C***	NASRI A. HASSAN
2433C***	BENITA V. TRUJILLO
2434C***	SOPHIA CHUNG
2435C***	MILTON R. ORTIZ

VI. CONSENT ITEMS

Mr. Robbins made a motion, Ms. Gray seconded, to approve Consent Items A-D. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

*Granted SCD – Salary Supplement

**Granted SCD Retroactive – Employer Cannot Accommodate

***Granted SCD – Employer Cannot Accommodate

VI. CONSENT ITEMS (Continued)

- A. Recommendation as submitted by Steven P. Rice, Chief Counsel: That, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that the County of Los Angeles and other agencies still recommend social distancing such that each Board and its Committees shall hold teleconference meetings for the next 30-days, subject to continuation of the State of Emergency, and if so, direct staff to comply with the agenda and public comment requirements of the statute. Action taken by each Board will only apply to that Board and its Committees. (Memo dated August 29, 2022)
- B. Ratification of Service Retirement and Survivor Benefit Application Approvals. (Memo dated August 29, 2022)
- C. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice the appeal of Maria D. Rios for a service-connected disability retirement. (Memo dated August 11, 2022)
- D. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board grant the appeal and request for an administrative hearing for applicant Faye A. Quintal-Discipulo. (Memo dated August 24, 2022)

VII. EXCLUDED FROM CONSENT ITEMS

There were no items pulled from the Consent Items.

VIII. NON-CONSENT ITEMS

- A. Recommendation as submitted by Ted Granger, Interim Chief Financial Officer: 1) That the Board of Retirement make public at its meeting on September 7, 2022, the cost of the ad-hoc and permanent STAR COLA Program in 2023 at an 80% benefit level. The projected cost for the ad-hoc STAR COLA award is \$231,000, while the cost for awarding a permanent STAR COLA is \$2,467,000 as determined by LACERA's consulting actuary, Milliman; and 2) Direct staff to place

VIII. NON-CONSENT ITEMS (Continued)

this item on the Board of Retirement's October agenda to decide at that time whether or not to award a STAR COLA for Program Year 2023, and if awarded, determine whether the STAR COLA benefits will be ad-hoc or permanent. (Memo and Presentation dated August 26, 2022)

Mr. Granger and Nick Collier and Craig Glyde from Milliman

provided a brief presentation and answered questions from the Board.

Mr. Kehoe made a motion, Mr. Harris seconded, to, having made public the ad-hoc and permanent 2023 STAR COLA Program cost information, and to approve bringing back for approval 2023 STAR COLA benefits at the next meeting. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

- B. Recommendation as submitted by Kathy Delino, Systems Interim Chief Information Technology Officer, and Celso Templo, Systems Interim Information Technology Manager II: That the Board authorize staff to engage and contract with Cobblestone Corporation for software licensing and consulting services to procure, configure, customize, and implement an Enterprise Contract Lifecycle Management system at an implementation cost of \$92,248 plus annual licensing fee of \$167,577.
(Memo and presentation dated August 24, 2022)

Kathy Delino and Celso Templo provided a brief presentation and answered questions from the Board.

Mr. Kehoe made a motion, Mr. Santos seconded, to approve staff's recommendation. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Bernstein, Kehoe, and

VIII. NON-CONSENT ITEMS (Continued)

Ms. Gray voting yes and Mr. Robbins voting no. Ms. Zapanta was absent for the vote.

- C. Recommendation as submitted by James Beasley, Administrative Services Supervising Administrative Assistant II: That the Board 1) Approve the purchase of Fiduciary Insurance effective October 9, 2022, in an amount not to exceed the annual premium of \$408,890, and adjusted at management's discretion to expire on June 30, 2023; 2) Approve the purchase of Cyber Liability Insurance effective October 9, 2022, in an amount not to exceed the annual premium of \$622,774, and adjusted at management's discretion to expire on June 30, 2023; and 3) Delegate authority to the Chief Executive Officer (CEO) or their designee to approve all insurance renewals moving forward, due to the timeliness of insurance bids and the close deadlines for renewals. Staff will promptly provide subsequent reporting to the Board of Retirement.
(Memo dated August 24, 2022)

James Beasley was present to answer questions from the Board.

Mr. Moore made a motion, Mr. Knox seconded, to approve staff's recommendation. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

IX. REPORTS

- A. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer, regarding the Monthly Status Report on Legislation.
(Memo dated August 30, 2022)

This item was received and filed.

IX. REPORTS (Continued)

- B. For Information Only as submitted by Ricki Contreras, Division Manager, Disability Retirement Services, regarding the Application Processing Time Snapshot Reports. (Memo dated August 29, 2022)

This item was received and filed.

- C. For Information Only as submitted by Ted Granger, Interim Chief Financial Officer, regarding the Semi-Annual Interest Crediting for Reserves as of June 30, 2022 (Unaudited). (Memo dated July 26, 2022)

This item was received and filed.

- D. For Information Only as submitted by Ted Granger, Interim Chief Financial Officer, regarding the following reports:

Monthly Trustee Travel & Education Reports for July 2022

(Public memo dated August 22, 2022)

(Confidential memo dated August 22, 2022 – Includes Pending Travel)

4th Quarter Trustee Travel & Education Reports

(Public memo dated August 22, 2022)

This item was received and filed.

- E. For Information Only as submitted by Steven P. Rice, Chief Counsel, regarding the August 2022 Fiduciary Counsel Contact and Billing Report. (Memo dated August 31, 2022) (Privileged and Confidential Attorney-Client Communication/Attorney Work Product)

This item was received and filed.

X. ITEMS FOR STAFF REVIEW

Trustee Santos suggested that policies implemented by each Board should be reviewed

and considered for organizational wide impact. Furthermore, he requested that

diversity, equity, and inclusion (DEI) be included in RFP presentations.

XI. ITEMS FOR FUTURE AGENDAS

There were no requests for future agendas.

XII. GOOD OF THE ORDER
(For information purposes only)

There were no comments to report.

XIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

<u>APPLICATION NO. & NAME</u>	<u>BOARD ACTION</u>
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5265B – SHERWEN R. BUMPUS*	
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	Ms. Gray made a motion, Mr. Moore seconded, to grant a service-connected disability retirement pursuant to Government Code section 31720. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.
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5266B – REBECCA A. MALDONADO	
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	Ms. Gray made a motion, Mr. Knox seconded, to grant a nonservice-connected disability retirement pursuant to Government Code sections 31720 and 31724. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.
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XIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME

BOARD ACTION

5267B – LESLIE M. MUNOZ (Dec'd)

Ms. Gray made a motion, Mr. Kehoe seconded, to refer back to staff for further development. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

5268B – HAILEY R. RYAN

Mr. Knox made a motion, Ms. Gray seconded, to deny a service-connected disability retirement without prejudice. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

248D – JASON W. PEARSON

Mr. Kehoe made a motion, Mr. Knox seconded, to grant a service-connected disability retirement without a 5-year review. The motion passed (roll call) with Messrs. Santos, Sanchez, Moore, Harris, Kehoe, and Ms. Gray voting yes and Messrs. Knox and Bernstein voting no. Ms. Zapanta was absent for the vote.

XIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME

BOARD ACTION

5195B – KENNETH M. BENNETT

Ms. Gray made a motion, Mr. Kehoe seconded, to grant a service-connected disability retirement pursuant to Government Code sections 31720 and 31724. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Harris, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

B. Disability Retirement Appeals

APPLICATION NO. & NAME

BOARD ACTION

MAGDALENA T. AGUILAR – Danny T. Polhamus
Allison E. Barrett for the Respondent

Ms. Gray made a motion, Mr. Harris seconded, to grant a service-connected disability retirement. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Harris, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

XIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION
(Continued)

C. Staff Recommendations

1. Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Legal Division: That the Board refer Stephen E. Leavins' appeal to a referee for a hearing and recommendation under Section F4 of LACERA's *Administrative Appeals Procedures for Felony Forfeiture* to allow him an opportunity to challenge staff's conclusion that his right to a disability-retirement allowance is forfeited under Government Code section 7522.72(c)(1) [Felony-Forfeiture Statute]. (Memo dated August 30, 2022)

Applicant's attorney, Thomas Wicke, was present.

Mr. Knox made a motion, Ms. Gray seconded, to approve staff's recommendation. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

2. Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Legal Division: That the Board refer Gerard R. Smith's appeal to a referee for a hearing and recommendation under Section F4 of LACERA's *Administrative Appeals Procedures for Felony Forfeiture* to allow him an opportunity to challenge staff's conclusion that his right to a disability-retirement allowance is forfeited under Government Code section 7522.72(c)(1) [Felony-Forfeiture Statute]. (Memo dated August 30, 2022)

Applicant's attorney, Thomas Wicke, was present.

Mr. Knox made a motion, Mr. Harris seconded, to approve staff's recommendation. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and

XIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION
(Continued)

C. Staff Recommendations (Continued)

Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

3. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for David L. Friedman, M.D., Ph.D. c/o The Friedman Psychiatric Medical Group.
(Memo dated August 24, 2022)

Mr. Knox made a motion, Mr. Harris seconded, to approve staff's recommendation. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

4. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Edward Green, III, M.D. c/o Green Orthopedic Medical Group. (Memo dated August 26, 2022)

Mr. Harris made a motion, Mr. Knox seconded, to approve staff's recommendation. The motion passed (roll call) with Messrs. Knox, Santos, Sanchez, Moore, Robbins, Bernstein, Kehoe, and Ms. Gray voting yes. Ms. Zapanta was absent for the vote.

XIV. EXECUTIVE SESSION

- A. Conference with Legal Counsel – Existing Litigation
(Pursuant to Paragraph (1) of Subdivision (d) of California
Government Code Section 54956.9)

- 1. Barrios v. Board of Retirement

- There was nothing to report.

XV. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 11:45 a.m.

ALAN BERNSTEIN, SECRETARY

WILLIAM PRYOR, CHAIR



September 27, 2022

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Santos H. Kreimann *SHK*
Chief Executive Officer

SUBJECT: CHIEF EXECUTIVE OFFICER'S REPORT – OCTOBER 2022

The following Chief Executive Officer's Report highlights key operational and administrative activities that have taken place during the past month.

Strategic Plan Update

The LACERA leadership team, along with key staff members throughout the organization, are in the process of further assessing and revising the various goals and objectives identified by the Action Planning Teams (APT). Over the course of the next several weeks, the LACERA leadership team and KH Consulting will put together a presentation of the finalized draft of goals, objectives, and action plans for the Advisory team to review and approve. We anticipate meeting with the Advisory team in late October 2022. Thereafter, we will then focus our efforts on presenting the final draft of LACERA's Strategic Plan to the Board of Retirement (BOR) during the December 2022 or January 2023 meeting.

KH Consulting will also present the results of the Member and Employee survey to the Advisory Team during the meeting scheduled for late October 2022.

Return to Boardroom

During its Joint Board meeting on Friday, September 23, 2022, trustees from both the Board of Investments (BOI) and Board of Retirement (BOR) voted to resume in-person board meetings effective with meetings scheduled in November 2022. Trustees from both boards will still have the option to participate in board and committee meetings remotely as part of the Brown Act State of Emergency Order.

Communication Plan Update

The LACERA executive team met on August 30, 2022, to review and discuss Communication Plan(s) drafted by both EKA and the LACERA Communications division. Both plans outlined a more tactical approach to engaging our members and various stakeholders, as opposed to a strategic roadmap. The team discussed opportunities and ideas for improving the Communication plan document. We are going to coordinate these efforts with our Strategic Planning process, since the work overlaps with our current Strategic Planning efforts.

September 27, 2022

Page 2

We will transition the Communication Plan updates to the Operations Oversight Committee briefing beginning November 2022, since this project has a longer-term horizon.

Board/Committee Agenda Management, Recordings, Online Archives, and Public Interface Update

At its March 2022 Board of Retirement meeting, the Board approved to utilize and contract with Prime Government Solutions, Inc. (PrimeGov) now called OneMeeting. This application will be used for both Boards and all Committee meetings, including agenda management, livestreaming, recordings, online archives, and a public interface solution, with an indefinite retention period for archiving the audio and visual recordings. Staff is working with the vendor in developing workflows and solutions for the processes currently being done manually. In the next few weeks, staff will provide trustees with an opportunity to access the site, provide training and obtain user feedback. Once that is completed, testing for the in-meeting management (voting, public comment, speaker queue, livestreaming, archive materials/recording) and public interface will go into beta testing in preparation for implementation in January 2023. Staff will be incorporating trustee feedback and training in October and November. Staff plans on presenting an overview of the public interface at the Operations Oversight Committee in November 2022. BOI trustees will be provided with the OOC material, livestreaming information, as well as the recording following the presentation.

2022 Safety Member Elections

The 2022 safety member election was closed on August 31, 2022, for the safety member trustee seats on both boards. The positions are: seventh trustee seat and alternate safety trustee seat on the Board of Retirement, and the fourth trustee seat on the Board of Investments. The trustees' three-year terms will run from January 1, 2023 through December 31, 2025.

The Executive Office of the Board of Supervisors notified candidates of the results of the election in mid-September. The preliminary results (which are not final until the Board of Supervisors declares the election results official) show that Jason E. Green (Captain, Los Angeles County Fire Department) has been elected to be the Seventh Member on the Board of Retirement, as well as the Fourth Member on the Board of Investments. Current LACERA Trustee Shawn Kehoe (Captain, Los Angeles County Sheriff's Department) will remain on the Board of Retirement as the Alternate Safety Trustee. Both trustees will begin their service in these capacities effective January 1, 2023.

The Board of Supervisors is expected to certify the election results by October 18, 2022.

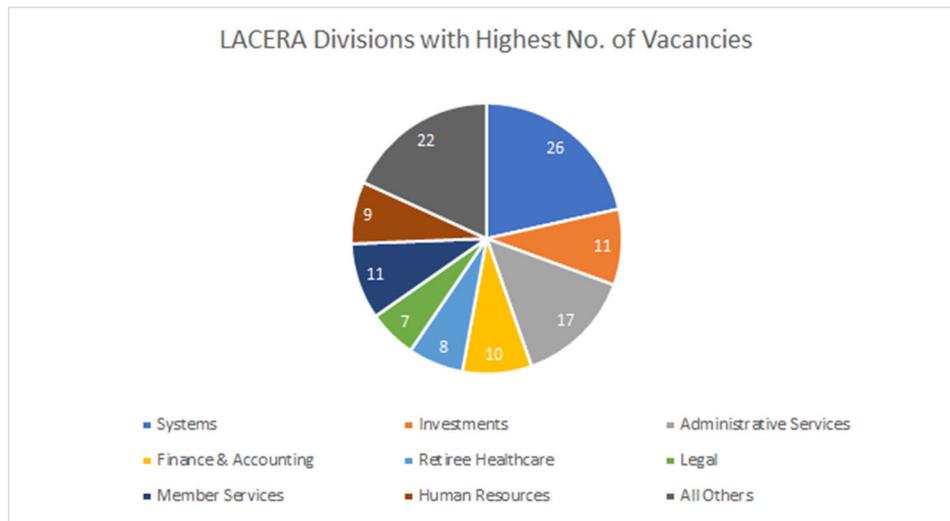
Recruitment Updates

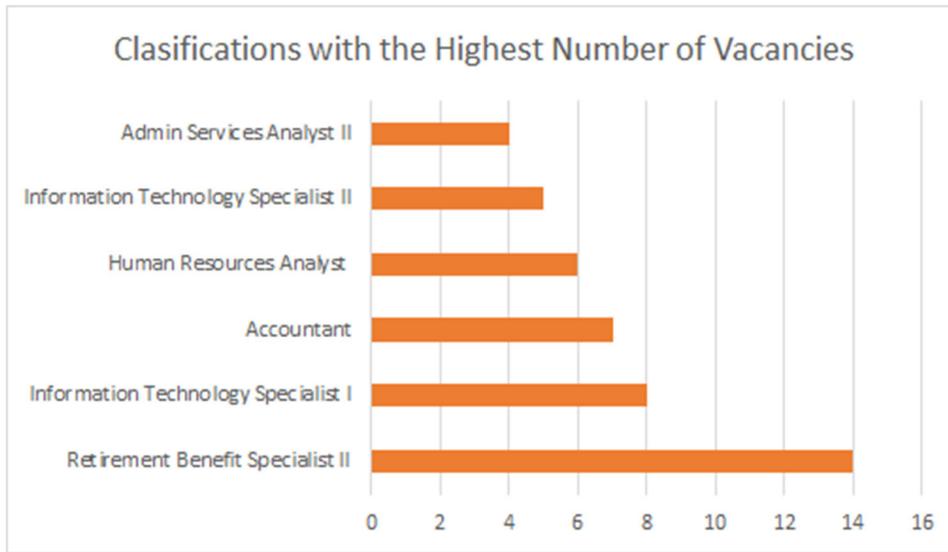
Vacancies and Hiring

The current hiring priority in the Investments Division recruitment efforts is the Senior Investment Officer. There are eleven (11) vacancies in Investments (24% vacancy rate) and below is a summary of the recruitment status of these positions.

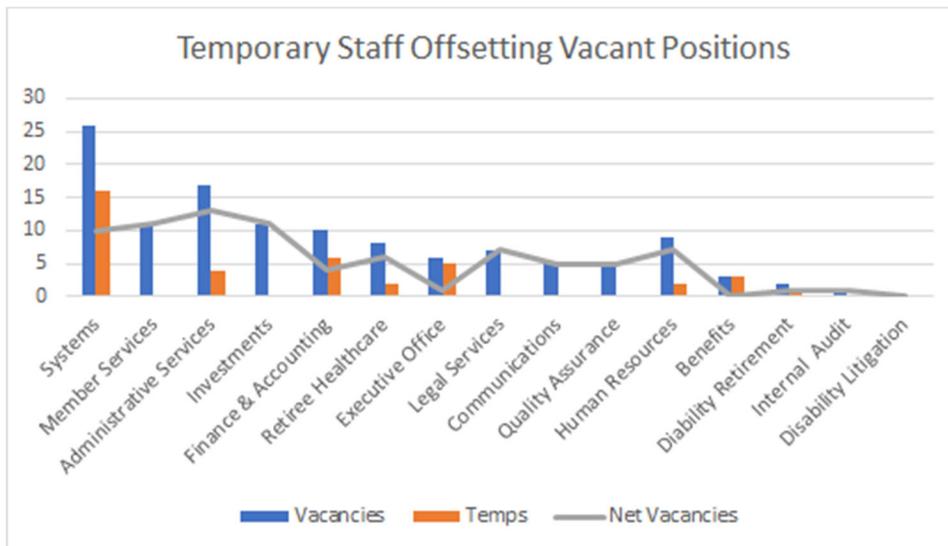
Classification	# of Vacancies	LACERA Priority	Recruitment Stage
Deputy Chief Investment Officer	1	Tier 1 – December 2022	Outsourced Recruitment
Senior Investment Officer (SIO)	1	Tier 1 – June 2022	9 – Division Interviews
Finance Analyst III (FA III)	3	Tier 1 – June 2022	9 – Division Interviews
Finance Analyst II (FA II)	3	Tier 2 – December 2022	
Executive Administrative Asst.	1	Tier 2 – December 2022	N/A
Principal Investment Officer (PIO)	1	Tier 2 – December 2022	N/A
Senior Investment Officer	1	Unassigned	N/A

LACERA has 530 budgeted positions, of which 121 are vacant (23% vacancy rate). The Divisions with the highest number of vacancies, and the classifications with the highest number of vacancies, are shown below.





The chart below highlights temporary hires across divisions to address critical vacancy needs in the short term.



Development

Human Resources works with the hiring Division to review the classification description, create an ideal candidate profile, and discuss the assessment process. This information is used by HR to create the job bulletin and recruiting brochure (management positions only). The recruitments/assessments for the following classifications are currently in development:

- Retirement Systems Specialist
- Staff Counsel (Benefits)
- Deputy Chief Investment Officer

Human Resources is working with the Administrative Services Division to complete the contracting process for a vendor to facilitate the Deputy Chief Investment Officer and

Chief, Financial Officer recruitments, and another vendor to facilitate the Chief, Information Technology and Information Security Officer recruitments.

Recruiting & Assessment

The Human Resources Team has open recruitments for the following positions:

- Staff Counsel (Investments)
- Financial Analyst III (Corporate Governance and Stewardship)
- Senior Human Resources Assistant
- Human Resources Analyst
- Senior Human Resources Analyst

The assessment process is ongoing for Retirement Benefits Specialist I.

New Lists Promulgated

A new eligible register was promulgated for Accountant. Selection interviews continue for Senior Investment Officer - Real Estate and Financial Analyst III for Real Estate. Recruitment for the Financial Analyst III - Corporate Governance and Real Estate positions continue. Additional candidates are in the assessment phase and those that pass will be added to the eligibility register (list).

Hiring

The hiring and selection activity for the month of September is as follows:

Division	# of Positions	Classification	Status
Systems	1	Data Systems Analyst	Started September 1
Administrative Services	2	Procurement and Supply Clerk	Selections made; pending background
FASD	1	Accountant	Selection made; starting October 3
FASD	1	Senior Accountant	Selection made (promotion)

Retiree Healthcare (RHC) Update

\$1 Million Lifetime Maximum Benefit (LMB) for Non-Medicare Plans - Update

LACERA staff continues to be engaged with the Board of Supervisors and County of Los Angeles CEO’s office on the elimination of the \$1 million Lifetime Maximum Benefit (LMB). LACERA and the County CEO’s office recently met on September 9, 2022 and continue to make progress on addressing the \$1 Million LMB.

The LMB applies to over 8,700 County active members and retirees enrolled now (or in the future) in the Anthem PPO and indemnity plan options.

2023 Medicare Parts A & B Premiums and Deductibles Announced

Each year the Medicare Part B premium, deductible, and coinsurance rates are determined according to the Social Security Act. On September 27, 2022, the Centers for Medicare & Medicaid Services (CMS) released the 2023 premiums, deductibles, and coinsurance amounts for the Medicare Part A and Part B programs, and the 2023 Medicare Part D income related monthly adjustments amount (Attachment A).

For 2023, the standard monthly premium for Medicare Part B will be \$164.90, a decrease of \$5.20 from \$170.10 in 2022. The annual deductible for all Medicare Part B beneficiaries is \$226 in 2023, a decrease of \$7.00 from the annual deductible of \$233 in 2022.

Lower than projected spending on both Aduhelm (a new drug used to treat Alzheimer's disease) and other Part B items and services resulted in larger reserves in the Part B account of the Supplementary Medical Insurance (SMI) Trust Fund. The decrease in the 2023 Part B premium aligns with CMS' recommendation in a May 2022 report that excess SMI reserves be passed along to people with Medicare Part B coverage.

Staff have communicated with both the plan sponsor, LA County, and Segal, our healthcare consultants, to initiate the annual analysis needed in our seeking approval to continue the Medicare Part B Reimbursement Program. Upon obtaining approval, an informative written communication will be sent out to members and reported back to the Trustees.

Anthem Blue Cross Prudent Buyer Prescription Benefit Manager (PBM) Name Change

Beginning January 1, 2023, IngenioRx, the current Anthem Blue Cross Prudent Buyer plan prescription drug manager (PBM), will become CarelonRx. CarelonRx will continue its clinical expertise and medical insights to develop tools and solutions that lead to improved outcomes and lower overall costs.

Important things about the change to CarelonRx:

- IngenioRx Home Delivery Pharmacy will become CarelonRx Mail.
- IngenioRx Specialty Pharmacy will become CarelonRx Specialty Pharmacy.
- This name change will not impact our members' benefits, coverage, or how they fill their medications. In addition to our mail and specialty pharmacies, our members can continue to fill their prescriptions at any in-network retail pharmacy.
- Members will not need new prescriptions for existing medications they currently take.
- There is no impact to member ID cards because of this name change. There is no mention of IngenioRx on these ID cards and the pharmacy information on the cards.
- In October, a communications kick to providers via their health plan provider newsletters, with an email reminder in January. Retail pharmacies will receive information via email and fax. Both the provider and pharmacy communications will include multiple touches.

- In October, a message banner will be launched on the secure health plan member portals, on the Pharmacy Dashboard, letting members know about the name change.
- Members using the IngenioRx home delivery and specialty pharmacies will receive targeted communications starting in October.
 - Between October and December, members will see an insert in their home delivery and specialty pharmacy prescription packaging alerting them to the name change.
 - From mid-November through mid-December, members using our home delivery and specialty pharmacies will receive a letter reminding them of the pharmacy name change.
 - In January, members will receive an insert in their first prescription filled by CarelonRx Mail and CarelonRx Specialty Pharmacy introducing them to the new pharmacy brand.

This change **WILL NOT** affect the Anthem Blue Cross I, II, or III plans. CVS Caremark will remain the prescription drug manager (PBM) for those medical plans.

SHK
CEO report October 2022.doc

Attachments



Fact sheet

2023 Medicare Parts A & B Premiums and Deductibles 2023 Medicare Part D Income-Related Monthly Adjustment Amounts

Sep 27, 2022 Medicare Parts A & B

On September 27, 2022, the Centers for Medicare & Medicaid Services (CMS) released the 2023 premiums, deductibles, and coinsurance amounts for the Medicare Part A and Part B programs, and the 2023 Medicare Part D income-related monthly adjustment amounts.

Medicare Part B Premium and Deductible

Medicare Part B covers physician services, outpatient hospital services, certain home health services, durable medical equipment, and certain other medical and health services not covered by Medicare Part A.

Each year the Medicare Part B premium, deductible, and coinsurance rates are determined according to the Social Security Act. The standard monthly premium for Medicare Part B enrollees will be \$164.90 for 2023, a decrease of \$5.20 from \$170.10 in 2022. The annual deductible for all Medicare Part B beneficiaries is \$226 in 2023, a decrease of \$7 from the annual deductible of \$233 in 2022.

The 2022 premium included a contingency margin to cover projected Part B spending for a new drug, Aduhelm. Lower-than-projected spending on both Aduhelm and other Part B items and services resulted in much larger reserves in the Part B account of the Supplementary Medical Insurance (SMI) Trust Fund, which can be used to limit future Part B premium increases. The decrease in the 2023 Part B premium aligns with the CMS recommendation in a May 2022 report that excess SMI reserves be passed along to people with Medicare Part B coverage.

Beginning in 2023, certain Medicare enrollees who are 36 months post kidney transplant, and therefore are no longer eligible for full Medicare coverage, can elect to continue Part B coverage of immunosuppressive drugs by paying a premium. For 2023, the immunosuppressive drug premium is \$97.10.

Medicare Open Enrollment and Medicare Savings Programs

Medicare Open Enrollment for 2023 will begin on October 15, 2022 and ends on December 7, 2022. During this time, people eligible for Medicare can compare 2023 coverage options between Original Medicare, and Medicare Advantage, and Part D prescription drug plans. In addition to the soon-to-be released premiums and cost sharing information for 2023 Medicare Advantage and Part D plans, the Fee-for-Service Medicare premiums and cost sharing information released today will enable people with Medicare to understand their Medicare coverage options for the year ahead. Medicare health and drug plan costs and covered benefits can change from year to year, so people with Medicare should look at their coverage choices annually and decide on the options that best meet their health needs.

To help with their Medicare costs, low-income seniors and adults with disabilities may qualify to receive financial assistance from the Medicare Savings Programs (MSPs). The MSPs help millions of Americans access high-quality health care at a reduced cost, yet only about half of eligible people are enrolled. The MSPs help pay Medicare premiums and may also pay Medicare deductibles, coinsurance, and copayments for those who meet the conditions of eligibility. Enrolling in an MSP offers relief from these Medicare costs, allowing people to spend that money on other vital needs, including food, housing, or transportation. People with Medicare interested in learning more can visit: <https://www.medicare.gov/your-medicare-costs/get-help-paying-costs/medicare-savings-programs>.

Medicare Part B Income-Related Monthly Adjustment Amounts

Since 2007, a beneficiary's Part B monthly premium is based on his or her income. These income-related monthly adjustment amounts affect roughly 7 percent of people with Medicare Part B. The 2023 Part B total premiums for high-income beneficiaries with full Part B coverage are shown in the following table:

Full Part B Coverage

Beneficiaries who file individual tax returns with modified adjusted gross income:	Beneficiaries who file joint tax returns with modified adjusted gross income:	Income-Related Monthly Adjustment Amount	Total Monthly Premium Amount
Less than or equal to \$97,000	Less than or equal to \$194,000	\$0.00	\$164.90
Greater than \$97,000 and	Greater than \$194,000	\$65.90	\$230.80

less than or equal to \$123,000	and less than or equal to \$246,000		
Greater than \$123,000 and less than or equal to \$153,000	Greater than \$246,000 and less than or equal to \$306,000	\$164.80	\$329.70
Greater than \$153,000 and less than or equal to \$183,000	Greater than \$306,000 and less than or equal to \$366,000	\$263.70	\$428.60
Greater than \$183,000 and less than \$500,000	Greater than \$366,000 and less than \$750,000	\$362.60	\$527.50
Greater than or equal to \$500,000	Greater than or equal to \$750,000	\$395.60	\$560.50

The 2023 Part B total premiums for high-income beneficiaries with immunosuppressive drug only Part B coverage are shown in the following table:

Part B Immunosuppressive Drug Coverage Only

Beneficiaries who file individual tax returns with modified adjusted gross income:	Beneficiaries who file joint tax returns with modified adjusted gross income:	Income-Related Monthly Adjustment Amount	Total Monthly Premium Amount
Less than or equal to \$97,000	Less than or equal to \$194,000	\$0.00	\$97.10
Greater than \$97,000 and less than or equal to \$123,000	Greater than \$194,000 and less than or equal to \$246,000	\$64.70	\$161.80
Greater than \$123,000 and less than or equal to \$153,000	Greater than \$246,000 and less than or equal to \$306,000	\$161.80	\$258.90

Greater than \$153,000 and less than or equal to \$183,000	Greater than \$306,000 and less than or equal to \$366,000	\$258.90	\$356.00
Greater than \$183,000 and less than \$500,000	Greater than \$366,000 and less than \$750,000	\$356.00	\$453.10
Greater than or equal to \$500,000	Greater than or equal to \$750,000	\$388.40	\$485.50

Premiums for high-income beneficiaries with full Part B coverage who are married and lived with their spouse at any time during the taxable year, but file a separate return, are as follows:

Full Part B Coverage

Beneficiaries who are married and lived with their spouses at any time during the year, but who file separate tax returns from their spouses, with modified adjusted gross income:	Income-Related Monthly Adjustment Amount	Total Monthly Premium Amount
Less than or equal to \$97,000	\$0.00	\$164.90
Greater than \$97,000 and less than \$403,000	\$362.60	\$527.50
Greater than or equal to \$403,000	\$395.60	\$560.50

Premiums for high-income beneficiaries with immunosuppressive drug only Part B coverage who are married and lived with their spouse at any time during the taxable year, but file a separate return, are as follows:

Part B Immunosuppressive Drug Coverage Only

Beneficiaries who are married and lived with their spouses at any time during the year, but who file separate tax returns from their spouses, with modified	Income-Related Monthly	Total Monthly Premium
--	-------------------------------	------------------------------

adjusted gross income:	Amount	
	Adjustment Amount	
Less than or equal to \$97,000	\$0.00	\$97.10
Greater than \$97,000 and less than \$403,000	\$356.00	\$453.10
Greater than or equal to \$403,000	\$388.40	\$485.50

Medicare Part A Premium and Deductible

Medicare Part A covers inpatient hospital, skilled nursing facility, hospice, inpatient rehabilitation, and some home health care services. About 99 percent of Medicare beneficiaries do not have a Part A premium since they have at least 40 quarters of Medicare-covered employment.

The Medicare Part A inpatient hospital deductible that beneficiaries pay if admitted to the hospital will be \$1,600 in 2023, an increase of \$44 from \$1,556 in 2022. The Part A inpatient hospital deductible covers beneficiaries' share of costs for the first 60 days of Medicare-covered inpatient hospital care in a benefit period. In 2023, beneficiaries must pay a coinsurance amount of \$400 per day for the 61st through 90th day of a hospitalization (\$389 in 2022) in a benefit period and \$800 per day for lifetime reserve days (\$778 in 2022). For beneficiaries in skilled nursing facilities, the daily coinsurance for days 21 through 100 of extended care services in a benefit period will be \$200.00 in 2023 (\$194.50 in 2022).

Part A Deductible and Coinsurance Amounts for Calendar Years 2022 and 2023 by Type of Cost Sharing

	2022	2023
Inpatient hospital deductible	\$1,556	\$1,600
Daily coinsurance for 61 st –90 th Day	\$389	\$400
Daily coinsurance for lifetime reserve days	\$778	\$800
Skilled Nursing Facility coinsurance	\$194.50	\$200.00

Enrollees age 65 and over who have fewer than 40 quarters of coverage and certain persons with disabilities pay a monthly premium in order to voluntarily enroll in Medicare Part A. Individuals who had at least 30 quarters of coverage or were married to someone with at least 30 quarters of coverage may buy into Part A at a reduced monthly premium rate, which will be \$278 in 2023, a \$4 increase from 2022. Certain uninsured aged individuals who have less than 30 quarters of coverage and certain individuals with disabilities who have exhausted other entitlement will pay the full premium, which will be \$506 a month in 2023, a \$7 increase from 2022.

For more information on the 2023 Medicare Parts A and B premiums and deductibles Notices (CMS-8080-N, CMS-8081-N, CMS-8082-N), please visit:

CMS-8080-N: <https://www.federalregister.gov/public-inspection/2022-21180/medicare-program-calendar-year-2023-inpatient-hospital-deductible-and-hospital-and-extended-care>

CMS-8081-N: <https://www.federalregister.gov/public-inspection/2022-21176/medicare-program-cy-2023-part-a-premiums-for-the-uninsured-aged-and-for-certain-disabled-individuals>

CMS-8082-N: <https://www.federalregister.gov/public-inspection/2022-21090/medicare-program-medicare-part-b-monthly-actuarial-rates-premium-rates-and-annual-deductible>

Medicare Part D Income-Related Monthly Adjustment Amounts

Since 2011, higher income beneficiaries' Part D monthly premiums are based on income. These income-related monthly adjustment amounts affect roughly 8 percent of people with Medicare Part D. These individuals will pay the income-related monthly adjustment amount in addition to their Part D premium. Part D premiums vary from plan to plan and roughly two-thirds of beneficiaries pay premiums directly to the plan, while the remaining beneficiaries have their premiums deducted from their Social Security benefit checks. Regardless of how a beneficiary pays their Part D premium, the Part D income-related monthly adjustment amounts are deducted from Social Security benefit checks or paid directly to Medicare. The 2023 Part D income-related monthly adjustment amounts for high-income beneficiaries are shown in the following table:

Beneficiaries who file individual tax returns with modified adjusted gross income:	Beneficiaries who file joint tax returns with modified adjusted gross income:	Income-related monthly adjustment amount
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Less than or equal to \$97,000	Less than or equal to \$194,000	\$0.00
Greater than \$97,000 and less than or equal to \$123,000	Greater than \$194,000 and less than or equal to \$246,000	12.20
Greater than \$123,000 and less than or equal to \$153,000	Greater than \$246,000 and less than or equal to \$306,000	31.50
Greater than \$153,000 and less than or equal to \$183,000	Greater than \$306,000 and less than or equal to \$366,000	50.70
Greater than \$183,000 and less than \$500,000	Greater than \$366,000 and less than \$750,000	70.00
Greater than or equal to \$500,000	Greater than or equal to \$750,000	76.40

Premiums for high-income beneficiaries who are married and lived with their spouse at any time during the taxable year, but file a separate return, are as follows:

Beneficiaries who are married and lived with their spouses at any time during the year, but file separate tax returns from their spouses, with modified adjusted gross income:	Income-related monthly adjustment amount
Less than or equal to \$97,000	\$0.00
Greater than \$97,000 and less than \$403,000	70.00
Greater than or equal to \$403,000	76.40

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A federal government website managed and paid for by the U.S. Centers for Medicare & Medicaid Services.

7500 Security Boulevard, Baltimore, MD 21244



CEO DASHBOARD



October 6, 2022



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: August 2022

 <p>WORKSHOP ATTENDANCE 1,495</p> <p>Year-to-Date: 2,551</p>	 <p>OUTREACH EVENTS 23</p> <p>Year-to-Date: 42</p>	 <p>WORKSHOP SATISFACTION N/A</p> <p>Mo. To Mo. Change: N/A</p>	 <p>MSC SATISFACTION N/A</p> <p>Mo. To Mo. Change: N/A</p>	 <p>MEMBER SERVICES CALL CENTER 11,679</p> <p>3 Month Average: 11,750</p>
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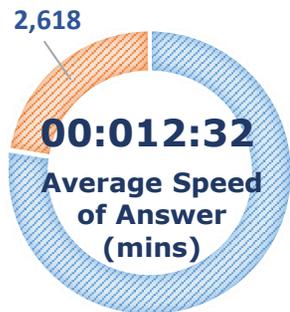
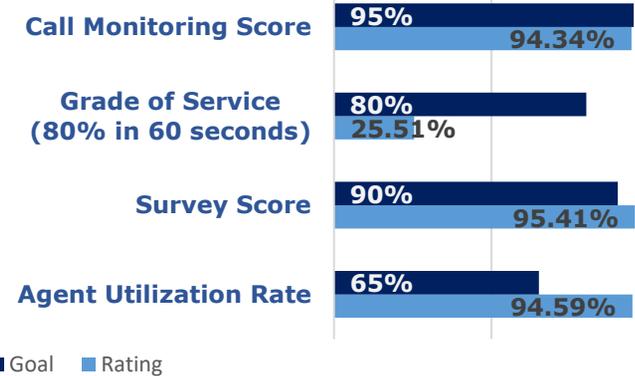
Member Services

Key Performance Indicator (Overall Performance)

Goal: 100%



Key Performance Indicator (Components)



■ Calls Answered ■ Calls Abandoned

Top Calls

1. Retirement Counseling: Process Overview
2. Retirement Counseling: Estimate
3. Retirement Counseling: Plan Overview



Emails

696
Avg. Response Time (ART)

24:00 hours

Secure Message
1,207



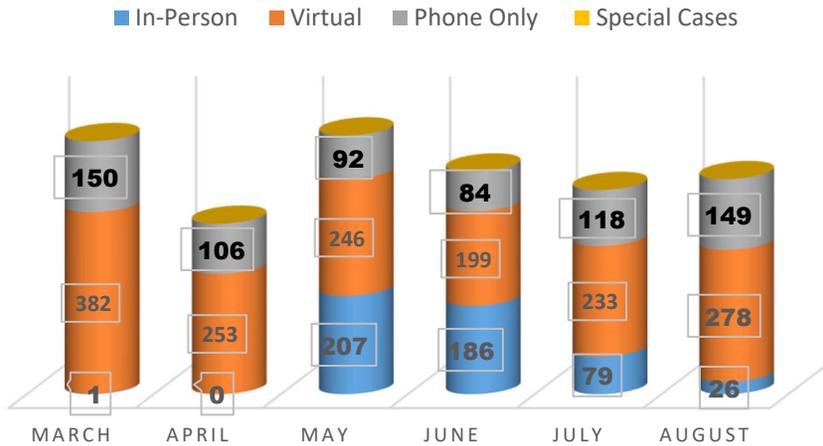


Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: August 2022

Member Services

Member Service Center Appointments



COMING SOON

Retiree Healthcare



Total RHC Calls: 6,392



■ Calls Answered ■ Calls Abandoned

Top Calls

1. Medical/Dental Enrollments

2. Medicare Part B Inquiries

3. General Inquiries

Call Monitoring Score



Grade of Service (80% in 60 seconds)



Survey Score



Agent Utilization Rate



■ Goal ■ Rating



Emails 470

Avg. Response Time (ART) 5 Days



Secure Messages

477



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: August 2022

Applications
901

In Process
As Of
8/31/2022

893 Pending on: 7/31/2022

67 Received

123 Year-to-Date

0 Re-Opened

0 Year-to-Date

56 To Board - Initial

111 Year-to-Date

3 Closed

6 Year-to-Date

Appeals
76

In Process
As Of
8/31/2022

77 Pending on: 7/31/2022

0 Received

2 Year-to-Date

0 Admin Closed/Rule 32

1 Year-to-Date

0 Referee Recommended

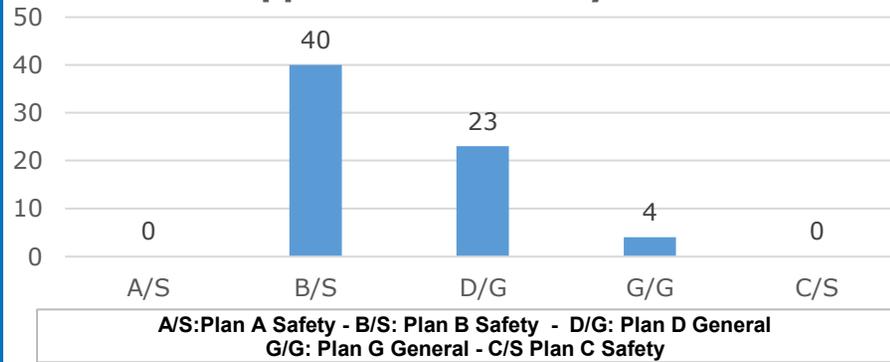
0 Year-to-Date

1 Revised/Reconsidered for Granting

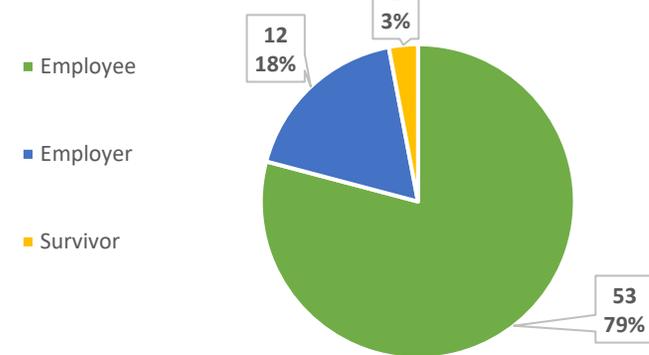
2 Year-to-Date

Disability

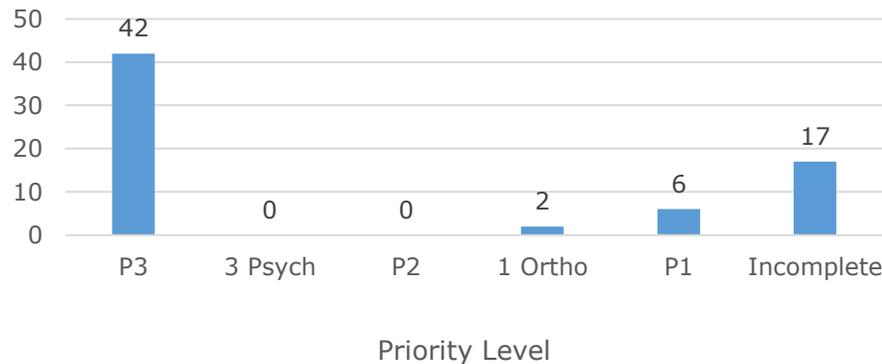
Applications Filed By Plan



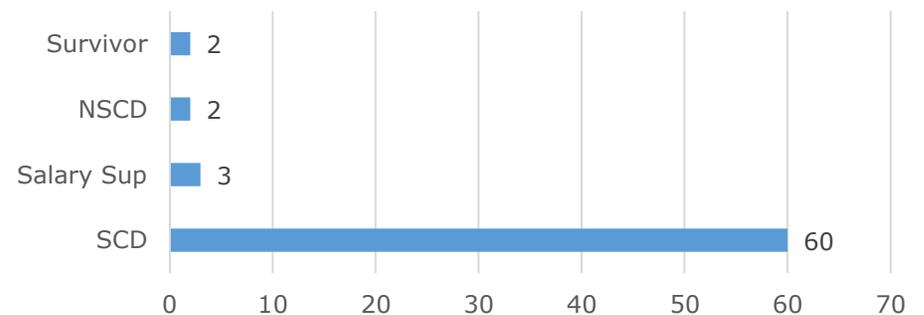
Applications Filed By Source



Applications Filed By Priority Level



Applications Filed By Type

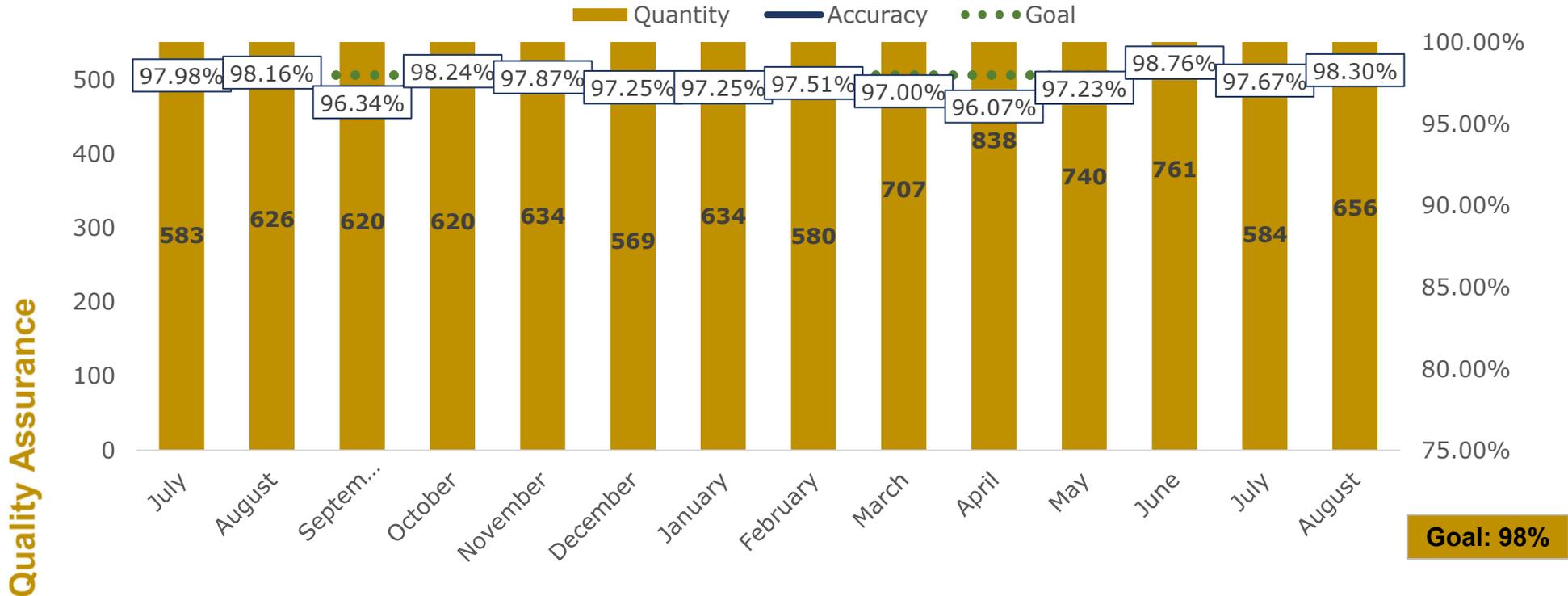




Striving for Excellence in Quality

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: August 2022

Audits of Retirement Elections, Payment Contracts, and Data Entry Completed by QA



August 2022

98.30%



Retirement Elections

269 Samples
97.88% Accuracy

Payment Contracts

297 Samples
97.94% Accuracy

Data Entry

90 Samples
99.07% Accuracy

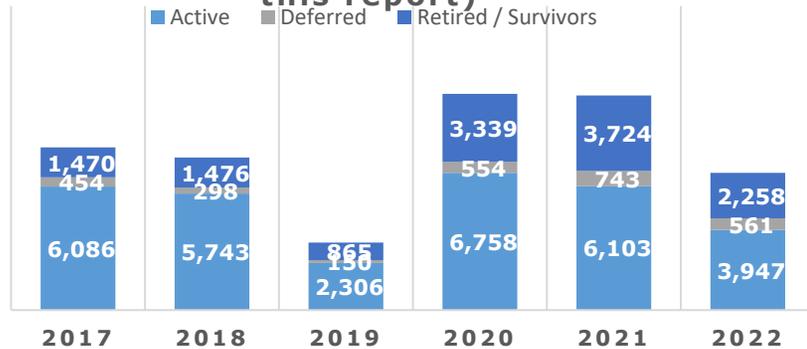


Service On-Line for All

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: August 2022

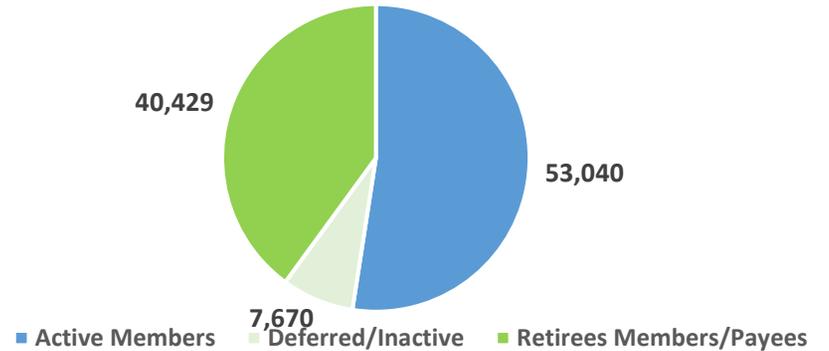
Serving Members Through LACERA.com and MyLACERA

MyLACERA Annual Registration
(as of the 15th of the month prior to this report)

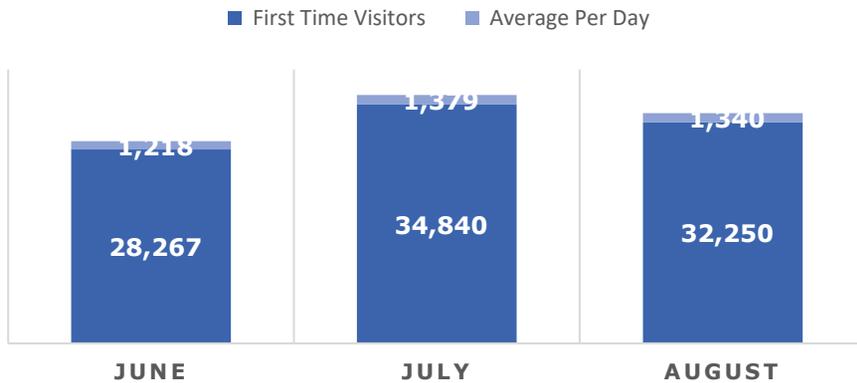


Total Registered Members 101,139 60%

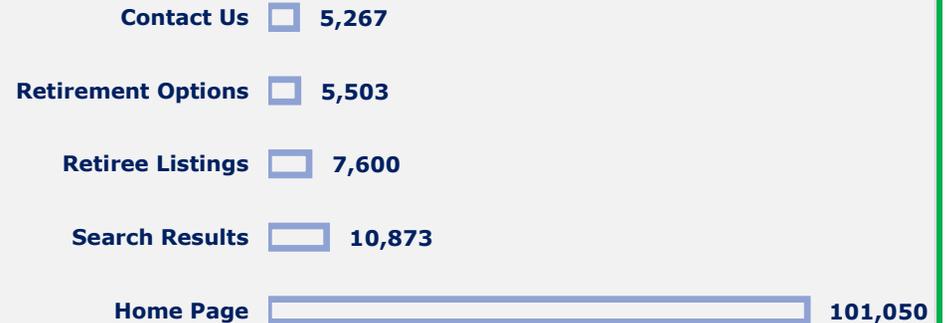
Total Registrations By Member Type



LACERA.com User Traffic



Top Five LACERA.com Page Views



Home Page "I Would Like To" View	Views	% of Change	Home Page Tile Views	Views	% of Change
See my retirement options	5,503	6%	My LACERA	5,108	23%
Download 2022 RHC forms	2,560	7%	Pre-Retirement Workshops	2,610	7%
Start my retirement planning*	2,532	N/A	Careers	3,121	14%
Learn about service credit*	1,866	N/A	Investments	1,941	10%
Add or update my beneficiary*	1,286	N/A	Annual Reports	1,232	7%
Busiest Day of the Month:	Tuesday, 8/30/2022		Forms and Publications	264	0%

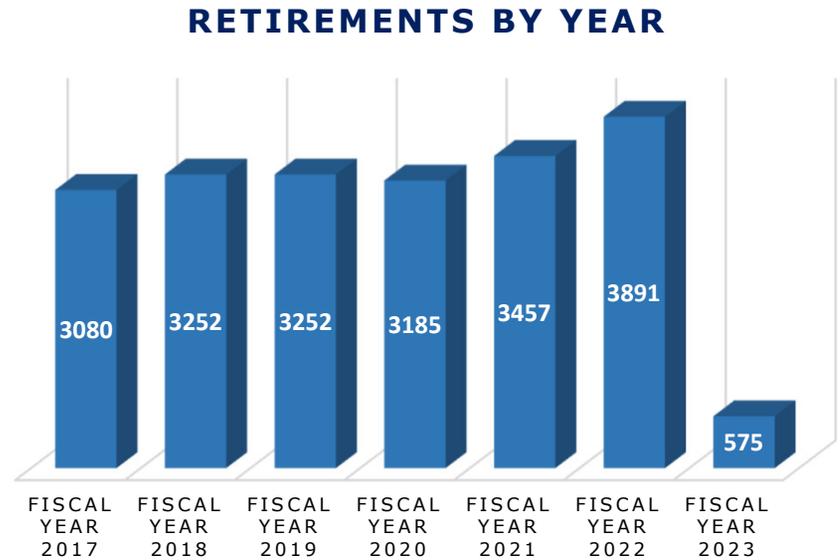
*Added these topics in August, no data to compare with.



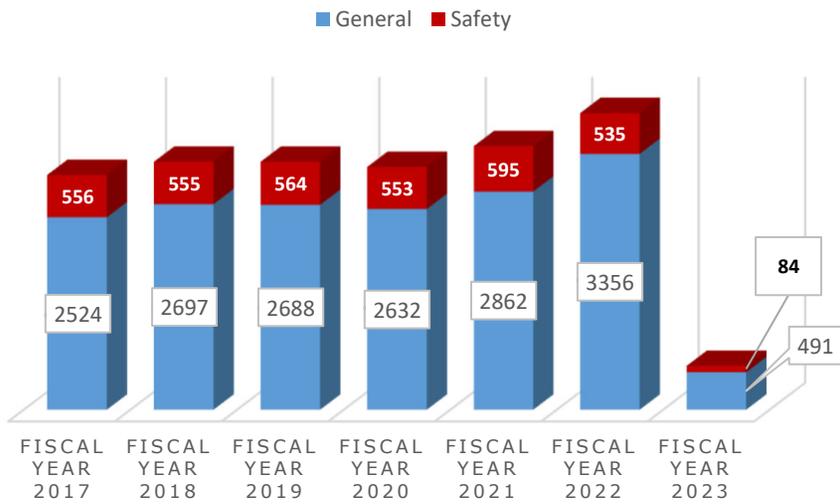
Member Snapshot

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: August 2022

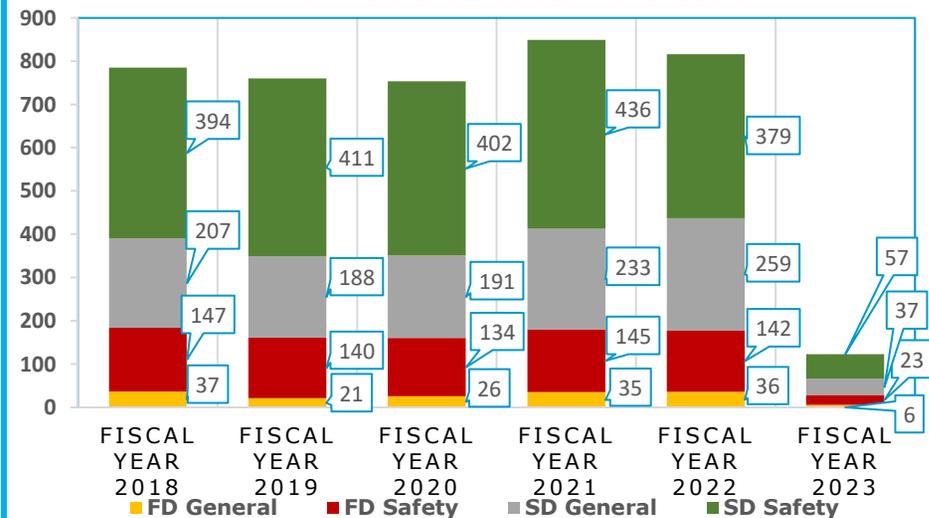
		Members as of 09/15/2022			
	Plan	Active	Retired	Survivors	Total
General	Plan A	54	13,769	4,140	17,963
	Plan B	14	639	71	724
	Plan C	17	417	66	500
	Plan D	35,506	20,162	1,855	57,523
	Plan E	13,832	14,974	1,554	30,360
	Plan G	34,056	200	14	34,270
	Total General	83,479	50,161	7,700	141,340
Safety	Plan A	1	4,482	1,654	6,137
	Plan B	8,029	7,489	386	15,904
	Plan C	4,774	20	2	4,796
	Total Safety	12,804	11,991	2,042	26,837
TOTAL MEMBERS		96,283	62,152	9,742	168,177
% by Category		57%	37%	6%	100%



ANNUAL RETIREMENTS BY TYPE



GENERAL VS. SAFETY RETIREMENTS FOR FIRE AND SHERIFF





Member Snapshot

Average Monthly Benefit Allowance Distribution Sept. 23, 2022

	General	Safety	Total	%
\$0 to \$3,999	30,180	1,499	31,679	51.0%
\$4,000 to \$7,999	14,199	3,454	17,653	28.4%
\$8,000 to \$11,999	4,048	4,280	8,328	13.4%
\$12,000 to \$15,999	1,123	2,122	3,245	5.2%
\$16,000 to \$19,999	369	433	802	1.3%
\$20,000 to \$23,999	112	137	249	0.4%
\$24,000 to \$27,999	30	41	71	0.1%
> \$28,000	23	5	28	0.0%
Totals	50,084	11,971	62,055	100%

Average Monthly Benefit Amount:

\$ 4,756.00

Healthcare Program

(Mo. Ending: 8/31/2022)

	Employer	Member
Medical	\$99.7	\$7.3
Dental	\$7.8	\$0.7
Part B	\$15.2	\$0.0
Total	\$122.7	\$8.0

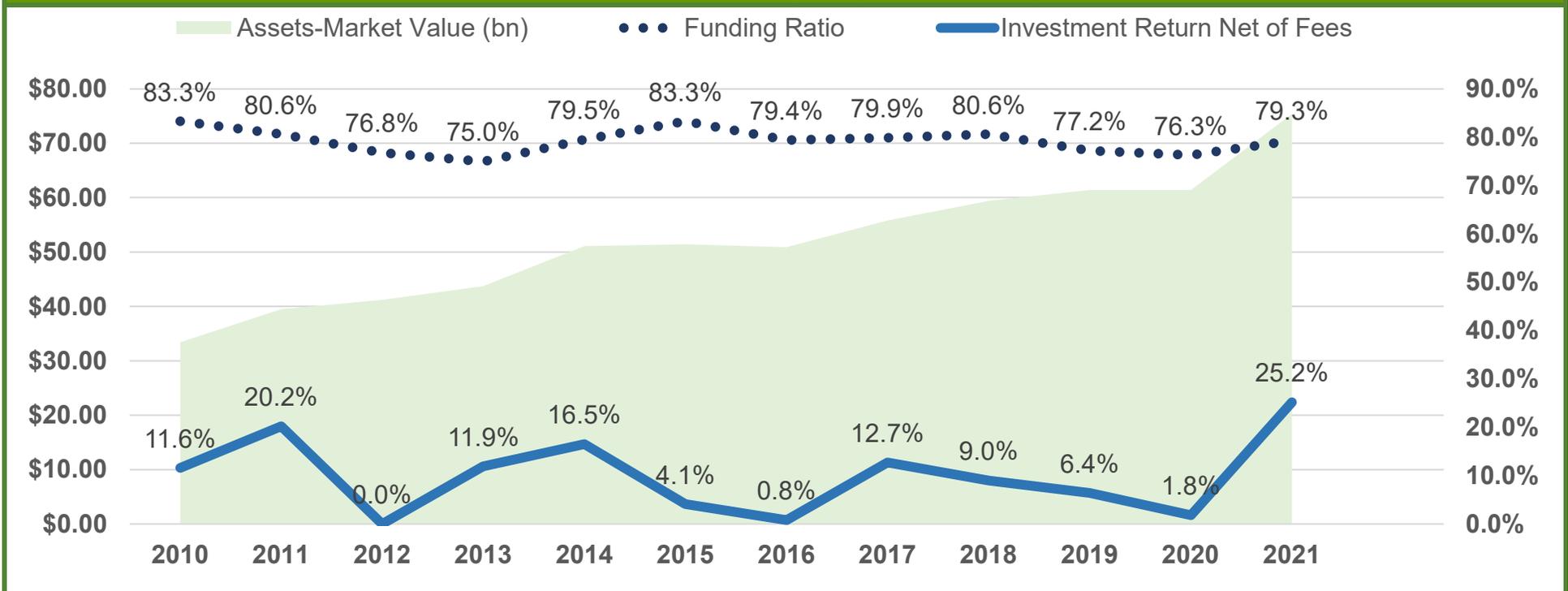
Health Care Enrollments

(Mo. Ending: 8/31/2022)

Medical	54,166
Dental	55,857
Part B	37,144
LTC	526
Total	147,693

KEY FINANCIAL METRICS

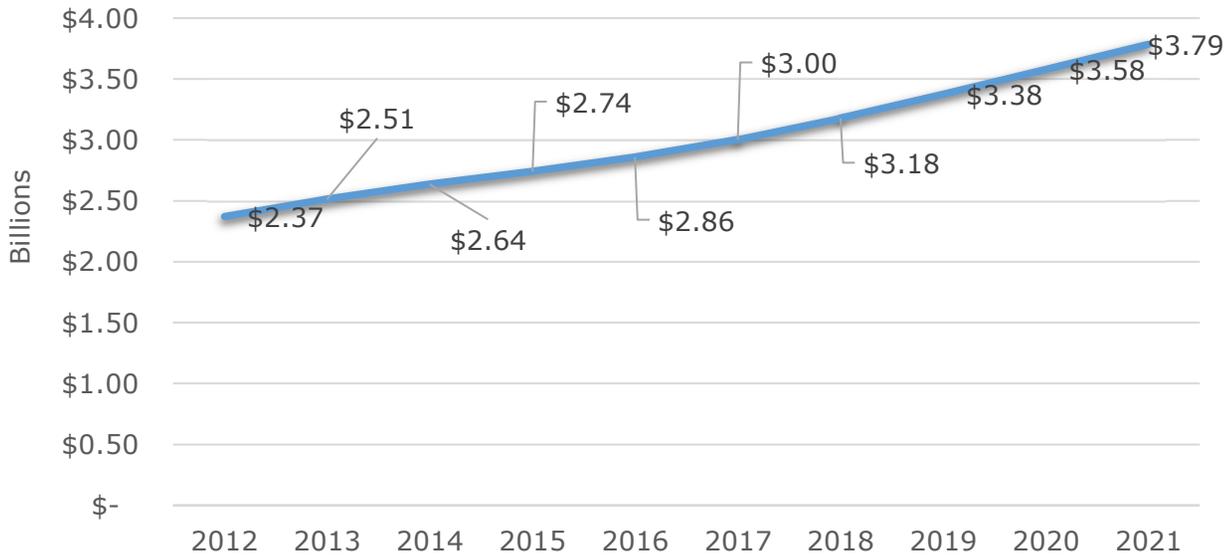
Fiscal Year End Financial Update (as of 06/30/2021)





Key Financial Metrics

Retiree Payroll by Year



FUNDING METRICS (as of 6/30/21)

Employer NC	10.88%
UAAL	13.58%
Assumed Rate	7.00%
Star Reserve	\$614m
Total Assets	\$73.0b

Contributions (as of 6/30/21)

	Employer	Member
Annual Adc	\$2.0b	\$761.0m
% of Payrol	24.46%	7.87%

Contributions (as of 6/30/21)

(Net of Fees)

5 YR:	10.8%	10 YR:	8.6%
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Retired Members Payroll

(As of 8/31/2022)

Monthly Payroll	\$355.73 m
Payroll YTD	\$0.77 b
New Retired Payees Added	293
Seamless %	95.22%
New Seamless Payees Added	625
Seamless YTD	95.36%
By Check %	2.00%
By Direct Deposit %	98.00%

QUIET PERIOD LIST

Last Update 9/19/2022

ADMINISTRATIVE/OPERATIONS

RFP/RFI Name	Issuing Division	RFP Issued	Status*	Quiet Period for RFP Respondents*
Search for Classification & Compensation Study Services (HR)	Human Resources	5/24/2021	Bid Review	<ul style="list-style-type: none"> • Koff and Associates • Magnova Consultant • Grant Thornton • Reward Strategy Group
Search for Classification & Compensation Study Services (RHC)	Human Resources	5/24/2021	Bid Review	<ul style="list-style-type: none"> • Koff and Associates • Magnova Consultant • Grant Thornton • Reward Strategy Group
Contract Lifecycle Management Application	Administrative Services/ Systems	3/4/2022	<ul style="list-style-type: none"> • BOR Approved the Vendor Recommendation. • SOW Development and Contract Negotiation • Notified Vendor Finalists of Selection and Rejection 	<ul style="list-style-type: none"> • Cobblestone
Case Management Software Solution	Systems Division	10/6/2021	Project Started – Assessment and Requirements Gathering Phase	<ul style="list-style-type: none"> • Eccentex
Investments Operational Due Diligence	Internal Audit	5/20/2022	Solicitation Process	<ul style="list-style-type: none"> • KPMG
Prepaid Debit Card Services	Benefits	6/15/2022 Posted on ISD's solicitation website August 2022	Solicitation Process Vendor QA posted 9/14/2022	<ul style="list-style-type: none"> • US Bank • FIS • T4L • Original Digital Corporation • Conduent • Brinks Netspend



RFP/RFI Name	Issuing Division	RFP Issued	Status*	Quiet Period for RFP Respondents*
				<ul style="list-style-type: none"> • Prepaid Technologies
Executive Recruitment Services	Human Resources	2/23/2022	Bid Review	<ul style="list-style-type: none"> • Alliance Consulting • David Gomez Partners, Inc • EFL • Ralph Anderson • Spencer Stuart • WBCP
Budget Software	Administrative Services/ Systems	3/10/2022	Vendor Proof of Concept	<ul style="list-style-type: none"> • Neubrain • ClearGov • Workday • Vena • Prophix • Questica • Denovo/Oracle • Board • TruEd/TruGov • IGM/Gravity

*Subject to change

INVESTMENTS QUIET PERIOD FOR SEARCH RESPONDENTS

Global Equity Emerging Separate Account Manager Search

- ✓ Attucks Asset Management, LLC
- ✓ Bivium Capital Partners, LLC
- ✓ Leading Edge Investment Advisors, LLC
- ✓ New Alpha Asset Management
- ✓ Stable Asset Management
- ✓ Xponance, Inc

Date	Conference
October, 2022	
8-11	National Association of Corporate Directors (NACD) Summit 2022 National Harbor, MD <i>(or virtual)</i>
9-10	CRCEA (California Retired County Employees Association) Fall Conference Sacramento, CA
12-13	16 th Annual Small and Emerging Managers (SEM) Conference Chicago, IL
10-14	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
16-21	PPI Executive Seminar and Asia Pacific Roundtable Singapore
19-21	PREA (Pension Real Estate Association) Annual Institutional Investor Conference Washington D.C.
19-21	Pacific Pension Institute (PPI) Asia Roundtable Singapore
23-26	NCPERS (National Conference on Public Employee Retirement Systems) Public Safety Conference Nashville, TN
23-26	IFEBP (International Foundation of Employment Benefit Plans) Annual Employee Benefits Conference Las Vegas, NV
28	CALAPRS (California Association of Public Retirement Systems) Round Table – Trustees Virtual
November, 2022	
8-10	Institutional Limited Partners Association (ILPA) General Partner Summit New York, NY
8-11	SACRS Fall Conference Long Beach, CA
December, 2022	
5-7	2022 SuperReturn Africa Cape Town, South Africa
6-7	Infrastructure Investor America Forum Conference New York, NY
14-15	National Association of Corporate Directors (NACD) Master Class Scottsdale, AZ



Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.

**For further information, contact:
LACERA
Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**

September 26, 2022

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Steven P. Rice, *SPR*
Chief Counsel

FOR: October 6, 2022 Board of Retirement Meeting
October 12, 2022 Board of Investments Meeting

SUBJECT: Approval of the Use of Teleconference Meeting Technology Under AB 361 and Government Code Section 54953(e), including as Part of Hybrid Board and Committee Meetings

RECOMMENDATION

That, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that other public agencies still recommend social distancing such that each Board and its Committees shall hold teleconference meetings for the next 30 days, so long as the State of Emergency remains in effect, and direct staff to comply with the agenda and public comment requirements of Section 54953(e)(3). Action taken by each Board will only apply to that Board and its Committees.

Pursuant to the action of both Boards at the joint meeting on September 23, 2022, starting with the November 2022 Board and Committee meetings, teleconference meetings, if approved, will be agendized as hybrid meetings where trustees may attend by teleconference or in person in the boardroom at LACERA's offices at 300 N. Lake Avenue, Pasadena, California 91101, with adequate provision being made for public comment via teleconference, in person, and in writing and for public attendance via teleconference and in person.

LEGAL AUTHORITY

Under Article XVI, Section 17 of the California Constitution, the Boards have plenary authority and exclusive fiduciary responsibility for the fund's administration and investments. This authority includes the ability of each Board to manage their own Board and Committee meetings and evaluate legal options for such meetings, such as whether to invoke teleconferencing of meetings under AB 361 and Government Code Section 54953(e) of the Brown Act to protect the health and safety of Trustees, staff, and the

public. The Boards previously took this action at their meetings since October 2021. Findings made under this memo will be effective for meetings during the next 30 days, so long as the State of Emergency remains in effect.

DISCUSSION

A. Summary of Law.

On September 16, 2021, the Governor signed AB 361 which enacted new Government Code Section 54953(e) of the Brown Act to put in place, effective immediately and through December 31, 2023, new teleconferencing rules that may be invoked by local legislative bodies, such as the LACERA Boards, upon making certain findings and following certain agenda and public comment requirements.

Specifically, Section 54953(e)(3) provides that the Boards may hold teleconference meetings without the need to comply with the more stringent procedural requirements of Section 54953(b)(3) if a state of emergency under Section 8625 of the California Emergency Services Act impacts the safety of in person meetings or state or local officials have imposed or recommended social distancing rules, provided that the Board makes the following findings by majority vote:

(A) The Board has considered the circumstances of the state of emergency; and

(B) Any of the following circumstances exist:

- (i) The state of emergency continues to directly impact the ability of the Trustees to meet safely in person; or
- (ii) State or local officials continue to impose or recommend measures to promote social distancing.

If each Board makes the required findings, that Board and its Committees may hold teleconference meetings for the next 30 days without the need to comply with the regular rules of Section 54953(b)(3) provided that: agendas are prepared and posted under the Brown Act; members of the public are allowed to access the meeting via a call-in option or an internet-based service option; and the agenda provides an opportunity for public comment in real time and provides notice of the means of accessing the meeting for public comment. Upon making the required findings, the Boards have discretion to hold meetings either entirely by teleconference or as hybrid meetings with individual trustees and the public able to attend either by teleconference or in person.

B. Information Supporting the Required Findings and Process if the Boards Determine to Invoke Section 54953(e).

The Governor's State of Emergency for the COVID-19 pandemic as declared in the Proclamation of a State of Emergency dated March 4, 2020 remains active. The

Proclamation was issued under the authority of Section 8625 of the California Emergency Services Act. It is unclear when the State of Emergency will end, although over the past year the Governor actively terminated many emergency provisions. See, e.g., Order No. N-21-21, issued November 10, 2021, Order No. N-04-22, issued February 25, 2022. Very recently, the Governor terminated additional COVID provisions. See Order No. N-11-22, issued June 17, 2022. In the press release for the June 17 Order, the Governor's Office stated that, after June 30, 2022, "only 5 percent of the COVID-19 related executive order provisions issued throughout the pandemic will remain in place."

The Los Angeles County Department of Public Health maintains guidance to "Keep your distance. Use two arms lengths as your guide (about 6 feet) for social distancing with people you don't live with." <http://publichealth.lacounty.gov/acd/ncorona2019/reducingrisk/>. The County Public Health Department also maintains guidance that employers should, "Whenever possible, take steps to reduce crowding indoors and encourage physical distancing: ... Limit indoor occupancy to increase the physical space between employees at the worksite, between employees and customers, and between customers.... Continue, where feasible to offer telework options for employees. Offer teleworking options during times of high community transmission (100 or more new cases per 100,000 persons in the past 7 days). In addition, at other times, consider offering teleworking arrangements that do not interfere with business operations to reduce crowding indoors." <http://publichealth.lacounty.gov/acd/ncorona2019/bestpractices/>.

Despite this County Health Department guidance, the Board of Supervisors recently determined that, it will resume in person meetings on September 27, 2022 because the COVID transmission rating in Los Angeles County remained at a "low" level for seven days as measured by CDC ratings. The County will provide enhanced air filtration, will limit attendance to 100 people, and will provide a designated media area. All persons in attendance must be masked. Telephonic public comment and livestreaming will still be provided. The LACERA Boards are not required to follow the Board of Supervisors' decision with regard to how meetings are conducted.

The City of Pasadena (City), where LACERA's offices are located and Board and Committee meetings are held, has substantially revised its guidance to give more flexibility. The City still offers guidance that businesses recognize that COVID-19 continues to pose a risk to communities, and it is important for employers to continue to take steps to reduce the risk of COVID-19 transmission among their workers and visitors. <https://www.cityofpasadena.net/economicdevelopment/covid-19-business-resources/>. Earlier guidance promoting physical distancing by business in certain circumstances also remains posted on the City's COVID web page as a reference. As of the date of this

Re: Approval of Teleconference Meetings

September 26, 2022

Page 4 of 5

memo, the City Council continues to hold its meetings by videoconference/teleconference, although some council members attend in person in the council chambers. At its September 12, 2022 meeting, the City Council voted to extend the video and teleconference meeting process through October 12, 2022.

The Centers for Disease Control and Prevention (CDC) has updated its guidance, but the CDC still advises the public that “Small particles that people breathe out can contain virus particles. The closer you are to a greater number of people, the more likely you are to be exposed to the virus that causes COVID-19. To avoid this possible exposure, you may want to avoid crowded areas, or keep distance between yourself and others. These actions also protect people who are at high risk for getting very sick from COVID-19 in settings where there are multiple risks for exposure.”
<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html#stay6ft%20>.

Under these circumstances, the Boards may reasonably conclude and find that teleconferencing under Section 54953(e) is appropriate for Board and Committee meetings, including on a hybrid basis, during the next 30 days, so long as the State of Emergency remains in effect, because (1) the State of Emergency continues to impact the ability of the Trustees to meet safely in person, or (2) the County and other authorities continue to recommend measures to promote a safe workplace, including physical distancing, as required by the statute. Either finding is sufficient under Section 54953(e) to support continued teleconference meeting.

If each Board makes these findings and directs teleconferencing under Section 54953(e), procedures exist and will be implemented to ensure compliance with the agenda and public comment requirements of the statute, as stated above. Starting with the November meetings, hybrid in person and teleconference meetings will be implemented in accordance with procedures required by the Brown Act.

Finally, on August 12, 2022, due to a reduction in transmission levels, LACERA management returned to established hybrid in office/telework procedures. Management recommends masks and social distancing for in office staff. These restrictions followed LACERA staff’s return to the office on May 2, 2022 under hybrid work schedules for most employees. The return to office for staff was made under COVID safety protocols, including vaccination and testing procedures and encouraging masks and social distancing. Staff are able to achieve the physical distancing recommendation of six feet, because of changes to physical office layout and because of the phasing of in office work. Staff will implement arrangements for hybrid meetings starting in November in accordance with reasonable safety standards.

CONCLUSION

Based on the above information, staff recommends that, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that the County of Los Angeles and other agencies still recommend social distancing such that each Board and its Committees shall hold teleconference meetings for the next 30 days, so long as the State of Emergency remains in effect, and if so, direct staff to comply with the agenda and public comment requirements of the statute. Action taken by each Board will only apply to that Board and its Committees.

If the required findings are made, starting with the November 2022 meetings, teleconference technology will be used as part of hybrid Board and Committee meetings conducted by teleconference and in person at LACERA's Pasadena offices.

c:	Santos H. Kreimann	Luis Lugo	JJ Popowich
	Jonathan Grabel	Laura Guglielmo	Carly Ntoya



September 27, 2022

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on October 6, 2022

SUBJECT: Ratification of Service Retirement and Survivor Benefit Application Approvals

The attached report reflects service retirements and survivor benefit applications received as of the date of this memo, along with any retirement rescissions and/or changes approved at last month's Board meeting. Any retirement rescissions or changes received after the date of this memo up to the date of the Board's approval, will be reflected in next month's report.

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ERIK G. ALBANO	SHERIFF Dept.#SH	09-30-2022	31 YRS 03 MOS
JUDY A. ANDERSON	SHERIFF Dept.#SH	10-29-2022	37 YRS 03 MOS
STANLEY T. BRAWER	L A COUNTY FIRE DEPT Dept.#FR	11-16-2022	34 YRS 05½ MOS
KENNETH BUSH	L A COUNTY FIRE DEPT Dept.#FR	09-30-2022	37 YRS 02 MOS
APRIL CARTER	SHERIFF Dept.#SH	09-09-2022	33 YRS 06½ MOS
TIMOTHY P. COOLEY	SHERIFF Dept.#SH	09-23-2022	33 YRS 03 MOS
MICHAEL T. FINN	SHERIFF Dept.#SH	10-30-2022	30 YRS 10 MOS
SAM R. FLORES	L A COUNTY FIRE DEPT Dept.#FR	10-31-2022	25 YRS 06½ MOS
DONOVAN H. GABBEDON	SHERIFF Dept.#SH	09-29-2022	31 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ERIC D. HANSEN	SHERIFF Dept.#SH	09-30-2022	31 YRS 04 MOS
STEVEN R. KAYS	SHERIFF Dept.#SH	09-30-2022	35 YRS 03 MOS
KENNETH P. KUCHENBROD	SHERIFF Dept.#SH	09-30-2022	31 YRS 04 MOS
OTHA G. MC KINNEY JR	SHERIFF Dept.#SH	09-01-2022	25 YRS 11 MOS
DEREK MILLS	L A COUNTY FIRE DEPT Dept.#FR	09-30-2022	35 YRS 05 MOS
CUONG P. NGUYEN	SHERIFF Dept.#SH	08-31-2022	29 YRS 01½ MOS
EDDIE OCHOA	SHERIFF Dept.#SH	09-30-2022	22 YRS 07 MOS
JEFFREY L. PAYNE	L A COUNTY FIRE DEPT Dept.#FR	09-30-2022	32 YRS 04 MOS
MARIBEL V. RIZO	SHERIFF Dept.#SH	09-30-2022	27 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NORMAN G. SUTHERLIN	L A COUNTY FIRE DEPT Dept.#FR	08-16-2022	01 YRS 10 MOS
JEFFREY A. WILLISON	SHERIFF Dept.#SH	10-31-2022	32 YRS 08 MOS
JAMES E. ZIMMER	SHERIFF Dept.#SH	09-30-2022	30 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARGARET A. ADELEYE	CORRECTIONAL HEALTH Dept.#HC	10-31-2022	17 YRS ½ MOS
MANOLITO P. ALDANA	TREASURER AND TAX COLLECTOR Dept.#TT	10-31-2022	21 YRS 05 MOS
YOLANDA ALEJANDRO	CHILD SUPPORT SERVICES Dept.#CD	09-30-2022	21 YRS ½ MOS
AE H. AN	CHILDREN & FAMILY SERVICES Dept.#CH	09-30-2022	43 YRS 06 MOS
MALVIN D. ANDERS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2022	20 YRS 03 MOS
VIOLA H. ANDREWS	HEALTH SERVICES ADMINISTRATION Dept.#HS	08-31-2022	30 YRS 06½ MOS
JERRY AOKI	CHILDREN & FAMILY SERVICES Dept.#CH	10-14-2022	24 YRS 04½ MOS
JOSEPH C. BAIOTTO	PUBLIC WORKS Dept.#PW	10-29-2022	42 YRS 07 MOS
ALEX B. BARCEGA	SHERIFF Dept.#SH	10-14-2022	33 YRS 05½ MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOSE BAUTISTA	ASSESSOR Dept.#AS	09-16-2022	35 YRS 06 MOS
BURNETT BELL JR	CHILDREN & FAMILY SERVICES Dept.#CH	09-01-2022	38 YRS 01 MOS
REGINA C. BIRNBRYER	SHERIFF Dept.#SH	09-30-2022	15 YRS 00 MOS
GERALDINE BLACK	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-06-2022	38 YRS 03½ MOS
KANIKA BOU	CHIEF EXECUTIVE OFFICE Dept.#AO	10-31-2022	32 YRS 07 MOS
THOMAS BROWDER	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-09-2022	25 YRS 07½ MOS
SUSAN T. CACIC	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	10-01-2022	27 YRS 08½ MOS
ROBERT D. CADENA	CHIEF EXECUTIVE OFFICE Dept.#AO	09-30-2022	36 YRS 03 MOS
WILLIAM M. CATRON	SHERIFF Dept.#SH	09-21-2022	25 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
URIEL M. CEJA	CHILDREN & FAMILY SERVICES Dept.#CH	08-19-2022	24 YRS 10 MOS
DAVID Y. CHANG	CHILD SUPPORT SERVICES Dept.#CD	10-01-2022	16 YRS 09½ MOS
JESSIMINE J. CHANG	TREASURER AND TAX COLLECTOR Dept.#TT	09-30-2022	25 YRS 00 MOS
STEVEN C. CHAVIRA	PROBATION DEPARTMENT Dept.#PB	09-30-2022	37 YRS 08 MOS
CHU Y. CHENG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2022	38 YRS 03 MOS
REBECCA F. CHO	PROBATION DEPARTMENT Dept.#PB	10-29-2022	25 YRS 06 MOS
BERNICE M. CHOI	AUDITOR - CONTROLLER Dept.#AU	09-30-2022	32 YRS 11 MOS
EUN J. CHUNG	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2022	34 YRS 04 MOS
ALONZO B. COLEMAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2022	36 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RUTH H. CONTRERAS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-29-2022	19 YRS 02 MOS
ZOILA CONTRERAS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2022	31 YRS 02 MOS
GEORGI M. COX	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-29-2022	42 YRS 04 MOS
LORENA CRAIG	PUBLIC HEALTH PROGRAM Dept.#PH	08-31-2022	21 YRS 01 MOS
FELEZESIMEIN CRASTO-NELMS	AMBULATORY CARE NETWORK Dept.#HN	09-30-2022	25 YRS 11 MOS
GERALD M. CUNNINGHAM	INTERNAL SERVICES Dept.#IS	10-15-2022	21 YRS ½ MOS
CHRISTINE T. DAUZ	CORRECTIONAL HEALTH Dept.#HC	09-30-2022	25 YRS 03 MOS
MERCEDES L. DIAZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2022	32 YRS 10 MOS
LISA K. ELLIOTT	CHILDREN & FAMILY SERVICES Dept.#CH	10-28-2022	32 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MERCEDES ESCARZE	CHILD SUPPORT SERVICES Dept.#CD	09-30-2022	41 YRS 07 MOS
ALEJANDRO E. ESTELLA	CHILDREN & FAMILY SERVICES Dept.#CH	08-19-2022	01 YRS 01 MOS
SYLVIA FIERRO	MEDICAL EXAMINER-CORONER Dept.#ME	09-30-2022	34 YRS 04 MOS
EUSEBIA C. FUENTES CAIN	PROBATION DEPARTMENT Dept.#PB	09-30-2022	30 YRS 11½ MOS
JANET C. GACUYA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-31-2022	15 YRS 00 MOS
LORNA P. GARCIA	AMBULATORY CARE NETWORK Dept.#HN	10-29-2022	17 YRS 01 MOS
MARIA D. GARCIA	AMBULATORY CARE NETWORK Dept.#HN	10-01-2022	39 YRS 07½ MOS
STEPHANIE L. GITTENS	CORRECTIONAL HEALTH Dept.#HC	09-15-2022	14 YRS 09 MOS
ROBERTA L. GOBERT	SHERIFF Dept.#SH	08-16-2022	19 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOHN P. GREEN	MEDICAL EXAMINER-CORONER Dept.#ME	09-30-2022	16 YRS 04½ MOS
DEBORA S. GUMINA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-05-2022	15 YRS 02 MOS
ANAHID A. HADDADIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-15-2022	35 YRS 00 MOS
SHEILA HALL	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	10-29-2022	40 YRS 00 MOS
BRIAN R. HALL	PROBATION DEPARTMENT Dept.#PB	10-31-2022	27 YRS 02 MOS
JUNE A. HAMM	HEALTH SERVICES ADMINISTRATION Dept.#HS	08-27-2022	42 YRS 10 MOS
MARIE HERNANDEZ	AMBULATORY CARE NETWORK Dept.#HN	09-06-2022	28 YRS 10½ MOS
LORETTA HERNANDEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2022	19 YRS 07 MOS
BARBARA S. HITCHCOCK	CHILDREN & FAMILY SERVICES Dept.#CH	10-29-2022	40 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LINDA J. HOPE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2022	42 YRS 04 MOS
BING P. HSU	PUBLIC HEALTH PROGRAM Dept.#PH	10-31-2022	11 YRS 05½ MOS
TREVA S. JACKSON	DISTRICT ATTORNEY Dept.#DA	08-31-2022	42 YRS 08½ MOS
ARTHUR A. JONES	SHERIFF Dept.#SH	09-15-2022	15 YRS 06½ MOS
SHARON E. JONES	AMBULATORY CARE NETWORK Dept.#HN	10-28-2022	28 YRS 10 MOS
NORA JORDAN	CHILDREN & FAMILY SERVICES Dept.#CH	10-29-2022	24 YRS 09 MOS
HAKOP JULFAYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2022	21 YRS 03 MOS
REBECCA A. KARAMINASSIA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2022	20 YRS 01½ MOS
BALJEET KAUR	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	10-10-2022	16 YRS 04½ MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DARRELL KIBODEAUX	ASSESSOR Dept.#AS	10-01-2022	33 YRS 03½ MOS
IL G. KIM	PUBLIC WORKS Dept.#PW	08-31-2022	36 YRS 07½ MOS
JUNG KIM	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	09-30-2022	18 YRS 01 MOS
BARBARA A. KIMURA	SHERIFF Dept.#SH	10-30-2022	42 YRS 09 MOS
SUSAN B. KOMINS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2022	35 YRS 06 MOS
DIRK R. KUIKEN	MENTAL HEALTH Dept.#MH	10-01-2022	42 YRS 09½ MOS
LISA LACY	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	09-30-2022	10 YRS 00 MOS
GABRIEL L. LAU	MENTAL HEALTH Dept.#MH	10-11-2022	16 YRS 01½ MOS
BO YOUNG LEE	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	09-23-2022	25 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LORI LEGGS	CHILDREN & FAMILY SERVICES Dept.#CH	10-28-2022	27 YRS 05 MOS
MELANIE A. LELAND	MENTAL HEALTH Dept.#MH	09-30-2022	43 YRS 00 MOS
ROBERT B. LEVINE	MENTAL HEALTH Dept.#MH	10-29-2022	27 YRS 00 MOS
DANIEL Y. LI	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-01-2022	25 YRS ½ MOS
LINDA T. LIU	INTERNAL SERVICES Dept.#IS	09-23-2022	16 YRS 11 MOS
AVIS L. LIVINGSTON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-16-2022	36 YRS 11 MOS
ALEJANDRA LIZARRAGA	MENTAL HEALTH Dept.#MH	09-30-2022	15 YRS 00 MOS
ZOILA LUNA	AMBULATORY CARE NETWORK Dept.#HN	07-27-2022	26 YRS 08 MOS
BELEN O. MANOY	CORRECTIONAL HEALTH Dept.#HC	09-30-2022	17 YRS 05 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CARLO A. MARTINEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-01-2022	10 YRS 09½ MOS
NASARIA MASON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2022	36 YRS 07½ MOS
HECTOR MATA	PROBATION DEPARTMENT Dept.#PB	08-31-2022	33 YRS 06½ MOS
LINDA J. MCCLURE	SHERIFF Dept.#SH	03-15-2022	39 YRS 06 MOS
TERI M. MCKIBBON	SHERIFF Dept.#SH	09-30-2022	25 YRS 08 MOS
ERIC R. MENDIBLES	PUBLIC WORKS Dept.#PW	10-29-2022	34 YRS 02 MOS
DANNY MENDOZA	PROBATION DEPARTMENT Dept.#PB	09-30-2022	48 YRS 02 MOS
PAUL S. MOM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-30-2022	33 YRS 08 MOS
LETICIA MONTANO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-29-2022	37 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JAMES A. NAMMINGA	PUBLIC WORKS Dept.#PW	10-11-2022	36 YRS 01½ MOS
RAFAEL R. NAVAL	ASSESSOR Dept.#AS	09-30-2022	23 YRS 01 MOS
SUSAN D. NEWSOM	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	08-31-2022	38 YRS 04½ MOS
JASON A. NOYES	COUNTY COUNSEL Dept.#CC	10-01-2022	26 YRS 03½ MOS
SHARI B. OTTENSTEIN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-29-2022	38 YRS 02 MOS
ANN PADRON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-31-2022	45 YRS 03½ MOS
ORISCO L. PAIGE	CHILDREN & FAMILY SERVICES Dept.#CH	09-09-2022	17 YRS ½ MOS
MARICELA PALMA	SHERIFF Dept.#SH	08-30-2022	20 YRS 09 MOS
GREGORY E. PALMER	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-03-2022	32 YRS 01½ MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JONG H. PARK	CORRECTIONAL HEALTH Dept.#HC	10-31-2022	20 YRS 05 MOS
KWANGSIK PARK	CORRECTIONAL HEALTH Dept.#HC	10-31-2022	22 YRS 05 MOS
VERNNIE L. PATTERSON	PARKS AND RECREATION Dept.#PK	09-30-2022	34 YRS 11½ MOS
VALERIE R. PATTON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2022	31 YRS 09 MOS
JUDY Y. PENG	MENTAL HEALTH Dept.#MH	10-01-2022	20 YRS 10½ MOS
PATRICK PHAM	ASSESSOR Dept.#AS	09-01-2022	37 YRS 04½ MOS
TERRA B. PHELPS	PUBLIC HEALTH PROGRAM Dept.#PH	10-07-2022	18 YRS 11 MOS
SUSAN J. PORRECA	SHERIFF Dept.#SH	10-29-2022	33 YRS 00 MOS
DINORA A. QUINTANILLA	SHERIFF Dept.#SH	09-30-2022	32 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
BERTHA M. RAGLAN WASHI	CHILDREN & FAMILY SERVICES Dept.#CH	09-01-2022	14 YRS ½ MOS
KATRINA N. REED	SHERIFF Dept.#SH	09-30-2022	33 YRS 01 MOS
HADRIAN Y. ROBLES	CORRECTIONAL HEALTH Dept.#HC	10-28-2022	17 YRS 05½ MOS
TEODORO RODRIGUEZ	SHERIFF Dept.#SH	09-30-2022	22 YRS 00 MOS
LOURDES RODRIGUEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-15-2022	24 YRS 00 MOS
LIMOR B. ROSENTHAL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-20-2022	15 YRS 08 MOS
MARTHA T. RUIZ	PUBLIC HEALTH PROGRAM Dept.#PH	10-15-2022	35 YRS 05½ MOS
LAURA RUIZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	08-29-2022	13 YRS 09 MOS
DELIA SAMANIEGO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-29-2022	34 YRS 11 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DAVID SAPERIA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	09-28-2022	28 YRS 03 MOS
WENDY SCOTT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2022	32 YRS 01 MOS
MARGO J. SELLERS	CHILDREN & FAMILY SERVICES Dept.#CH	09-30-2022	13 YRS 09 MOS
ELECENE A. SIMPSON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	08-31-2022	35 YRS 11½ MOS
RONALD SMITH	PARKS AND RECREATION Dept.#PK	09-30-2022	33 YRS 02 MOS
ALTON C. SMITH SR	SHERIFF Dept.#SH	09-30-2022	17 YRS 02 MOS
PETER SPAULDING	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2022	20 YRS 04 MOS
SHANDA SPEED	SHERIFF Dept.#SH	09-17-2022	25 YRS 07 MOS
RICKY T. TAKEMOTO	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	08-31-2022	09 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARK S. TAPPAN	PUBLIC DEFENDER Dept.#PD	09-30-2022	08 YRS 04 MOS
LETICIA TASCIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-29-2022	30 YRS 02 MOS
SYLVIA M. TORRES	TREASURER AND TAX COLLECTOR Dept.#TT	09-30-2022	45 YRS 11 MOS
ARIEL C. TORRONE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-14-2022	17 YRS 01½ MOS
LISA P. TYLER	PROBATION DEPARTMENT Dept.#PB	08-27-2022	15 YRS 01 MOS
JENNY MING-J WANG	SHERIFF Dept.#SH	10-12-2022	16 YRS 06½ MOS
STANLEY L. WHITE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	08-31-2022	05 YRS 03½ MOS
ROSALIND WHITE	LACERA Dept.#NL	09-30-2022	47 YRS 04½ MOS
RODNEY A. WILSON	PROBATION DEPARTMENT Dept.#PB	10-02-2022	31 YRS 10½ MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
WILLIAM A. YANKES	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-24-2022	15 YRS 11 MOS
ROMMEL ZELAYA	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	10-28-2022	31 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HADJI J. WILLIAMS	CHILDREN & FAMILY SERVICES Dept.#CH	08-13-2021	05 YRS ½ MOS
SPOUSE of ELIZABETH C CRUZ dec'd on 08-12-2021, Sect. #31781.3			

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JAY Y. LEE	DISTRICT ATTORNEY Dept.#DA	09-15-2022	05 YRS 08½ MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JAIME AGUILAR	PROBATION DEPARTMENT Dept.#PB	09-12-2022	25 YRS 10½ MOS
NESTOR P. AMIGO	INTERNAL SERVICES Dept.#IS	08-31-2022	17 YRS 03 MOS
MALISSA J. APODACA	SHERIFF Dept.#SH	11-07-2022	07 YRS 02 MOS
MARIAM AYRAPETYAN	HEALTH SERVICES ADMINISTRATION Dept.#HS	08-29-2022	16 YRS 05½ MOS
ULYSSES V. BANIGA	SOUTHWEST CLUSTER (MLK JR MC) Dept.#HK	08-12-2022	01 YRS 04 MOS
TAMMY H. BAYNE	PUBLIC DEFENDER Dept.#PD	08-08-2022	13 YRS 10½ MOS
ASHLYN CHERRY	CHILDREN & FAMILY SERVICES Dept.#CH	08-19-2022	13 YRS 05 MOS
JOSEPH F. CRUZ	INTERNAL SERVICES Dept.#IS	08-24-2022	00 YRS 10 MOS
JOCELYN CUASAY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-29-2022	08 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SONIA H. FIELDS	MEDICAL EXAMINER-CORONER Dept.#ME	08-30-2022	17 YRS 07 MOS
MICHAEL GARCIA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	08-09-2022	04 YRS 05 MOS
VINCENT E. GODINEZ	ANIMAL CONTROL Dept.#AN	08-15-2022	05 YRS 08 MOS
ZBYNEK JONAK	SHERIFF Dept.#SH	07-01-2022	02 YRS 02 MOS
MARINE KHRLOPIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-29-2022	22 YRS 06 MOS
CHRISTINE LEMASTER-SNE	L A COUNTY FIRE DEPT Dept.#FR	08-29-2022	14 YRS 04 MOS
MERLAN LINARES	INTERNAL SERVICES Dept.#IS	09-26-2022	11 YRS 07 MOS
TAMARA Y. PRENTICE	MENTAL HEALTH Dept.#MH	08-11-2022	18 YRS 08½ MOS
DAVID E. QUIRK	PUBLIC WORKS Dept.#PW	08-09-2022	05 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF OCTOBER 5, 2022

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROBERT J. REYES	CHILDREN & FAMILY SERVICES Dept.#CH	08-11-2022	06 YRS 10 MOS
DEBORAH KAY SCHERMERHORN	PUBLIC DEFENDER Dept.#PD	08-04-2022	11 YRS 04 MOS
TERESA R. SHAPARD	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	08-31-2022	08 YRS 02 MOS
KENNETH C. SMOOT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	08-20-2022	32 YRS 03½ MOS
ALICE O. SOTO	SHERIFF Dept.#SH	08-29-2022	21 YRS 06 MOS
LEAH V. THEOPHILE	PROBATION DEPARTMENT Dept.#PB	08-16-2022	20 YRS 10 MOS
VANESSA D. YOUNG	HEALTH SERVICES ADMINISTRATION Dept.#HS	08-30-2022	30 YRS 07 MOS

**BOARD OF RETIREMENT MEETING OF OCTOBER 6, 2022
RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST
APPROVED ON SEPTEMBER 7, 2022**

SAFETY MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
GARY R SAKAI	SHERIFF	CHANGE OF DATE TO August 20, 2022

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
PARAM SAROYA	MENTAL HEALTH	CHANGE OF DATE TO October 29, 2022
JANET D THOMAS	SFV CLUSTER-OLIVE VIEW/UCLA MC	CHANGE OF DATE TO March 22, 2017
ASHVIN PATEL	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO November 1, 2022
GEORGE E WILLIAMS JR	PROBATION DEPARTMENT	RESCISSION OF RETIREMENT
MARTIN M MARDIROSSIAN	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO August 31, 2022
JOSE M LINARES	PROBATION DEPARTMENT	RESCISSION OF RETIREMENT
TAMARA M VOGL	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO September 15, 2022
MARIA V MALLMA	AMBULATORY CARE NETWORK	CHANGE OF DATE TO December 30, 2022
ELIZABETH R MITRA	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO July 20, 2022



September 20, 2022

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Acting Manager 
Disability Retirement Services Division

FOR: October 6, 2022 Board of Retirement Meeting

SUBJECT: **DISMISS WITH PREJUDICE THE APPEAL OF MEGUMI YAMAMOTO**

Ms. Megumi Yamamoto applied for a service-connected disability retirement on February 1, 2016. On August 15, 2019, the Board denied her application for service-connected disability retirement and granted a non-service connected disability retirement.

Ms. Yamamoto's attorney filed a timely appeal. On September 15, 2022, the applicant's attorney advised LACERA that his client did not wish to proceed with her appeal.

IT IS THEREFORE RECOMMENDED THAT THE BOARD:

Dismiss with prejudice the appeal of Megumi Yamamoto for a service-connected disability retirement.

FJB: TC: ss

Megumi Yamamoto.docx

Attachment

NOTED AND REVIEWED:


Francis J. Boyd, Sr. Staff Counsel

Date: 09/20/2022

September 23, 2022

TO: Each Trustee
Board of Retirement

FROM: Fern M. Billiny 
Senior Staff Counsel

DATE: Meeting of October 6, 2022

SUBJECT: **Canine Handlers, Probation Department – Special Enforcement
Operations Unit**

The Los Angeles County Probation Department, Special Enforcement Operations Unit seeks Board approval to treat as pensionable the additional compensation received by Probation Officers who are canine handlers.

The six dedicated canine handlers assigned to this unit are responsible for the care and maintenance of narcotics and firearm detection dogs. Each week these canine handlers are given an additional four hours of compensation for the care and maintenance of these dogs, commonly called “K-9 pay.” Otherwise, they work a normal 40-hour assignment.

Theodore King, Section Head, Benefits Division, verified that these duties are part of the normal work schedule of the canine handlers. His memo in support of this request is attached as Exhibit A. Although the initial requests relates to specific employees, your Board’s determination will apply to all future canine handlers within this unit.

The Legal Office reviewed all relevant documents including the Canine Detection Team Policy, and determined that the additional compensation received for the care and maintenance of the dogs qualifies as compensation and should be included in the definition of compensation earnable*.

* Please note the inclusion of pay does not affect members covered under California Government Code section 7522 et seq.

ANALYSIS

A. Canine Handlers Pay Should Be Treated As Pensionable

In City of Sacramento v. PERS, (1991) 229 Cal. App. 3d 1470, the appellate court determined that firefighters' regular overtime ("premium overtime") under the applicable FLSA exemption qualified as compensation earnable.

Specifically, the appellate court upheld the PERS Board's ability to treat such overtime as compensation earnable under the PERL because the firefighters normally are required to work more than the FLSA maximum for normally required duties. The rule in determining if overtime actually is compensation earnable is whether the hours for which the pay is received are considered "normal" or part of normal duties (Id. at 1484). The court discussed and relied upon Rose v. City of Hayward, (1981) 126 Cal. App. 3d 926 (premium holiday pay is compensation earnable where law enforcement members regularly are required to work holidays, even though not all employees worked the same holiday).

LACERA confirmed that the additional work hours of these legacy employees are part of the normal duties of canine handlers assigned to this division. The hours assigned are not sporadic and arbitrary. The employees have 24 hour responsibility for the canines. The Department's Policy states "canine handler shall be compensated for time spent in the care, feeding, grooming, and other needs of the canine in accordance with the Fair Labor Standards Act". Given these confirmations, it appears that these regularly worked hours do not constitute "overtime" that would be excluded from the definition of "compensation earnable" under Government Code Section 31461[†].

B. Effective Date for Treating Canine Handlers Pay as Pensionable

A claim against LACERA for the failure to treat compensation as pensionable is limited by a three (3) year statute of limitations (Code of Civil Procedure section 338(d)). As no affected individual has brought a claim against LACERA, we would recommend this income be treated as pensionable commencing three (3) years prior to the request. The request from the Los Angeles County Chief Probation Officer was received in May of

[†] It should be noted that these employees may also receive "true" overtime for additional hours worked. They do not dispute this type of pay is properly excluded from compensation earnable.

2022. Therefore, staff recommends that the income for these canine handlers be treated as pensionable commencing May 1, 2019.

C. Collection of Arrears Contributions

If your Board determines that this canine handlers pay qualifies for inclusion in the definition of compensation earnable, employee contributions on prior earnings may be required.

In Marin County Employees Retirement Association v. County of Marin Association of Firefighters, (1994) 30 Cal. App. 4th 1638, the Court of Appeal determined that once a Retirement Board has determined that an element of compensation is “compensation earnable”, the Board must include that element in final compensation. Under the reasoning in Barrett v. Stanislaus County Employee Retirement Association, (1987) 189 Cal. App. 3d 1593 (cited with approval in Marin, supra), the Board had the ability to impose arrears contributions where it was required to classify certain active general members as safety members. The Court stated:

“A review of the entire statutory scheme reveals a retirement system based on contributions by both employer and employee. ...Thus, imposition of an arrears contributions obligation on plaintiffs would place them in the position they would have been had they been properly classified from the date of their employment.” (Id. at 1609.)

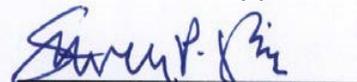
The Court in Marin noted the applicable statute of limitations is the three (3) year period set forth in Code of Civil Procedure section 338(d) for a claim based on mistake and that the statute does not begin to run until the discovery of the mistake. LACERA did not discover its mistake until September 2017, when the failure to treat the additional hours as pensionable was brought to our attention. Thus, LACERA is not barred by the statute of limitations from seeking arrears contributions.

Your Board’s policy for collecting arrears contributions is currently in place. Staff will apply that policy to the collection of arrears contributions relating to canine handlers pay, and will make every effort to collect contributions from all affected members.

THEREFORE, IT IS RECOMMENDED THAT THE BOARD:

1. Adopt the attached resolution, No. 2022-BR003, specifying that canine handlers pay earned on and after May 1, 2022, by Probation Department, Special Enforcement Operations Unit qualify as compensation earnable;
2. Instruct staff to implement this change by coordinating with the County Auditor-Controller to remit member and employer contributions; and
3. Instruct staff to collect arrears contributions for canine handlers pay in accordance with the Board's policy regarding implementation of new pensionable pay items.

Reviewed and Approved



Steven P. Rice
Chief Counsel

FMB/et
Attachment

Billiny/BOR/Comp Earn Pen Comp 9.23.22

Exhibit A



August 9, 2022

TO: Fern M. Billings
Senior Staff Counsel
Legal Division

FROM: Theodore J. King, Section Head
Special Benefits Services
Benefits Division

**SUBJECT: K-9 Handlers in the Los Angeles County Probation Department,
Special Enforcement Operations Unit**

The Los Angeles County Probation Department, Special Enforcement Operations Unit submitted a formal request on behalf of Deputies Jae Chong, Jose Ochoa, Derek Ramirez, Joseph Robinson, Tatley Aldin and Supervisor John Perico. This request is to determine if the compensation that these Probation Officers receive for canine care should be deemed pensionable income. These Probation officers are canine handlers for the Special Enforcement Operations Unit and are all legacy members.

To assist with the determination of the formal request for these Probation Officers, I contacted John Perico of the Probation Department-Special Enforcement Operations Unit and he provided me with the canine policy for the Unit that outlined the responsibilities the handlers provide for the canine. In addition to this, I also received confirmation from Dr. Adolfo Gonzales, Chief Probation Officer Los Angeles County, that these Probation Officers are canine handlers. The Probations Officers perform their mandatory duties full-time, 40 hours per week and are responsible for the 24-hour care, maintenance, and housing of their canine. As a result of this, the Probation Officers are entitled to (4) four hours of additional compensation per week to care for the canine. Currently, the additional (4) four hours of pay is designated as "overtime". I have enclosed supporting documents for your review.

Therefore, I ask for assistance to treat (4) hours per week as compensation earnable for the Probation Department of Los Angeles County, Special Enforcement Operations, canine handlers.

I will continue to assist other K-9 units, and stand ready to facilitate similar implementation(s) if and when other animal care units meet the high standard to classify "care and feed" hours earnable.

TK:bb
Div\ben\tretstaff\K9Handlers\VariousMembers.doc

c: Carlos Barrios
JJ Popowich

Enclosures



COUNTY OF LOS ANGELES PROBATION DEPARTMENT



Dr. Adolfo Gonzales
Chief Probation Officer

9525 E Imperial Hwy.
Downey CA 90242
(562) 44-5093

Date: May 3, 2022

Theodore King
Section Head, LACERA
Benefits Division

Dear Mr. King,

The purpose of my correspondence is to respectfully request that the Los Angeles County's Probation Department's SEO Unit (Special Enforcement Operations) canine handlers be granted the ability to have their required 4 (four) hours of weekly canine kennel care pensionable.

The Los Angeles County Probation Department has a total of 6 (six) dedicated canine handlers.

- SDPO Supervisor John Perico E465478
- DPO Deputy Jae Chong E433516
- DPO Deputy Jose Ochoa E523655
- DPO Deputy Derek Ramirez E53580
- DPO Deputy Joseph Robinson E496703
- DPO Deputy Tatley Aldin E293915

Each of the above noted handlers is assigned to a specialized unit that conducts home compliance searches of supervised persons in the community. They each perform their mandatory duties full-time, 40-hours per week, and are each also responsible for the 24-hour care, maintenance, and housing of their assigned canine partner. This results in each handler submitting for, 4 (four) hours of paid overtime every week for work reflected with the care and maintenance of the canine. We are respectfully requesting a resolution that outlines the canine care and maintenance overtime paid to our handlers on a weekly basis be pensionable.

If you have any questions, please contact Probation Director Ruben Montes (818) 821-5422

Thank you,

Dr. Adolfo Gonzales
Chief Probation Officer Los Angeles County Probation



COUNTY OF LOS ANGELES PROBATION DEPARTMENT



Professional Standards Bureau
9525 E Imperial Hwy.
Downey CA 90242
(562) 44-5093

Dr. Adolfo Gonzales
Chief Probation Officer

Date: December 1, 2021

Theodore King
Section Head, LACERA
Benefits Division

Dear Mr. King

The purpose of my correspondence is to respectfully request that the Los Angeles County's Probation Department's SEO Unit (Special Enforcement Operations) canine handlers be granted the ability to have their required 4 (four) hours of weekly canine kennel care pensionable.

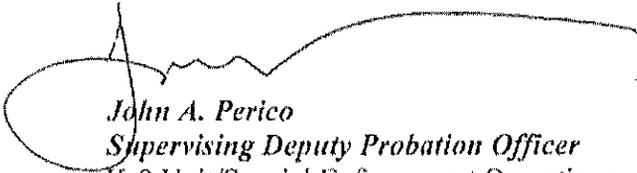
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If you have any additional questions, please call me Supervisor John A. Perico (562) 445-5093

Thank you,


John A. Perico
Supervising Deputy Probation Officer
K-9 Unit/Special Enforcement Operations

COUNTY OF LOS ANGELES
PROBATION DEPARTMENT
DIRECTIVE

No.	1415
Issued:	07-03-18
Post Until:	08-03-18

SUBJECT: ADULT INVESTIGATION SERVICES BUREAU (AISB) SPECIAL ENFORCEMENT OPERATIONS (SEO) – CANINE DETECTION TEAM POLICY

The following section of the SEO Manual has been approved for distribution. Staff assigned to support the SEO – Canine Detection Team are instructed to review and adhere to the attached policies. The following policies are to be incorporated into the SEO Policy manual, which is currently in progress.

The Canine Detection Team Policy includes the following sections:

- Purpose and Scope
- Mission
- Program Goals and Objectives
- Organization
- Canine Detection Team Supervisor-Duties
- Canine Handler - Duties and Responsibilities
- Canine Handler Qualifications
- Canine Handler Selection
- Canine Handler - Work Schedule
- Canine Selection
- Training
- General Handling of The Canine
- Canine Tactics
- Restrictions
- Request for Canine Detection Teams
- Retirement of Canine
- Canine Deployment
- Canine Deployment Procedures
- Field and Institutions Search Procedures
- Search Procedures- Institutions
- Reporting Deployments, Bites and Injuries
- Property Damage
- Canine Care
- Possession of Narcotics for Training
- Narcotic Training Aids
- Firearm Training Aids
- Equipment
- Vehicle
- Outside Agency and Mutual Aid Requests
- Public Demonstrations

The policies will also be located on ProbNet (Probation Manuals → SEO Policy Manual). Questions or concerns regarding this Directive shall be directed to the AISB Special Assistant.


Reaver E. Bingham, Chief Deputy
Adult Service

MANUAL HOLDERS: CROSS-REFERENCE YOUR MANUALS TO THIS DIRECTIVE WHERE APPROPRIATE

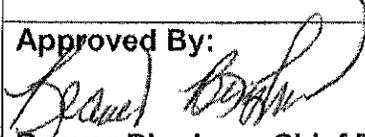
Subject: SPECIAL ENFORCEMENT OPERATIONS (SEO) CANINE DETECTION TEAM POLICY	Section Number: SEO-200
	Effective Date: 06-26-18
	Approved By:  Reaver Bingham, Chief Deputy

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CANINE DETECTION TEAM POLICY**200 PURPOSE AND SCOPE**

The policies and procedures contained in the Los Angeles County Probation Department's (the "Department" or "Probation") Canine Operations Manual are those of the Department and not of any other agency, organization, trainer or training facility. This policy establishes guidelines for the Canine Detection Teams (CDTs).

Situations may arise that are not covered in this manual. In such situations, the Department will review the totality of the circumstances and apply a standard of reasonableness.

The canine detection unit's narcotics and firearms program is designed to help the Department detect narcotics and firearms that probationers supervised by the Department may illegally possess. The canines deployed by the Department will be trained to be non-aggressive and will alert to contraband in a passive detection manner as defined by the National Canine Police Association. The passive alert method is described as the K9 placing its snout in the area of greatest concentration of odor with no signs of barking, scratching or biting. This policy applies to all Department employees.

Unless otherwise authorized by a Deputy Chief or above, the CDTs **shall not be involved in any searches or activities involving the canine** if such activity is:

- (i) Unrelated to individuals being supervised by Probation; or
- (ii) Unrelated to a law enforcement mutual aid request.

201 MISSION

The CDTs help accomplish the Department's mission of re-socializing offenders, increasing offender competency, enhancing community safety, and assisting victims. The CDTs do so by enhancing the safety and efficiency of Probation staff when performing search and seizure activities. The CDTs will also be available to provide assistance to other law enforcement agencies upon request (mutual aid) consistent with Departmental policies and procedures.

202 PROGRAM GOALS AND OBJECTIVES

- Provide canine support to Probation staff as they conduct compliance checks (search and seizure) of probationers by detecting the odor of contraband items, including but not limited to firearms, marijuana, heroin, cocaine, methamphetamine and derivatives from these substances.
- Conduct searches at juvenile institutions and area offices as appropriate.
- Reduce the amount of time needed to conduct search and seizure activities.

CANINE DETECTION TEAM POLICY

- Assist Probation staff by searching large areas, perimeters, cluttered areas or areas that are difficult to search.
- Minimize danger to Probation staff by alerting them to areas where the canine detects the odor of illegal or contraband items prior to Probation staff searching that area.
- Deter probationers from possessing contraband.

Respond to mutual aid requests from other agencies, and enhance the public's awareness of the Department's role in the legal system and the community by making public appearances and conducting canine demonstrations as appropriate.

203 ORGANIZATION

1. CDTs are assigned to the Special Enforcement Operation (SEO) under the supervision of the Probation Director.
2. Operationally, the CDTs are under the direct supervision of the CDT Supervising Deputy Probation Officer (SDPO).

204 CANINE DETECTION TEAM SUPERVISOR – DUTIES

The CDT Supervisor is responsible to perform his/her duties as required or directed by statute, Departmental policies and procedures. The CDT Supervisor's duties and responsibilities include but are not limited to the following in accordance with Department policies:

1. Supervision of all CDT DPOs assigned to the unit.
2. Development and training of canine handlers, including the maintenance of a continuous training program.
3. Ensuring that canine vehicles and equipment are maintained in good working order, and that all necessary repairs or replacements are made when necessary.
4. Reviewing all CDT reports.
5. Preparing annual evaluations of canine handlers.
6. Preparing quarterly reports to the Probation Director on the CDT's activities and utilization.

CANINE DETECTION TEAM POLICY

7. Preparing and submitting to the Probation Director an annual budget for all canine-related expenses.
8. Maintaining files on the CDTs including; training reports, search reports, demonstration reports, veterinary reports, and damage reports.
9. Maintaining, in a secured location, all reports and documentation for the working life of the canine.
10. Maintaining a high level of expertise relating to the operation, training and supervision of the CDTs.
11. Ensuring that all training aids (e.g., narcotics and weapons) are maintained as appropriate for training activities and secured when not in use.
12. Ensuring that all training aids are inventoried monthly, and their presence and service condition noted in the monthly report to the SEO Director.

205 CANINE HANDLER – DUTIES AND RESPONSIBILITIES

The Canine Handler is responsible to perform his/her duties as required or directed by statute, Departmental policies and procedures. The Canine Handler's duties and responsibilities include, but are not limited to the following in accordance with Department policies:

1. Responding to requests for assistance when and where the CDT's presence will further the Department's objectives.
2. Providing for timely assistance upon approved request from law enforcement or other Department personnel.
3. Maintaining required standards of proficiency through continual training.
4. Caring for and maintain the assigned canine in the handler's home at County expense.
5. Providing for medical care and treatment of the canine at County expense.
6. Maintaining his/her service and training equipment in a clean and orderly manner that conforms to Department policy and procedure.
7. All canine handlers shall record their work-related activities daily as directed. Additionally, all canine handlers shall complete and submit a weekly training log. This log shall be completed and submitted every

CANINE DETECTION TEAM POLICY

Monday for the activities completed for the previous week. These records shall be maintained on the Probation Department's shared-access database with access limited to canine handlers, supervisors and designated Director(s).

8. Maintaining an up-to-date affidavit of expertise for the CDTs.
9. Maintaining files on the CDTs including; training reports, search reports, demonstration reports, veterinary reports, and damage reports.
10. Maintaining all reports and documentation in a secured location.
11. Maintaining a high level of expertise relating to the training of the canine.
12. Ensuring that all training aids (narcotics and weapons) are maintained as appropriate for training activities and secured when not in use.
13. Ensuring that all training aids are inventoried monthly and their presence and service condition noted in the monthly report to the CDT Supervisor.

206 CANINE HANDLER QUALIFICATIONS

The following standards apply to all prospective and active canine handlers:

1. Must currently hold and maintain status as an armed Deputy Probation Officer II (DPO II) or an armed Supervising Deputy Probation Officer (SDPO).
2. Must have completed all requirements for approval for on-duty arming by the Chief Probation Officer.
3. Must have successfully completed a basic handler's course and a narcotic detection canine handler's course.
4. Must be capable of caring for the Department's canine 24-hours per day.
5. Must have a minimum of one (1) year in the Probation Department's armed program as a Deputy Probation Officer II and or Supervising Deputy Probation Officer with the Los Angeles County Probation Department.
6. Must be able to assume a physically demanding assignment, which includes but is not limited to being able to lift the canine as needed.
7. Must reside in a location no more than 100 miles from Probation

CANINE DETECTION TEAM POLICY

Headquarters; thus that would allow a reasonable response time to work daily and when called out unexpectedly.

8. Must commit to a minimum of three (3) years with the canine program.
9. Must maintain a neat and orderly appearance as required by Probation policy.
10. Must be willing to conduct public demonstrations as required by the Department.
11. Must agree to submit his/her home to random and regular inspections of the canine kennel.
12. Must have a home with a fenced yard, space for a kennel to be maintained out of the public's view, and a secure garage (or off-street parking) for the Probation canine vehicle.

207 CANINE HANDLER SELECTION

All qualified SDPOs and DPO IIs who would like to be considered for the position of Canine Handler shall submit their letter of interest via the special recruitment notice.

Handler selection will be made from the list of qualified candidates via the Handler Selection Criteria established by the Director of the Special Enforcement Operations.

208 CANINE HANDLER – WORK SCHEDULE

All members of the CDT unit will maintain a 5/40 work schedule, Monday through Friday, with the flexibility to allow for training hours and Departmental operational needs. Handlers must be willing to work nights, weekends, holidays, and be available for after-hour call-outs as needed. This schedule is subject to change based on operational needs.

The canine handler shall be compensated for time spent in the care, feeding, grooming, and other needs of the canine in accordance with the Fair Labor Standards Act (FLSA).

The work day for a CDT unit member shall commence when the Department-owned canine is in its assigned vehicle and is departing for its work assignment within the boundaries of Los Angeles County.

209 CANINE SELECTION

Los Angeles County Probation service dogs shall:

CANINE DETECTION TEAM POLICY

1. Be suitable for Probation service as determined by the handler, supervisor and Director.
2. Be a minimum of 18-months of age, if untrained, or a maximum of four (4) years of age if trained.
3. Pass a general physical examination to include:
 - A. X-ray examination for hip dysplasia and no palpable abnormalities under sedation.
 - B. Complete orthopedic exam
 - C. Fecal examination
 - D. Rabies, Parvovirus, and DHL Booster
 - E. Oral evaluation
4. Evaluation for fitness for Probation service will include the following characteristics.
 - i. Temperament
 - a) An acceptable canine will have a temperament suitable for conducting Probation Department business in a variety of environments including, but not limited to, demonstrations conducted in schools.
 - ii. Alertness
 - iii. High Play Drive
 - iv. Physical fitness
 - v. Trainability

210 TRAINING

Initial training

1. Upon selection of a new canine team, the handler shall complete a handler development course, covering, but not limited to, canine handling, basic care, liability, health care and legal scope of canine use.

CANINE DETECTION TEAM POLICY

2. The canine and handler shall complete a basic narcotics and/or firearms detection course and obtain certification as a detection team.

Ongoing training

1. Training is crucial to the effectiveness of the all canine teams and ensures the field readiness of the handlers and their canines.
2. The CDT shall be regularly evaluated on their performance.
3. The CDT Supervisor shall approve all training.
4. Handlers shall attend and pass all training sessions.
5. Handlers shall report any injury and/or any bite occurring during training to the CDT Supervisor and file appropriate reports related to the injury.

The following ongoing detection training is recommended for all canine teams:

1. Weekly – Four (4) hours of group training with other detection teams, which the lead agency will be the Los Angeles County Sheriff's Department. The training group will include numerous local law enforcement canine units and will incorporate new training environments, which will vary so as to provide diversity and new challenges for the canine and the handler.
2. Daily - 15 to 20 minutes while on-duty, which can vary from basic obedience training to detection work.
3. As needed to correct specific problems.
4. Obedience training should be conducted on a daily basis and also incorporated into detection training.

Each canine team shall thereafter be recertified to a current POST, NPCA or other recognized and approved certification standard on an annual basis. Additional training considerations are as follows:

1. Canine handlers are encouraged to engage in additional training with approval of the canine supervisor.
2. To ensure that all training is consistent, no handler, trainer or outside vendor is authorized to train to a standard that is not reviewed and approved by the Los Angeles County Probation Department and the Los Angeles County Sheriff's Department (Narcotic Bureau Canine Program).

CANINE DETECTION TEAM POLICY

3. Quarterly Los Angeles County Sheriff's Department Detection Canine Training Program - Approximately every three (3) months, the Narcotics Bureau Training cadre will conduct training for all of the Los Angeles County Sheriff's Department Detection Canine Teams, and include the Los Angeles County Probation Department's CDTs.
4. Recurrent Los Angeles County Sheriff's Department, Narcotic Bureau Canine Program Training - All Probation detection canine handlers will train with the Los Angeles County Sheriff's Department, Narcotic Bureau Canine Program when invited by the Sheriff's Department Canine Program Sergeant and approved by the CDT Supervisor and Director. At this training, all canine teams will meet at a pre-designated training location where narcotic detection, case law, and other types of training will be conducted.
5. Annual certification with the Los Angeles County Sheriff's Department Narcotics Bureau Training Cadre - Approximately half way through the year, six months after yearly outside certification, the Narcotic Bureau Canine Unit Training Cadre will conduct a training day where all narcotics detection canine teams will be tested and "certified" to Los Angeles Sheriff Department Detection Canine Program standards. This certification will include:
 - A. All odors/items the team is trained to detect.
 - B. Numerous environments of the types typically encountered during regular deployments.
 - C. Distraction odors and environments.
 - D. A pass/fail requirement with a 100% accuracy by the team.
6. If a team fails this certification, immediate assistance will be provided to correct any deficiencies and the team will be afforded the opportunity to attempt certification again after 24 hours. This will repeat until the team is able to certify.
7. Any canine team that fails to certify will be taken out of service until they are able to successfully certify. If a detection canine team is unable to certify, they will be permanently taken out of service and the canine will be replaced.

Any canine team failing to graduate or obtain certification shall not be deployed in the field until graduation or certification is achieved. When reasonably practical, pending successful certification, the canine handler shall be temporarily reassigned to regular investigative duties when not involved in retraining/recertification activities.

CANINE DETECTION TEAM POLICY

Training Records

1. The canine team handler shall be responsible for completing and submitting training reports for all detection and handler protection training.
2. All training reports shall be submitted to the CDT Supervisor and assigned clerk who shall maintain a training file for each canine team in accordance with this Policy.
3. Copies of any certificates earned by the canine team, as well as team evaluations, shall be entered into the training file.
4. Each handler shall be responsible for maintaining a training log for their respective canine, as well as an up-to-date Affidavit of Expertise for their canine.

211 GENERAL HANDLING OF THE CANINE

1. The canine will be kept under the control of the handler in all areas to which the public has access.
2. The canine shall not be left unattended in a manner in which the canine may have contact with the public.
3. When the canine is left unattended in the canine vehicle, the canine vehicle will be secured and available temperature controls and tamper sensors will be activated as needed to maintain a safe environment for the canine.
4. The canine handler shall not work with the canine after the handler has consumed any alcoholic beverages.

212 CANINE TACTICS

1. The canine handler, knowing the canine's abilities, determines the tactics in which a canine is to be used in a particular operation.
2. If a question about tactics arises, a CDT Supervisor shall be contacted before proceeding with a canine deployment.

213 RESTRICTIONS

1. No person shall handle or train a Probation canine without proper certification or departmental approval.

CANINE DETECTION TEAM POLICY

2. The canine handler shall not allow anyone to tease or antagonize a Probation canine.
3. Detainees shall not be transported in a vehicle with a canine.
4. The canine shall not be used in conjunction with any off-duty employment by the assigned handler.

214 REQUEST FOR CANINE DETECTION TEAMS

Sworn members of the Department may request the use of a CDT to assist in detecting narcotics or firearms that probationers supervised by the Department may illegally possess. Requests shall be made using the Armed Assistance/Canine Assistance Form.

215 CANINE DEPLOYMENT

All canine sniffs shall be conducted within the provisions of this Procedural Manual.

In accordance with their training, the CDTs may be used for the following purposes:

1. Narcotics and firearm detection
 - A. Random exploratory sniffing of persons and objects including but not limited to dwellings, structures, packages, vehicles, boats, and recreational vehicles.
2. Exploratory sniffing in public facilities (schools, placement facilities, etc.) shall, insofar as practical, be conducted with the consent of the facility manager.
3. Exploratory sniffing shall be conducted without interference or annoyance to the public or interruption of facility operations.
4. If a CDT Handler has a reasonable suspicion that a probationer possesses firearms or narcotics, the Deputies may detain the probationer, or the items at issue, to conduct a canine sniff.
5. Canines may be used to sniff the interior/exterior of a motor vehicle under the following circumstance:
 - A. During a probation search where a person is supervised by Probation; **and** a CDT Handler has a reasonable suspicion that there may be firearms or narcotics in the vehicle; **and** the probationer (i) is the registered owner of a vehicle; **or** (ii) a passenger in a vehicle; **or**

CANINE DETECTION TEAM POLICY

(iii) is in control of a vehicle.

216 CANINE DEPLOYMENT PROCEDURES – FIELD AND INSTITUTIONS SEARCH PROCEDURES

The following procedures shall apply to canine deployments to Probation's Field and Institution operations.

1. The canine shall remain in a secured canine vehicle until the area to be searched by the CDT has been cleared and secured. The canine handler, if needed, may assist in securing the area.
2. Once the area to be searched by the CDT is secured, the canine handler shall conduct a walk through and safety check of the area for potential hazards to the canine.
3. The area will be secured so that no one enters the area during the canine sniff.
4. To the extent possible, the area to be sniffed by the canine should not be hand-searched prior to conducting the canine sniff.
5. The canine handler will, in all situations, make the final decision about whether it is safe to deploy the canine.
6. The canine handler shall advise the officers conducting the compliance check of the results of the canine sniff and the location(s), if any, where it appeared the canine detected the odor of narcotics or firearms. Upon notification, officers conducting the compliance check can initiate hand-searches as necessary.
7. Should a canine find physical evidence, the canine handler will not be responsible for collecting or booking such evidence. The investigating officer or designee shall be responsible for collecting or booking any such evidence.

217 SEARCH PROCEDURES – INSTITUTIONS

In addition to the procedures described in Section 216, the following additional procedures shall apply to canine searches of Probation institutions (juvenile halls and camps):

1. Institution searches can be conducted on a regular basis based on availability, need, or emergent special requests. All CDT requests shall be made pursuant to Section 214.

CANINE DETECTION TEAM POLICY

2. The Senior Director of each facility shall initiate emergent requests for non-scheduled institutional sniffs, and the Bureau Chief must approve all institutional sniffs.
3. One institutional staff member shall be assigned to act as the search coordinator to direct the sniff for the CDT.
4. One or more institutional staff will be assigned to search areas where the canine detects the odor of narcotics or firearms.
5. Areas subject to sniff in an institution include all areas where probationers, wards, or inmates may have access.
6. If a canine alerts to potential illegal contraband in an area where employees have generally exclusive access, facility management shall comply with Government Code section 3309 which states, "No public safety officer shall have his locker, or other space for storage that may be assigned to him searched except in his presence, or with his consent, or unless a valid search warrant has been obtained or where he has been notified that a search will be conducted. This section shall apply only to lockers or other space for storage that are owned or leased by the employing agency" prior to initiating a search of the area.
7. The CDT will search those areas that the assigned search coordinator requests be sniffed.

218 REPORTING DEPLOYMENTS, BITES AND INJURIES

If a canine bites or causes injury to anyone, the canine handler's supervisor shall be notified immediately and the injuries documented in a Special Incident Report. The injured person shall be promptly provided first aid and 911 shall be contacted immediately. The victim shall, as determined by paramedics, be transported to an appropriate medical facility by emergency medical services personnel for further treatment if needed. If first aid or other medical services are refused by the injured person, refusal shall be documented and signed by the injured person, and witness statements obtained.

Any bite and/or injury caused by a canine, whether on or off-duty, shall be reported immediately to the CDT Supervisor, who shall immediately notify the Director. The Director shall initiate notifications to the Senior Director and Bureau Chief.

If an individual alleges an injury, either visible or not visible, the CDT Supervisor shall be notified immediately and both the individual's injured and uninjured areas shall be photographed as soon as practicable after first tending to the immediate needs of the

CANINE DETECTION TEAM POLICY

injured party. Photographs shall be retained as evidence in accordance with current Departmental evidence-gathering procedures. The photographs shall be retained and made available to the Department's Risk Manager as necessary and appropriate.

Canines used by law enforcement agencies are generally exempt from impoundment and reporting requirements. However, the canine shall be made available for examination at any reasonable time if requested by the local health department. The canine handler shall also notify the local health department if the canine exhibits any abnormal behavior after a bite (Health and Safety Code § 121685).

219 PROPERTY DAMAGE

In every case where property damage results from canine activity, the following shall occur:

1. Once the canine is secured in the vehicle, the canine handler shall notify the property owner prior to leaving the site and, if possible, provide instruction on appropriate claims procedures;
2. The damages should be photographed by the canine handler;
3. Witness statements should be obtained by the canine handler;
4. The canine handler shall document the damage in a Special Incident Report (SIR); and
5. The canine handler shall notify the CDT Supervisor.

220 CANINE CARE

Licensing

The canine is the property of the County of Los Angeles Probation Department and will be licensed to the Department.

Daily care and feeding

1. The canine handler shall be responsible for the daily care of the canine to include, but not be limited to, feeding the canine and maintaining the kennel in a clean and sanitary condition.
2. The canine handler shall be appropriately compensated for the care and feeding of the canine, consistent with applicable FSLA standards.

CANINE DETECTION TEAM POLICY

Kenneling

1. Home Kenneling

- A. The canine shall be kept at the home of the handler in a department-approved kennel.
- B. The kennel shall be kept in a clean, sanitary, and safe condition at all times.
- C. The canine shall be kept under the control of the handler while off-duty.
- D. Generally, the canine must be kenneled while not in the presence of the handler and may not be allowed to roam at will. Exceptions may be made at the discretion of the handler consistent with applicable training protocols.
- E. If the handler is to be away from home, and the canine remains at the home, the handler may designate an appropriate individual to provide routine care of the canine. The CDT Supervisor and/or Director must approve the caretaker and the care that will be provided while the handler is away. The caretaker will be provided with the appropriate phone numbers to use in case of emergencies or to contact the CDT Supervisor. Any care beyond routine care needed by the canine will be handled by the CDT Supervisor or designee.

2. Out-of-Home Kenneling

- A. The kennel must be approved by the CDT Supervisor.
- B. The Probation Department will pay any kenneling costs.

3. Injuries

- A. Canine
 - a) If the canine becomes sick or injured the handler shall provide first aid and seek veterinary care as needed for the canine.
 - b) The handler shall notify the CDT Supervisor of the illness or injury, the treatment being performed, and the canine's status regarding fitness for duty. The handler shall keep the CDT

CANINE DETECTION TEAM POLICY

Supervisor apprised of the condition of the canine.

- c) The handler shall complete a Special Incident Report (SIR), as needed, for injuries or illness to the canine.
- d) The handler may perform other duties as assigned by the CDT Supervisor while the canine is able to return to duty.
- e) The Probation Department will request any person who intentionally assaults or injures a canine be prosecuted under Section 600 of the California Penal Code, and seek reimbursement for the cost of treatment or replacement of the canine.

B. Handler – Unintentional Bites or Aggressive Behavior by Canine

- a) Do not rush to the handler or canine.
- b) Call to the handler and ask if they can control or call off the canine.
- c) Request assistance of another canine handler immediately.
- d) Notification to the CDT Supervisor when safe.
- e) Take necessary actions to provide medical treatment for the handler.
- f) In the event that the canine is also injured, a list of veterinary offices and hospitals, broken down by County area, is in each canine vehicle. Call the veterinary hospital or office and advise them of the emergency and estimated arrival time. Request assistance of another handler to transport the canine if one is available.

C. Veterinary Services

- a) The canine handler will obtain veterinary services from a veterinarian approved of by the Probation Department to provide veterinary services. The Probation Department will pay all veterinary costs.
- b) The canine handler is responsible for obtaining both preventative care and treatment of any illness or injury to the canine from an

CANINE DETECTION TEAM POLICY

appropriate veterinarian as approved by the CDT Supervisor.

- c) The canine handler shall be responsible to provide transportation of the canine to the veterinarian for treatment or preventative care.
- d) The canine handler may obtain emergency medical care for the canine at the nearest emergency animal clinic or hospital. The canine handler shall notify the CDT Supervisor as soon, as is practical of the need for emergency medical treatment for the canine.
- e) The canine handler shall complete a Canine Veterinary Report and submit it to the CDT Supervisor and unit clerk each time the canine is taken to the veterinarian.

221 POSSESSION OF NARCOTICS FOR TRAINING

It shall be the policy of the Los Angeles County Probation Department that only actual narcotic substances be used in the training of canines. All narcotic substances used in the training of Los Angeles County Probation Department canines shall be legally requested by the Chief Probation Officer and obtained from the Los Angeles County Sheriff's Department (Narcotics Bureau Training Cadre). The narcotics obtained shall be used exclusively for:

- 1. Training; which gives the canines experience in finding the substance.
- 2. Providing the canines with scent awareness incidental to an actual search.

Both of these activities are critical to the effectiveness of a narcotic detection canine.

- 1. The Supervising Deputy Probation Officer of the Special Enforcement Operations and the Deputy Probation Officers assigned as canine handlers are authorized to possess narcotics for the purpose of narcotic detection training pursuant to Health and Safety Code section 11367.5 (b).
- 2. The canine handlers, under the direction of the Supervising Deputy Probation Officer of the Special Enforcement Operations, will maintain custody and control of all controlled substances pursuant to Health and Safety Code sections 11367.5 (b) and (c).
- 3. Upon acquiring training narcotics, the canine handlers and CDT Supervisor will weigh and repackage the narcotics in the desired amounts and packaging. Each package will be weighed and the weight and date will be

CANINE DETECTION TEAM POLICY

recorded in the Narcotics Training Logbook. In addition, a presumptive narcotics test will be performed on all training narcotics.

4. The Narcotics Training Logbook shall be maintained and secured with the training narcotics by the CDT Supervisor.
5. The Narcotics Training Logbook shall contain the following information:
 - A. Type of narcotic.
 - B. Date removed from storage locker.
 - C. Weight of narcotic when removed from the storage locker.
 - D. Results of a presumptive narcotics test.
 - E. Date returned to storage locker.
 - F. Weight of narcotic when returned to the storage locker.
 - G. Results of a presumptive narcotics test.
 - H. Signatures of handler and supervisor.
6. Narcotics not being used for training will be stored in a locked metal cabinet in a locked storage room or office under the control of the CDT Supervisor.
7. Only the canine handlers and the CDT Supervisor will have access to the locked metal cabinet that contains the training narcotics.
8. Narcotics being used regularly for training purposes will be logged out, stored and transported in a secured metal box bolted into the trunk of the canine vehicles.
9. In the event that training narcotics are lost or spilled, the handler will attempt to have the loss or spill witnessed by another individual. In the event of a spill the handler will attempt to photograph the spill. The handler will submit a Special Incident Report documenting the spill or loss to the CDT Supervisor. Notification of the loss will be made to the dispensing agency pursuant to Health and Safety code section 11367.5 (c) (3).
10. Training narcotics will be replaced at least annually to ensure the efficacy of the narcotics for training purposes.
11. Narcotics no longer needed for training or narcotics being rotated out of training after one (1) year will be returned to the dispensing agency pursuant to Health and Safety Code Section 11367.5 (c) (4) or upon the request of the dispensing agency transported to the Los Angeles County Sheriff's Department for destruction.

CANINE DETECTION TEAM POLICY**222 NARCOTIC TRAINING AIDS**

The CDT Supervisor will monitor the collecting and assigning of each handler's training aids. All narcotics training aids will be obtained from the Sergeant of the Los Angeles County Sheriff's Department Narcotics K9 unit. The training aids shall remain in the custody of the handlers until they are no longer usable. If the packaging of the training aids become damaged, it shall be returned to the Los Angeles County Sheriff's Department Narcotics K9 Unit, at which point, the Narcotics K9 Sergeant shall decide whether to have the substance repackaged or processed for destruction.

Handlers shall not loan or give their assigned training aids to anyone other than the CDT Supervisor or other Narcotics Detection Handler(s) under any circumstances.

Handlers must always ensure their assigned training aids are adequately secured. When off-duty, handlers may leave their training aids secured in their assigned vehicle in a locked drawer. Otherwise, the training aids must be secured in the handler's residence.

Handlers will be assigned a minimum of six (6) narcotics substances as training aids. The narcotics substances shall be packaged into various weight quantities, which will be recorded and documented upon issuance and return or exchanged.

Each handler will be assigned the following six (6) narcotic substances as training aids:

1. Cocaine (powder/HCL)
2. Cocaine (rock)
3. Heroin
4. Marijuana
5. Methamphetamine (ICE)
6. Opium

Handlers may be assigned additional varieties of narcotic substances depending on narcotic trends with the approval of the Los Angeles County Sheriff's Department Narcotic K9 unit.

The CDT Supervisor shall conduct a monthly audit and inspection of each handler's assigned training aids. Canine handlers shall inspect and inventory their assigned training aids on a daily basis. These audits shall be documented and recorded. If the handler is away from work for a period of five (5) calendar days or more, the K9 training aids must be delivered to SEO Headquarters, inspected and secured in the SEO armory. Upon the handler returning to work, the training aids will be inspected and re-issued to the handler.

CANINE DETECTION TEAM POLICY**223 FIREARM TRAINING AIDS**

The CDT Supervisor is directly responsible for the security of, monitoring of, and use of firearm training aids.

The CDT Supervisor shall:

1. Oversee the process of obtaining firearm training aids from the Firearms Range Instructor of the Los Angeles County Probation Department.
2. Physically inspect each firearm assigned as a firearm training aid monthly and note the inspection on the firearm training aid log.
3. Ensure that when the firearm training aids are not under the custody of the handler, firearm training aids are to be properly secured in the SEO armory, located at SEO Headquarters.
4. Monitor the use of the firearm training aids as they are used in canine training.
5. Sign out firearm training aids to the handler, noting the specific firearm assigned to each individual trainer. This information will be documented on the firearms training log and the CDT Supervisor will be responsible for returning the firearms to the SEO armory, located at SEO Headquarters.

The chain of Probation Department custody, control, and responsibility for firearm training aids shall be strictly maintained. Canine personnel shall not loan or give any firearm training aid to anyone other than the CDT Supervisor during canine training.

Handlers must always ensure any firearm training aids, temporarily assigned to them, are appropriately secured. Under no circumstances shall any firearm training aids be left in vehicles overnight. They shall be secured in the handler's residence in a designated, approved lock-box; or alternatively, turned over to the Department's armorer and placed in a Departmentally approved gun safe.

Handlers may be assigned firearm training aids temporarily as determined appropriate by the CDT Supervisor. Otherwise, the firearm training aids are to be secured in the armory at Special SEO Headquarters.

If the handler is away from work for a period of five (5) calendar days or more, the K9 training aids must be delivered to SEO Headquarters, inspected and secured in the SEO armory. Upon the handler returning to work, the training aids will be inspected and re-issued to the handler.

CANINE DETECTION TEAM POLICY**224 EQUIPMENT**

1. Food
 - A. Food, vitamins, supplements, and/or other nutritional needs will be provided at department expense. The handler will either purchase food and nutritional supplies and the cost will be reimbursed to the handler; or the Probation Department will directly purchase food and nutritional supplies.
 - B. All food and nutritional supplies purchases will be made at the direction of the CDT Supervisor.
2. Equipment
 - A. Canine team equipment needs will be provided at Probation Department expense. The handler will either purchase equipment and the cost will be reimbursed to the handler; or the Probation Department will directly purchase equipment.
 - B. Canine team equipment purchases will be made at the direction of the Canine Supervisor.
3. Responsibilities
 - A. The canine handler is responsible for the care and condition of all equipment issued to the canine team. The handler is responsible for the care and control of the canine.
 - B. Equipment is to be inspected regularly and kept in good working condition. The handler is responsible to notify the CDT Supervisor of any equipment that needs to be repaired or replaced.
 - C. The CDT Supervisor shall on both a scheduled and random basis, inspect all equipment to ensure that it is in working order and shall maintain an inventory of issued equipment.

225 VEHICLE

1. The canine vehicle will be equipped as follows:
 - A. The rear seat or rear portion of the vehicle will be replaced with a suitable kennel system designed for the type of vehicle to be used as a canine vehicle.

CANINE DETECTION TEAM POLICY

- B. The kennel system will include a barrier between the front and rear seats that can be opened, and security covers for the rear windows allowing the rear windows to be opened while securing the canine in the kennel and protecting the canine from outside harm.
- C. The vehicle's ignition and air conditioning system will be modified to allow the air conditioner to continue to run with the key out of the ignition and the vehicle secured. Additionally, the vehicle will be equipped with a temperature sensor that will alert the handler if the vehicle becomes too hot and will automatically roll down the rear windows to allow the vehicle and canine to cool.
- D. The canine vehicle will be equipped with emergency lights, traffic control lights, siren, and loud speaker in accordance with the California Vehicle Code (Sections 165, 25252, 25252.5, and 25259) and the California Penal Code (Section 830).

The canine vehicle will be assigned to the canine handler to be used as follows:

- A. In the performance of the handler's duties and other Probation Department related functions or as directed by the CDT Supervisor or designee.
- B. The handler shall be responsible for the maintenance of the vehicle assigned to the handler, including regular testing of and facilitate maintenance of all vehicle safety and auxiliary systems as necessary and appropriate.
- C. The handler shall be responsible for maintaining the canine vehicle in a manner that properly represents the Probation Department to the public.
- D. The canine vehicle may be stored at the handler's residence during off-duty hours in a garage or other secure area away from public view, protected from theft, damage, or tampering.
- E. All regulations, policies and procedures pertaining to County vehicles and equipment shall apply to the canine vehicles assigned to the handler.
- F. The canine vehicle shall be operated in a manner consistent with departmental policy and procedure and applicable statutes.
- G. Emergency lights and siren may be used to control a situation, or to provide assistance to law enforcement where there is an imminent threat

CANINE DETECTION TEAM POLICY

or danger to public or officer safety. Warning lights and traffic control lights may be used to maintain the safety of the canine and vehicle during field operations.

226 OUTSIDE AGENCY AND MUTUAL AID REQUESTS

All requests for canine assistance from outside agencies must be approved by the CDT Handlers' Supervisor and Director, and subject to the following:

1. Canine teams shall not be used for any assignment that is not consistent with this policy.
2. The canine handler shall have the authority to decline a request for any specific assignment that he/she deems unsuitable. If declined, the CDT Supervisor shall be advised as time and circumstances permit.
3. It shall be responsibility of the canine handler to coordinate operations with agency personnel in order to minimize the risk of unintended injury.
4. It shall be the responsibility of the canine handler to complete all necessary reports or as directed.

227 PUBLIC DEMONSTRATIONS

All public requests for a canine team for community support activities shall be reviewed and approved by the CDT Supervisor and Director. The canine handler is responsible for obtaining resources and coordinating involvement in the demonstration. Canine handlers shall not demonstrate any detection work unless authorized to do so by the CDT Supervisor and Director.

228 RETIREMENT OF CANINE

1. The determination of the suitability for continued service of a Probation canine shall be made by the CDT Supervisor and the Director with input from the canine handler and veterinarian. Some factors to be considered will be:
 - A. The present performance level of the canine.
 - B. The canine's health.
 - C. The length of time the canine can be expected to remain in service.
 - D. Other factors not enumerated here may need to be considered in the

CANINE DETECTION TEAM POLICY

decision to retire a Probation canine.

2. Canine retirement procedure.
 - A. When a Probation canine is retired from service the currently assigned canine handler will be given the opportunity to assume ownership of the canine if approved by the Department and the Board of Supervisors. If the present handler does not desire to assume ownership of the canine, the previous handler, if there was a previous handler, will be given an opportunity to assume ownership. If there is no previous handler or the previous handler does not desire to assume ownership, every effort will be made to find a suitable home for the retiring canine.
 - B. The transfer of ownership of the canine does not include equipment.
 - C. Upon transfer of ownership of the canine or upon departure from the unit, the Probation Department will remove the home kennel and concrete slab and will leave the handler's residence "as is" per the waiver of liability agreement.
 - D. Upon assuming ownership of the canine, the new owner will sign a waiver of liability with the Probation Department and the County of Los Angeles stating that the canine is now the sole responsibility of the new owner and that the new owner assumes all liability for the canine from that point forward.
 - E. The Probation Department and County of Los Angeles will have no responsibility for the care and maintenance of the canine once ownership has been transferred from the Probation Department.

BEFORE THE BOARD OF RETIREMENT

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

RESOLUTION OF THE
BOARD OF RETIREMENT
SPECIFYING PROBATION DEPARTMENT,
SPECIAL ENFORCEMENT OPERATIONS
UNIT "CANINE HANDLERS PAY" SHALL
QUALIFY AS "COMPENSATION" AND
"COMPENSATION EARNABLE"

RESOLUTION NO. 2022-BR003

WHEREAS, LACERA calculates retirement allowances based on a member's "final compensation."

WHEREAS, LACERA is required to include in the calculation of "final compensation" a member's base pay, and certain other items of remuneration, if such remuneration qualifies as "compensation" under Government Code Section 31460 and "compensation earnable" under Government Code Section 31461.

WHEREAS, the Board of Retirement previously adopted Resolutions specifying certain items of remuneration payable to employees of the County of Los Angeles which the Board determined qualify as "compensation" under Government Code Section 31460 and "compensation earnable" under Section 31461.

WHEREAS, remuneration accounted for by the Probation Department's Special Enforcement Operations Unit under the description "Canine Handlers Pay" is not included in the list of items determined to qualify as "compensation" and "compensation earnable."

WHEREAS, a request was filed on behalf of canine handlers of the County of Los Angeles Probation Department, Special Enforcement Operations Unit alleging, inter alia, earnings described as "Canine Handlers Pay" qualify as "compensation" and "compensation earnable."

WHEREAS, the Board of Retirement has determined that County of Los Angeles Probation Department, Special Enforcement Operations Unit "Canine Handlers Pay" is regularly worked and does not constitute "overtime" that would be excluded from the definition of "compensation earnable" under Government Code Section 31461.

WHEREAS, the Board of Retirement has determined that remuneration accounted for as “Canine Handlers Pay” qualifies as “compensation” and “compensation earnable.”

NOW THEREFORE, BE IT RESOLVED, AS FOLLOWS:

1. Earnings on and after May 1, 2019, designated as County of Los Angeles Probation Department, Special Enforcement Operations Unit Canine Handlers Pay shall qualify as “compensation,” as defined in Government Code Section 31460 and “compensation earnable,” as defined in Section 31461, for purposes of calculating a member’s retirement allowance.
2. Attachment No. 1 of this Resolution sets forth a listing of all items of remuneration qualifying as “compensation” and “compensation earnable” for purposes of calculating a member’s retirement allowance.
3. Staff shall collect arrears contributions from members.

BOARD OF RETIREMENT,
LOS ANGELES COUNTY EMPLOYEES
RETIREMENT ASSOCIATION

William Pryor
Chair, Board of Retirement

Approved as to Form:

ATTEST:

Steven P. Rice
Chief Counsel

Shawn Kehoe
Vice Chair, Board of Retirement

ITEMS OF COUNTY REMUNERATION WHICH QUALIFY AS "COMPENSATION," AS DEFINED BY GOVERNMENT CODE SECTION 31460, AND/OR "COMPENSATION EARNABLE," AS DEFINED BY GOVERNMENT CODE SECTION 31461.

EARNINGS **CODE ITEMS**
NO.

099	PATROL STATION RETENTION BONUS
232	AGRICULTURAL WEIGHTS & MEASURE (AWM) INSPECTOR ASSIGNMENT BONUS
249	AGRICULTURE INSPECTORS AID ROVER BONUS
252	6TH AND 7TH STEP FINANCIAL SPECIALIST
253	HEALTHCARE FACILITY BONUS
254	FORENSIC ATTENDANT FIELD TRAINING BONUS
255	BEACHES & HARBORS ASSIGNMENT BONUS
259	TRAILS UNIT ASSIGNMENT BONUS
262	UNDERWATER RECOVERY – BEACHES AND HARBORS
262Y3	UNDERWATER RECOVERY – BEACHES AND HARBORS
262Y4	UNDERWATER RECOVERY – BEACHES AND HARBORS
334	CUSTODY ASSISTANT DRILL INSTRUCTOR/CUSTODY TRAINING AND STANDARDS BUREAU
335	CUSTODY ASSISTANT TRAINING OFFICER BONUS
336	PUBLIC RESPONSE DISPATCHER BONUS
341	IN-FLIGHT BONUS
342	HAZARDOUS MATERIALS CALARP
343	HAZARDOUS MATERIALS APSA

- 344 FIRE PREVENTION ENGINEERING ASSISTANT
- 346 HAZARDOUS MATERIALS II EMERGENCY OPERATIONS
ASSIGNMENT
- 347 WELLNESS/FITNESS FOR LIFE BONUS – 1%
- 348 WELLNESS/FITNESS FOR LIFE BONUS – 2%
- 349 WELLNESS/FITNESS FOR LIFE BONUS
- 350 “PILOT PAY” – FIRE DEPARTMENT
- 355 FIREFIGHTER – PARAMEDIC
- 355Y2 FIREFIGHTER – PARAMEDIC
- 355Y3 FIREFIGHTER – PARAMEDIC
- 358 TEMPORARY PROMOTION BONUS
- 359 LIFEGUARD PARAMEDIC CATALINA BONUS
- 359Y2 LIFEGUARD PARAMEDIC CATALINA BONUS
- 362 PARAMEDIC COORDINATOR/EMS CAPTAIN
- 363 PEER SUPPORT BONUS
- 364 DECKHAND/BOAT OPERATOR/RESCUE WATER CRAFT BONUS
- 365 BACHELOR DEGREE BONUS
- 366 ADVANCED EDUCATIONAL DEGREE BONUS
- 369 ADVANCED EDUCATION DEGREE BONUS
- 381 DENTAL PROFESSIONALS BOARD CERTIFICATION BONUS
- 384 HIGH DESERT HEALTH ASSIGNMENT BONUS
- 388 SHERIFF DETENTION FACILITY ASSIGNMENT BONUS

- 389 MENTAL HEALTH PSYCHIATRIST BOARD CERTIFICATION – MORE THAN ONE SPECIALTY
- 391 COUNTY LIBRARY DIFFICULT TO RECRUIT ASSIGNMENT BONUS
- 393 OBSTETRICS/LABOR & DELIVERY ASSIGNMENT
- 394 MEDICAL HUB CLINIC ASSIGNMENT
- 415 SHERIFF DEPARTMENT ASSIGNMENT TO AERO BUREAU IONICS SHOP
- 416 SHERIFF DEPARTMENT WATER SYSTEMS BONUS – CHIEF OPERATOR
- 417 SHERIFF DEPARTMENT WATER SYSTEMS BONUS – SHIFT OPERATOR
- 418 ISD BONUS ASSIGNMENT – ENERGY MANAGEMENT SYSTEM SECTION (BEAS)
- 424 ABDMI REGISTRY CERTIFICATION BONUS
- 425 ABDMI BOARD CERTIFICATION BONUS
- 426 ASSESSOR REPRESENTATIVE
- 427 AUDITOR APPRAISER
- 428 APPRAISER FIELD TRAINER
- 439 CUSTODY TRAINING OFFICER
- 445 SPECIAL ENFORCEMENT DETAIL/CANINE SERVICES DETAIL (TACTICAL DUTY)
- 452 SUPERVISORY BONUS
- 457 PATROL STATION RETENTION BONUS
- 463 DRINKING WATER TREATMENT AND DISTRIBUTION

484 GEOTECHNICAL LICENSE BONUS
486 PLANS EXAMINER CERTIFICATION
487 REGISTRATION – LICENSE BONUS
488 BUILDING ENGINEERING INSPECTOR BONUS
497 INSTITUTIONS BONUS
503 UNIFORM ALLOWANCE
504 NIGHT SHIFT DIFFERENTIAL
505 CORONER’S INQUEST REPORTER
506 VEHICLE USE ALLOWANCE
507 CO-GENERATION MAINTENANCE
508 HENNINGER FLATS WATCHMAN
509 FREEZER WORK
510 DEPARTMENT HEAD MERIT
511 BOARD OF SUPERVISORS PERFORMANCE LUMP SUM
512 FIRE SUPPRESSION TRANSPORTATION TRUCK DRIVER
514 BACKHOE OPERATOR
515 WEEKEND BONUS
516 EXPLOSIVES WORK
517 EVENING SHIFT DIFFERENTIAL
518 POWER EQUIPMENT REPAIR, SNOW CONDITIONS
519 ENGINEERING EMPLOYEES, HAZARD PAY

- 520 HOME CARE COMPENSATION
- 522 CUSTODIAN ACTING AS WATCHMAN
- 523 HYDROELECTRIC OPERATIONS
- 525 CONTRACTING AND PRODUCTIVITY IMPROVEMENT INCENTIVE FOR MANAGERS
- 528 WEBCOM PRESS OPERATOR
- 529 POWER EQUIPMENT OPERATOR, FIRE SUPPRESSION
- 530 RN EXTRA WEEKENDS WORKED
- 532 ADDITIONAL RESPONSIBILITIES OR EXCEPTIONAL PERFORMANCE
- 533 POWER SWEEPER OPERATOR IN EMERGENCY CONDITIONS
- 534 POWER PLANT RELIEF ENGINEER
- 535 CLINIC PHYSICIAN, FIRST HOUR AND ONE-HALF
- 536 CONSULTING SPECIALIST, MD, & MENTAL HEALTH CONSULTANT, MD, FIRST AND FIFTH HOURS
- 538 RN ASSIGNED AS ACTING OR RELIEF CHARGE NURSE
- 539 RN WEEKEND DIFFERENTIAL
- 540 RELIEF NURSE HOLIDAY DIFFERENTIAL (HOURLY ITEM)
- 541 RELIEF NURSE WEEKEND DIFFERENTIAL (HOURLY ITEM)
- 544 APPRAISERS LAUNDRY AND DRY CLEANING ALLOWANCE
- 545 HEAVY DUTY TOW TRUCK DRIVER
- 546 SLURRY SEAL TRUCK DRIVER

- 547 COVID APPRECIATION
- 547HS HERO PAY - DHS
- 548 LIFEGUARD PARAMEDIC – HOURLY
- 550 INCENTIVE AWARDS FOR MEDICAL REIMBURSEMENTS, HEALTH SERVICES
- 551 GROUP INCENTIVE AWARD, TREASURER TAX COLLECTOR
- 553 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE SUPPRESSION, AND SNOW REMOVAL - CONSTRUCTION INSPECTION AND SURVEYING GROUPS
- 554 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE SUPPRESSION, AND SNOW REMOVAL
- 555 SCAFFOLD OR SWING STAGE, 30 FEET ABOVE GRADE
- 556 HIGH SCALE AND RIGGING OPERATIONS, GENERAL
- 557 EVENING SHIFT, MED TECH
- 558 NIGHT SHIFT, MED TECH
- 565 PARAMEDIC RECERTIFICATION BONUS
- 567 DEPUTY SHERIFF RESERVE ANNUAL COMPENSATION
- 571 CSW LICENSURE SUPERVISION
- 572 MOU LUMP SUM BONUS
- 575 WASTEWATER PLANT RELIEF BONUS
- 576 “SOLO DAILY” PAY – COURT REPORTERS
- 577 INTERPRETER HALF DAY BONUS – SUP. CT.
- 581 SWIM PROFICIENCY BONUS

- 585 ISA TREE WORKER CERTIFICATION
- 586 ISA CERTIFIED ARBORIST CREDENTIAL
- 587 ISA CERTIFIED QUALIFIED TREE RISK ASSESSOR CREDENTIAL
- 588 ISA MUNICIPAL SPECIALIST CREDENTIAL
- 589 MENTAL HEALTH SPECIALITY FIELD BASED BONUS
- 590 CONT EDUCATION/EQUIPMENT/TRAINING BONUS
- 601 LIFEGUARD PARAMEDIC, RELIEF
- 602 SUPERVISING TRANSPORTATION DEPUTY PERFORMING
DISPATCHER DUTIES
- 603 AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATES
- 604 RN MOBILE INTENSIVE CARE CERTIFICATION
- 605 CUSTODIAN FLOOR WAXING BONUS
- 606 FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTIES
- 606A FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTIES –
ELIGIBILITY INDICATOR
- 607 SDPO ASSIGNED ACTING DIRECTOR IN A CAMP
- 608 BILINGUAL BONUS
- 609 RN ASSIGNED TO EMERGENCY ROOM
- 610 ANTELOPE VALLEY FIREFIGHTING CREW
- 611 TREE TRIMMER SUPERVISOR, POWER OPERATIONS
- 612 SHOOTING BONUS, EXPERT

- 613 SHOOTING BONUS, DISTINGUISHED EXPERT
- 614 SHOOTING BONUS, MARKSMAN
- 615 SHOOTING BONUS, SHARPSHOOTER
- 616 ANTELOPE VALLEY QUARTERS, ON FIRE CALL
- 617 CLINIC NURSE ASSIGNED TO PROBATION CAMP
- 618 TRANSPORTATION BUS DRIVER, SHERIFF
- 619 CERTIFIED ACCESS SPECIALISTS
- 620 SAN GABRIEL DAM OPERATOR
- 621 NURSE RETENTION INCENTIVE
- 622 ADVANCED APPRAISER CERTIFICATION
- 623 PROBATION TRANSCRIBER TYPIST PRODUCTION INCENTIVE
- 624 BILINGUAL ADDITIONAL BONUS, CHILDREN'S SOCIAL WORKERS
- 625 AGRICULTURE INSPECTORS ASSIGNED TO STANDARDIZATION
- 626 FIREFIGHTER PARAMEDIC NOT ASSIGNED TO A PARAMEDIC POST
- 627 DETENTION AND TRANSPORTATION EXTRA SUPERVISION BONUS
- 628 BILINGUAL BONUS FOR OTHER THAN MONTHLY EMPLOYEES
- 629 MORTUARY ATTENDANT AT LAC/USC MC
- 630 SERVICE PAY BONUS
- 632 MENTAL HEALTH WORKERS ASSIGNED TO SHERIFF'S DETENTION FACILITIES

- 634 SUPERVISING DETENTION SERVICES OFFICER OF THE DAY
- 635 TRANSPORTATION DEPUTY BUS DRIVER, PROBATION
- 636 SHERIFF'S STATION COMMANDER EXPENSES
- 637 PROFESSIONAL DEVELOPMENT EXPENSES
- 638 PROBATION TELECOM EQUIPMENT BONUS
- 639 INTERN HOUSING ALLOWANCE LAC/USC MED. CENTER
- 640 CHILDREN'S SERVICES ERCP RETENTION
- 641 SHOOTING BONUS, EXPERT – RESERVE
- 642 SHOOTING BONUS, DISTINGUISHED EXPERT – RESERVE
- 643 SHOOTING BONUS, MARKSMAN – RESERVE
- 644 SHOOTING BONUS, SHARPSHOOTER – RESERVE
- 645 WELDER CERTIFICATION BONUS
- 646 EMERGENCY ROLLOUT PROGRAM & SHIFT BONUS
- 647 BILINGUAL ADDITIONAL BONUS, PSYCHIATRIC SOCIAL WORK
- 648 DEFIBRILLATION AIRWAY BONUS
- 649 MAMMOGRAPHY BONUS
- 650 PRESIDING JUDGE 4% BONUS
- 653 EQUINE HANDLERS PAY
- 653 K-9 HANDLERS PAY
- 694 PARK, TAXABLE

695	TRANSPORTATION ALLOW
696	TRAFFIC MITIGATION
700	“OVERNIGHT TRIP” PAY - SHERIFF’S STATEWIDE UNIT
730	PREMIUM OVERNIGHT TRIP
782	FLSA PREMIUM PAY FOR REGULARLY SCHEDULED WORK ASSIGNMENT
903	NON-ELECTIVE LEAVE BUYBACK
910	SICK BUYBACK
911	VACATION BUYBACK
912	HOLIDAY BUYBACK
913	SICK PRE-71 BUYBACK
914	SICK BUYBACK –PROBATION 56 – HOUR
915	VACATION BUYBACK - 56 HOUR
930	SPECIAL PAID LEAVE BUYBACK
931	APPRAISERS LEAVE BUYBACK
932	INTERN/RESIDENT LEAVE BUYBACK
PP046	EMPLOYEE SUGGESTION
NONE	PARK, NONTAXABLE
NONE	PRIOR SALARY
NONE	56 HOUR TO 40 HOUR ASSIGNMENT BONUS
NONE	REGISTERED NURSE ASSIGNED TO CRITICAL CARE UNIT



September 27, 2022

TO: Each Trustee,
Board of Retirement

FROM: Ted Granger *TG*
Interim Chief Financial Officer

FOR: October 6, 2022 Board of Retirement Meeting

SUBJECT: **2023 STAR COLA PROGRAM AWARD**

RECOMMENDATION

- (1) That the Board of Retirement decide whether or not to award a STAR COLA for Program Year 2023, and
- (2) If awarded, determine whether the STAR COLA benefits will be on an ad-hoc basis at a cost of \$231,000, as determined by LACERA's consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective January 1, 2023, or
- (3) If awarded, determine whether the STAR COLA benefits will be on a permanent basis at a cost of \$2,467,000, as determined by LACERA's consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective January 1, 2023.

EXECUTIVE SUMMARY

September 2022

At its regularly scheduled meeting on September 7, 2022, the Board of Retirement made public the cost of awarding 2023 STAR Program benefits on an ad-hoc basis and on a permanent basis as determined by LACERA's consulting actuary, Milliman. At that time, the Board of Retirement instructed staff to place this item on the October Board of Retirement meeting agenda so the Trustees may decide whether to award a 2023 STAR COLA and if the 2023 STAR COLA will be applied on an ad-hoc or permanent basis. The annual cost of the ad-hoc benefit is \$231,000 for a one-year period, while the permanent benefit cost is \$2,467,000 for a lifetime benefit.

A significant majority of the language in this memo has been brought forward from the prior "2023 STAR COLA Program" memo dated August 26, 2022, presented at the Board of Retirement meeting on September 7, 2022, with some exceptions. The Recommendation to the Board of Retirement on Page 1 above, the Legal Analysis section beginning on Page 2, the Public Notice Information section on Page 10, and the Conclusion section beginning on Page 10, were updated in this memo.

Overview

LACERA members in General Plans B, C, and D and Safety Plan B who retired on or before March 31, 1991 (and survivors of members who retired during that period) are eligible effective January 2023 for a retirement benefit increase under the Supplemental Targeted Adjustment for Retirees (STAR) cost-of-living adjustment (COLA) Program (STAR COLA Program or STAR Program). For this select group of retirees and survivors, their COLA Accumulation accounts (also referred to as the COLA Bank accounts) exceed the 20% threshold required if the Board of Retirement is to authorize STAR COLA Program benefits. This means the value of their original pension benefit has eroded by more than 20% over time due to actual inflation exceeding the statutory COLA. The Board of Retirement can adopt STAR Program benefits on an ad-hoc or permanent basis to become effective January 1, 2023. Members participating in PEPRA Plans General G and Safety C, and Legacy Safety Plan A are not currently eligible for STAR COLA Program benefits; those members in non-contributory Plan E are not eligible for STAR COLA Program benefits.

These additional retiree benefits are paid by LACERA from the STAR Reserve account held by LACERA. Per the Board of Investment's Retirement Benefit Funding Policy (Funding Policy), the STAR Reserve account is included in valuation assets by the actuary, but potential future STAR Program benefits are not included in the liabilities, so granting STAR Program benefits will increase the valuation liabilities and consequently, the employers' contribution rate will also increase. If the permanent STAR COLA is approved, the impact on the employer contribution rate will be an increase of 0.01% of pay or less in future years, first effective in fiscal year 2024-2025.

The Board of Retirement most recently awarded a STAR COLA for Program Year 2009 and made that award on a permanent basis. Since that time, COLA Accumulation accounts increased in some years, but had not exceeded the 20% amount which would have made STAR COLA benefits available until 2022 (and only for the members described above). Once the Board of Retirement approved the annual statutory 2022 COLA (April 1st COLA), staff reviewed the COLA Accumulation account balances and determined there is STAR Program award eligibility for Program Year 2023. The Board of Retirement can make the STAR Program award on an ad-hoc or permanent basis.

Milliman's Report

The Government Code requires that LACERA's consulting actuary, Milliman, provide an analysis which includes the cost of funding the STAR COLA Program award. Milliman's report, which is included as Attachment I to the memo dated August 26, 2022, provides a detailed analysis of the STAR COLA and should be referred to in conjunction with this memo. LACERA's staff report is meant to provide an overview of the STAR COLA Program history.

LEGAL ANALYSIS

As discussed in detail later in this memo, Government Code Section 31874.3 allows LACERA to provide ad-hoc or permanent STAR Program benefits that, according to the terms of the Program, protect the purchasing power of retirement benefits. The Board of Retirement is not required to approve STAR benefits, even when the required loss of purchasing power has occurred; the decision is in the discretion of the Board.

Pursuant to Government Code Section 7507, a local agency such as LACERA, when considering changes in retirement benefits, such as providing ad-hoc or permanent STAR Program benefits, and before such changes are authorized, must engage an enrolled actuary to provide a statement of actuarial impact upon future annual costs and any additional accrued liability. Section 7507 also requires that a decision to provide either ad-hoc or permanent STAR Program benefits in 2023 can be made only if the future annual cost of the benefit, as determined by an enrolled actuary, is disclosed at a public meeting at least two weeks prior to the adoption of the benefit increase. Further, Government Code Section 31874.3(c) provides that, before the Board of Retirement approves permanent STAR benefits, the cost of the benefits must be determined by a qualified actuary and the Board shall, with the actuary's advice, provide for full funding of the benefits. *In compliance with the Government Code, on September 7, 2022, your Board made public at its regularly scheduled meeting the cost of ad-hoc benefits and the cost of making permanent the 2023 STAR Program benefits at an 80% benefit level.*

DISCUSSION

COLA

Sections 31870 and 31870.1 of the Government Code provide for a maximum annual COLA to be applied to retirement allowances, optional death allowances, or annual death allowances payable to or on account of any member. COLA maximum increases are 3.0% for Plan A retirees and survivors; 2.0% for Legacy Plans B, C, and D and PEPRAs Plans C and G; and up to 2.0% for certain Plan E retirees and survivors¹. These Government Code sections also provide for an accumulation of the annual percentage difference between the consumer price index (CPI) for the Los Angeles-Long Beach-Anaheim area and the maximum cost-of-living increase allowed for each retirement Plan. The accumulated percentage carryover is known as the COLA Accumulation or COLA Bank.

COLA Accumulation

The CPI percentage change from January through December for the prior calendar year is compared to the maximum allowable cost-of-living percentage increase payable to retired LACERA members under Sections 31870 and 31870.1. In years where the change in CPI is greater than the maximum COLA increase, the difference between these two percentages is accumulated annually for each retiree based upon retirement date. In years

¹ Effective June 4, 2002, Plan E members and their survivors were eligible for COLA. The portion of the COLA percentage received by each Plan E member is a ratio of the member's service credit earned on and after June 4, 2002 to total service credit.

where the change in CPI is less than the maximum COLA increase, the actual COLA awarded may be increased above the CPI amount, up to the maximum COLA increase, with a corresponding reduction in the COLA Bank account. The accumulation of differences from each year reflects how much purchasing power has been lost from a retiree's original retirement benefit. By law, the Board of Retirement may provide STAR COLA Program increases once the COLA Bank accounts have exceeded a 20% balance.

CALCULATION ILLUSTRATION

The illustration included below is intended to show an example of how the annual CPI increase impacts the COLA Bank account resulting in the ability to award a STAR COLA. *Section 1* is the scenario where the CPI change is 6.6% while the Plan D maximum allowable COLA is 2.0%. The COLA Award is applied with rounding (to the nearest 0.5%) at 6.5% for the April 1st COLA, while the Plan D COLA statutory maximum limits the final COLA amount to 2.0%.

In *Section 2* below, the original CPI is used to determine the amount that is applied to the COLA Bank account. For this example, the COLA Bank receives a 4.6% increase by deducting the maximum 2.0% COLA Award from the original CPI of 6.6%.

The COLA Bank account is reviewed and updated in *Section 3*. The beginning balance of the COLA Bank is 18.5% and the remaining 4.6% amount of the CPI increases the COLA Bank, resulting in a 23.1% COLA Bank balance after the annual 2.0% April 1st COLA has been applied. When the COLA Bank account exceeds 20%, a STAR COLA award can be considered by the Board of Retirement.

Below in *Section 4* of the illustration, the COLA Bank balance of 23.1% is reviewed and the excess above the 20% balance is determined to be 3.1%. In this example, the 3.1% calculated is the possible STAR COLA award. Once the Board of Retirement approves the STAR COLA award, the COLA Bank account balance is reduced by 3.1% to 20% (if the STAR COLA is awarded on a permanent basis). In future years, any additional amounts added to the Accumulation account which cause it to exceed the 20% level, make this COLA Bank account eligible for another STAR COLA award.

Section 5 below shows the impact on the COLA Bank balance if the STAR COLA award is granted by the Board of Retirement on an ad-hoc basis. In this example, COLA Bank account will remain at 23.1%. For the next STAR Program year, this COLA Bank account will be eligible for a STAR COLA award and any additional amounts, due to increases in the CPI, will be added to the COLA Bank balance.

**COLA Accumulation (Bank) Account Illustration
 STAR COLA Award Application**

<i>SECTION 1</i>	2021 CPI	2022 COLA Award Rounding	2022 COLA Award Plan Maximum
Plan D	6.6%	6.5%	2.0%
<i>SECTION 2</i>	2021 CPI	2022 COLA Award Plan Maximum	COLA Bank Increase
	6.6%	2.0%	+4.6%
<i>SECTION 3</i>	COLA Bank Begin Balance	COLA BANK Increase	COLA Bank Balance
	18.5%	+4.6%	23.1%
<i>SECTION 4</i>	COLA Bank Balance	2023 STAR COLA Award - (Permanent)	COLA Bank End Balance*
	23.1%	-3.1%	20.0%
<i>SECTION 5</i>	COLA Bank Balance	2023 STAR COLA Award - (Ad-Hoc)	COLA Bank End Balance**
	23.1%	0.0%	23.1%

* This reduction in the COLA BANK balance will occur if the STAR COLA is awarded on a permanent basis.

** No reduction in the COLA BANK balance will occur if the STAR COLA is awarded on an ad-hoc basis.

STAR COLA Program

The Board of Retirement initiated the STAR COLA Program in 1990 to restore members' purchasing power that had been eroded by inflation in excess of the protection provided by the statutory COLA. Retirees and survivors in Legacy Plans A, B, C, D and PEPRAs Plans C and G are eligible for STAR COLA Program benefits should their COLA Accumulation accounts exceed a 20% balance. Non-contributory members in Plan E are not eligible for STAR COLA Program benefits.

STAR COLA Program Awards

Beginning in 1990 and through 2000, the STAR Program existed as an ad-hoc benefit designed to provide contributory plan members protection against rising inflation beyond the protection provided by the statutory COLA, and successfully restored LACERA retiree purchasing power to the then maximum allowable 75% level.

On September 4, 2000, the California Governor signed into law a provision, Section 31874.3 of the Government Code, allowing the Board of Retirement to raise the purchasing power protection to a maximum of 80% and allowed the ability to make

permanent the STAR COLA Program benefits using excess earnings². This change provided the Board of Retirement with the flexibility to continue the STAR Program as an ad-hoc benefit or the opportunity to make permanent the STAR COLA benefits using excess earnings. Now and in future years, the Board of Retirement will be required to adopt ad-hoc benefits on an annual basis if the Board wishes to continue the benefits while the permanent method will require no further Board action.

Purchasing Power Example Calculation

The retirement benefit has decreased below 80% of its original purchasing power when the COLA Accumulation accounts exceed the 20% threshold. For example, a 23.1% COLA Accumulation balance means that the member has 76.9% of the purchasing power compared to when the member retired (e.g., $100.0\% - 23.1\% = 76.9\%$). When the member's purchasing power falls below 80.0%, the Board can award a STAR COLA to restore the purchasing power to an 80.0% level (e.g., $76.9\% + 3.1\% = 80.0\%$).

STAR COLA History

On October 9, 2008, the Board of Retirement made permanent the 2009 STAR COLA benefits at an 80% level as authorized in CERL and had already made STAR Program benefits permanent for prior years.

For STAR Program Years 2010 through 2022, minimal increases in the CPI percentage caused COLA Accumulation accounts to remain below the 20% threshold for providing STAR Program benefits. As such, no STAR COLA benefits have been provided since 2009. During these years, the Board of Retirement approved annual statutory COLAs below or at the retirement plan maximums, providing some protection against diminished purchasing power.

Recently, CPI increases for STAR Program Years 2019 through 2021 exceeded the maximum allowable statutory COLA for some plans, causing increases in the COLA Accumulation accounts, however, the ending COLA Accumulation account balances remained at less than 20% until Program Year 2023.

The chart below summarizes the STAR COLA history. Please note that not all retirees in all plans received a STAR COLA award each year; STAR COLA is only awarded to retirees where the COLA Accumulation account exceeds a 20% balance. Since its inception, the Board of Retirement has continued the STAR Program and its commitment to fund the STAR COLA since inception.

² Excess Earnings are actual cash earnings from the investment portfolio earned during the previous year that remain unspent after paying for costs to administer the system, costs to invest the portfolio, paying interest to the member and employer accounts, and satisfying the 1% contingency reserve requirement in Government Code Sections 31592 and 31592.2.

STAR COLA Awards				
Program Year	Eligibility for STAR	BOR Award	Permanent	Maximum Level
1990-2000	Yes	Yes	Yes*	75%
2001-2004	Yes	Yes	Yes	80%
2005	No	N/A	N/A	80%
2006-2009	Yes	Yes	Yes	80%
2010-2022	No	N/A	N/A	80%
2023	Yes	TBD	TBD	80%

* Beginning in 2001, STAR COLA awards became permanent prospectively.

Program Year 2023

The 2021 CPI increase exceeded the maximum allowable COLA, causing some retiree COLA Accumulation account balances to go above 20% after the April 2022 statutory COLA award. This results in a potential STAR COLA for STAR Program Year 2023. Attachment II to the memo dated August 26, 2022, identifies the retiree groups who have experienced diminished purchasing power making them eligible for the STAR COLA award. Only members in General Plans B, C and D and Safety Plan B who retired from 1977 to March 31, 1991 are eligible for STAR Program benefits. Currently, no other retired members or survivors are eligible.

Since the Board previously granted STAR Program benefits on a permanent basis, all retirees and their eligible survivors currently receiving STAR Program benefits continue receiving those benefits without further action.

STAR COLA Method: Ad-Hoc or Permanent

Government Code provisions allow the Board of Retirement to award additional benefits to address the inflation experienced by retirees using one of the following approaches:

Ad-Hoc STAR COLA

Provide an ad-hoc 2023 STAR Program benefit for those contributory plan members whose purchasing power has fallen below 80% due to inflation, thus providing a temporary benefit for the 2023 calendar year. Ad-hoc benefits are awarded on a calendar year basis and the Board of Retirement must approve these benefits each year if these benefits are to be paid in future years. Ad-hoc STAR Program benefits are not included in the calculation of future statutory COLA awards.

Permanent STAR COLA

Make permanent the 2023 STAR Program for those contributory plan members whose purchasing power has fallen below 80% due to inflation. While this protects only those retirees and survivors who have already lost 20% of their purchasing power, it does ensure that the STAR is part of the member's retirement allowance and is payable for

life. In other words, the permanent STAR Program benefit becomes a part of the base allowance upon which future annual statutory COLA increases will be calculated. Permanent benefits do not require Board of Retirement approval in subsequent years.

2023 STAR COLA Program Cost Analysis

LACERA's consulting actuary, Milliman, provided their letter dated August 25, 2022, which is included as Attachment I to the memo dated August 26, 2022. Milliman's letter provides cost and technical information for LACERA's STAR COLA and should be read in conjunction with this memo, which provides an overview of the STAR COLA Program and history. Attachments to Milliman's letter include costs for the 2023 Program Year and projections in anticipation of *future* STAR COLA awards that have not yet occurred. The table below provides the cost for Program Year 2023 as calculated by Milliman using both the ad-hoc and the permanent benefit approaches.

STAR COLA Program Cost

	2023 Annual Cost	Lifetime Cost
Ad-hoc Benefit: STAR Program at 80%	\$231,000	
Permanent Benefit: STAR Program at 80%		\$2,467,000

Should the Board of Retirement decide to approve the permanent STAR COLA Program award, it will provide the greatest possible cost-of-living benefit to those members who have suffered at least a 20% decline in purchasing power. The permanent STAR Program is more valuable to the affected members than the ad-hoc STAR Program since the permanent STAR Program is an everlasting benefit (as long as member or survivor is alive) and is also included in the base allowance used to calculate the statutory annual COLA benefit in future years.

Meaning of 'Permanent STAR Program'

California Government Code Section 31874.3(c) allows the Board of Retirement to make permanent the STAR COLA benefit for the eligible retirees and survivors. In other words, making permanent the STAR Program makes a member's cost-of-living accumulation that exceeds 20% a lasting part of the member's benefit. The value of the permanent STAR COLA to be provided, as calculated by the actuary, cannot exceed the value of excess earnings accumulated in the STAR Reserve because the benefits must be prefunded under the statute. The current value of the STAR Reserve is sufficient to pay for either the ad-hoc or permanent 2023 STAR COLA Program.

This means that all current retirees and survivors eligible to participate in the 2023 STAR Program will have their 2023 STAR Program benefit added to their base allowance and their COLA Accumulation will be reduced to 20%. Except for 2005 and 2010 through 2022, when no members were eligible for a STAR benefit, the Board of Retirement made permanent the 2001 through 2009 STAR Programs. STAR Program benefits for 2001

through 2004 and 2006 through 2009 were permanently added to the participant's base allowance and the respective COLA Accumulations were set to 20%.

However, future increases in the CPI that exceed COLA plan maximums and cause the member's COLA Accumulation to exceed 20%, will require Board action to make permanent such future increases and be contingent upon the availability of the STAR Program Reserve to fund the benefit increase. At this time, the Board of Retirement may only make permanent the current level of benefits payable to eligible 2023 STAR Program participants. Staff will present potential *future* STAR Program awards to the Board of Retirement which will require Board action in *future* years.

Funding the 2023 Program

The STAR Program's funding derived from excess earnings as determined by LACERA's Board of Investments. During the period 1994 through 1998, the Retirement System Funding Agreement required the Board of Investments to allocate all excess earnings using a 75%-25% allocation formula between the Employer Reserves and the STAR Reserve, respectively. Under this agreement the STAR Program received significant funding and has a balance of approximately \$614.0 million for the fiscal period ended June 30, 2022. The STAR Program Reserve balance is sufficient to fund the \$2.467 million needed to make permanent the 2023 STAR Program at the 80% benefit level for all future periods. Should the Board award a permanent STAR COLA, the amount will be transferred to the Employer Reserve to pay STAR COLA Program benefits leaving a balance of approximately \$611.5 million in the STAR Program Reserve.

If the Board approves an ad-hoc STAR Program award at a cost of \$0.231 million, the STAR Reserves balance is sufficient to fund this annual benefit.

Per the Board of Investment's Funding Policy, the actuary includes STAR Reserve assets within total valuation assets. STAR Reserve assets will be reduced when benefits are awarded and paid. The actuary does not include potential STAR COLA liabilities until they are awarded. This methodology causes a new liability to appear when STAR COLA benefits are granted, increasing the valuation liabilities and consequently the employers' contribution rate. When the actuary prepares the June 30, 2023 Actuarial Valuation of Retirement Benefits report, the impact to the employer's contribution will be calculated and included. The actuary is projecting that the employers' contribution rate will increase for the fiscal year beginning July 1, 2024 and in future years. The estimated impact will be a 0.01% of pay increase or less for employer contributions.

Beginning in 1990 when the Funding Policy first established the STAR Reserve, excess earnings were used to increase the STAR Reserve balance, while over time STAR COLA awards caused decreases in the STAR Reserve. The Funding Policy prescribes the semi-annual interest credit process where realized earnings are measured for the six-month period, and interest credits are applied to the Employee and Employer Reserves. Per the Funding Policy, the STAR Reserve is not eligible to receive an interest credit allocation.

Pension fund reserves is an accounting concept that shows how the fund's net position can be divided among various categories including employees, employers, and other classifications designated for specific use. LACERA assets, including balances in the STAR Reserve and the Employer and Employee Reserves, are part of LACERA's investment portfolio which produces investment income. The STAR Reserve balance was \$154 million in 1990, increased to \$1.023 billion in 1999 due to excess earning contributions, and from that time, has been reduced by STAR COLA benefits to a balance of \$614.011 million as of June 30, 2022. LACERA's pension fund net position in 1990 was \$9.4 billion and is approximately \$70.4 billion as of June 30, 2022. During that period of over 30 years, LACERA's investment portfolio contained STAR COLA assets contributing to LACERA's investment earnings and growing the fund's net position. Increases in LACERA's assets reduce employer contribution rates.

September Presentation

Staff prepared and presented discussion topics summarizing the STAR COLA Award methods, a STAR COLA example calculation, and STAR Program funding information. The presentation materials are included as the third attachment to the memo dated August 26, 2022.

Public Notice Requirement

Government Code Sections 7507 and 31874.3 require the Board of Retirement to secure the services of an enrolled actuary to provide a statement of the actuarial impact upon the future annual plan costs. Section 7507 also requires that the actuarial cost information be presented at a public meeting at least two weeks prior to authorizing a benefit increase. The Board of Retirement made public the costs of awarding additional benefits through the STAR COLA Program for 2023 at their meeting on September 7, 2022. This memo, included on the Board of Retirement's agenda for their meeting on October 6, 2022, is a recommendation that the Board of Retirement consider the STAR COLA award, twenty-nine days after the actuarial cost information disclosure, which satisfies the minimum time requirement to authorize a benefit increase.

The letter from LACERA's consulting actuary, Milliman, has been prepared and included as Attachment I to the memo dated August 26, 2022, to satisfy this requirement. On page 1, Milliman's letter states that these potential cost increases represent less than 0.01% of the Future Annual Costs as defined in California Government Code Section 7507.

Conclusion

Certain LACERA retirees are eligible for a STAR COLA Program benefit for the first time since 2009. The recent CPI increases have caused some COLA Accumulation accounts to exceed the 20% threshold. These members have experienced a decline in purchasing power of their monthly retirement allowance which permits the Board of Retirement to authorize a STAR COLA award beginning January 1, 2023. The Board of Retirement has the option of granting the STAR benefit on a year-to-year basis using the ad-hoc

methodology or by choosing the permanent option which makes the additional the benefit a perpetual part of the members' retirement benefit.

It is therefore recommended that the Board of Retirement decide whether or not to award a STAR COLA for Program Year 2023. If awarded, determine whether the STAR COLA benefits will be on an ad-hoc basis at a cost of \$231,000, as determined by LACERA's consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective January 1, 2023. Or, if awarded, determine whether the STAR COLA benefits will be on a permanent basis at a cost of \$2,467,000, as determined by LACERA's consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective January 1, 2023.

Attachments

NOTED AND REVIEWED:



Luis Lugo
Deputy Chief Executive Officer

09/27/2022

Date

LL:TG
FINAL 2023 STAR COLA Program Award.doc

c: Board of Investments, LACERA

Luis Lugo

Jonathan Grabel

JJ Popowich

Steven P. Rice

Laura Guglielmo

2023 STAR COLA PROGRAM
(Memo Dated August 26, 2022)



August 26, 2022

TO: Each Trustee,
Board of Retirement

FROM: Ted Granger 
Interim Chief Financial Officer

FOR: September 7, 2022 Board of Retirement Meeting

SUBJECT: **2023 STAR COLA PROGRAM**

RECOMMENDATION

- (1) That the Board of Retirement make public at its meeting on September 7, 2022, the cost of the ad-hoc and permanent STAR COLA Program in 2023 at an 80% benefit level. The projected cost for the ad-hoc STAR COLA award is \$231,000, while the cost for awarding a permanent STAR COLA is \$2,467,000 as determined by LACERA's consulting actuary, Milliman; and
- (2) Direct staff to place this item on the Board of Retirement's October agenda to decide at that time whether or not to award a STAR COLA for Program Year 2023, and if awarded, determine whether the STAR COLA benefits will be ad-hoc or permanent.

EXECUTIVE SUMMARY

Overview

LACERA members in General Plans B, C, and D and Safety Plan B who retired on or before March 31, 1991 (and survivors of members who retired during that period) are eligible effective January 2023 for a retirement benefit increase under the Supplemental Targeted Adjustment for Retirees (STAR) cost-of-living adjustment (COLA) Program (STAR COLA Program or STAR Program). For this select group of retirees and survivors, their COLA Accumulation accounts (also referred to as the COLA Bank accounts) exceed the 20% threshold required if the Board of Retirement is to authorize STAR COLA Program benefits. This means the value of their original pension benefit has eroded by more than 20% over time due to actual inflation exceeding the statutory COLA. The Board of Retirement can adopt STAR Program benefits on an ad-hoc or permanent basis to become effective January 1, 2023. Members participating in PEPRA Plans General G and Safety C, and Legacy Safety Plan A are not currently eligible for STAR COLA Program benefits; those members in non-contributory Plan E are not eligible for STAR COLA Program benefits.

These additional retiree benefits are paid by LACERA from the STAR Reserve account held by LACERA. Per the Board of Investment's Retirement Benefit Funding Policy (Funding Policy), the STAR Reserve account is included in valuation assets by the

actuary, but potential future STAR Program benefits are not included in the liabilities, so granting STAR Program benefits will increase the valuation liabilities and consequently, the employers' contribution rate will also increase. If the permanent STAR COLA is approved, the impact on the employer contribution rate will be an increase of 0.01% of pay or less in future years, first effective in fiscal year 2024-2025.

The Board of Retirement most recently awarded a STAR COLA for Program Year 2009 and made that award on a permanent basis. Since that time, COLA Accumulation accounts increased in some years, but had not exceeded the 20% amount which would have made STAR COLA benefits available until 2022 (and only for the members described above). Once the Board of Retirement approved the annual statutory 2022 COLA (April 1st COLA), staff reviewed the COLA Accumulation account balances and determined there is STAR Program award eligibility for Program Year 2023. The Board of Retirement can make the STAR Program award on an ad-hoc or permanent basis.

Milliman's Report

The Government Code requires that LACERA's consulting actuary, Milliman, provide an analysis which includes the cost of funding the STAR COLA Program award. Milliman's report, which is included as Attachment I, provides a detailed analysis of the STAR COLA and should be referred to in conjunction with this memo. LACERA's staff report is meant to provide an overview of the STAR COLA Program history.

LEGAL ANALYSIS

As discussed in detail later in this memo, Government Code Section 31874.3 allows LACERA to provide ad-hoc or permanent STAR Program benefits that, according to the terms of the Program, protect the purchasing power of retirement benefits. The Board of Retirement is not required to approve STAR benefits, even when the required loss of purchasing power has occurred; the decision is in the discretion of the Board.

Pursuant to Government Code Section 7507, a local agency such as LACERA's Board of Retirement, when considering changes in retirement benefits, such as providing ad-hoc or permanent STAR Program benefits, and before such changes are authorized, must engage an enrolled actuary to provide a statement of actuarial impact upon future annual costs and any additional accrued liability. Section 7507 also requires that a decision to provide either ad-hoc or permanent STAR Program benefits in 2023 can be made only if the future annual cost of the benefit, as determined by an enrolled actuary, is disclosed at a public meeting at least two weeks prior to the adoption of the benefit increase. Further, Government Code Section 31874.3(c) provides that, before the Board of Retirement approves permanent STAR benefits, the cost of the benefits must be determined by a qualified actuary and the Board shall, with the actuary's advice, provide for full funding of the benefits. The required actuarial cost analysis is presented in this memo.

DISCUSSION

COLA

Sections 31870 and 31870.1 of the Government Code provide for a maximum annual COLA to be applied to retirement allowances, optional death allowances, or annual death allowances payable to or on account of any member. COLA maximum increases are 3.0% for Plan A retirees and survivors; 2.0% for Legacy Plans B, C, and D and PEPRA Plans C and G; and up to 2.0% for certain Plan E retirees and survivors¹. These Government Code sections also provide for an accumulation of the annual percentage difference between the consumer price index (CPI) for the Los Angeles-Long Beach-Anaheim area and the maximum cost-of-living increase allowed for each retirement Plan. The accumulated percentage carryover is known as the COLA Accumulation or COLA Bank.

COLA Accumulation

The CPI percentage change from January through December for the prior calendar year is compared to the maximum allowable cost-of-living percentage increase payable to retired LACERA members under Sections 31870 and 31870.1. In years where the change in CPI is greater than the maximum COLA increase, the difference between these two percentages is accumulated annually for each retiree based upon retirement date. In years where the change in CPI is less than the maximum COLA increase, the actual COLA awarded may be increased above the CPI amount, up to the maximum COLA increase, with a corresponding reduction in the COLA Bank account. The accumulation of differences from each year reflects how much purchasing power has been lost from a retiree's original retirement benefit. By law, the Board of Retirement may provide STAR COLA Program increases once the COLA Bank accounts have exceeded a 20% balance.

CALCULATION ILLUSTRATION

The illustration included below is intended to show an example of how the annual CPI increase impacts the COLA Bank account resulting in the ability to award a STAR COLA. *Section 1* is the scenario where the CPI change is 6.6% while the Plan D maximum allowable COLA is 2.0%. The COLA Award is applied with rounding (to the nearest 0.5%) at 6.5% for the April 1st COLA, while the Plan D COLA statutory maximum limits the final COLA amount to 2.0%.

In *Section 2* below, the original CPI is used to determine the amount that is applied to the COLA Bank account. For this example, the COLA Bank receives a 4.6% increase by deducting the maximum 2.0% COLA Award from the original CPI of 6.6%.

The COLA Bank account is reviewed and updated in *Section 3*. The beginning balance of the COLA Bank is 18.5% and the remaining 4.6% amount of the CPI increases the COLA Bank, resulting in a 23.1% COLA Bank balance after the annual 2.0% April 1st COLA has

¹ Effective June 4, 2002, Plan E members and their survivors were eligible for COLA. The portion of the COLA percentage received by each Plan E member is a ratio of the member's service credit earned on and after June 4, 2002 to total service credit.

been applied. When the COLA Bank account exceeds 20%, a STAR COLA award can be considered by the Board of Retirement.

Below in *Section 4* of the illustration, the COLA Bank balance of 23.1% is reviewed and the excess above the 20% balance is determined to be 3.1%. In this example, the 3.1% calculated is the possible STAR COLA award. Once the Board of Retirement approves the STAR COLA award, the COLA Bank account balance is reduced by 3.1% to 20% (if the STAR COLA is awarded on a permanent basis). In future years, any additional amounts added to the Accumulation account which cause it to exceed the 20% level, make this COLA Bank account eligible for another STAR COLA award.

Section 5 below shows the impact on the COLA Bank balance if the STAR COLA award is granted by the Board of Retirement on an ad-hoc basis. In this example, COLA Bank account will remain at 23.1%. For the next STAR Program year, this COLA Bank account will be eligible for a STAR COLA award and any additional amounts, due to increases in the CPI, will be added to the COLA Bank balance.

**COLA Accumulation (Bank) Account Illustration
STAR COLA Award Application**

<i>SECTION 1</i>	2021 CPI	2022 COLA Award Rounding	2022 COLA Award Plan Maximum
Plan D	6.6%	6.5%	2.0%
<i>SECTION 2</i>	2021 CPI	2022 COLA Award Plan Maximum	COLA Bank Increase
	6.6%	2.0%	+4.6%
<i>SECTION 3</i>	COLA Bank Begin Balance	COLA BANK Increase	COLA Bank Balance
	18.5%	+4.6%	23.1%
<i>SECTION 4</i>	COLA Bank Balance	2023 STAR COLA Award - (Permanent)	COLA Bank End Balance*
	23.1%	-3.1%	20.0%
<i>SECTION 5</i>	COLA Bank Balance	2023 STAR COLA Award - (Ad-Hoc)	COLA Bank End Balance**
	23.1%	0.0%	23.1%

* This reduction in the COLA BANK balance will occur if the STAR COLA is awarded on a permanent basis.

** No reduction in the COLA BANK balance will occur if the STAR COLA is awarded on an ad-hoc basis.

STAR COLA Program

The Board of Retirement initiated the STAR COLA Program in 1990 to restore members' purchasing power that had been eroded by inflation in excess of the protection provided by the statutory COLA. Retirees and survivors in Legacy Plans A, B, C, D and PEPRAs Plans C and G are eligible for STAR COLA Program benefits should their COLA Accumulation accounts exceed a 20% balance. Non-contributory members in Plan E are not eligible for STAR COLA Program benefits.

STAR COLA Program Awards

Beginning in 1990 and through 2000, the STAR Program existed as an ad-hoc benefit designed to provide contributory plan members protection against rising inflation beyond the protection provided by the statutory COLA, and successfully restored LACERA retiree purchasing power to the then maximum allowable 75% level.

On September 4, 2000, the California Governor signed into law a provision, Section 31874.3 of the Government Code, allowing the Board of Retirement to raise the purchasing power protection to a maximum of 80% and allowed the ability to make permanent the STAR COLA Program benefits using excess earnings². This change provided the Board of Retirement with the flexibility to continue the STAR Program as an ad-hoc benefit or the opportunity to make permanent the STAR COLA benefits using excess earnings. Now and in future years, the Board of Retirement will be required to adopt ad-hoc benefits on an annual basis if the Board wishes to continue the benefits while the permanent method will require no further Board action.

Purchasing Power Example Calculation

The retirement benefit has decreased below 80% of its original purchasing power when the COLA Accumulation accounts exceed the 20% threshold. For example, a 23.1% COLA Accumulation balance means that the member has 76.9% of the purchasing power compared to when the member retired (e.g., $100.0\% - 23.1\% = 76.9\%$). When the member's purchasing power falls below 80.0%, the Board can award a STAR COLA to restore the purchasing power to an 80.0% level (e.g., $76.9\% + 3.1\% = 80.0\%$).

STAR COLA History

On October 9, 2008, the Board of Retirement made permanent the 2009 STAR COLA benefits at an 80% level as authorized in CERL and had already made STAR Program benefits permanent for prior years.

For STAR Program Years 2010 through 2022, minimal increases in the CPI percentage caused COLA Accumulation accounts to remain below the 20% threshold for providing

² Excess Earnings are actual cash earnings from the investment portfolio earned during the previous year that remain unspent after paying for costs to administer the system, costs to invest the portfolio, paying interest to the member and employer accounts, and satisfying the 1% contingency reserve requirement in Government Code Sections 31592 and 31592.2.

STAR Program benefits. As such, no STAR COLA benefits have been provided since 2009. During these years, the Board of Retirement approved annual statutory COLAs below or at the retirement plan maximums, providing some protection against diminished purchasing power.

Recently, CPI increases for STAR Program Years 2019 through 2021 exceeded the maximum allowable statutory COLA for some plans, causing increases in the COLA Accumulation accounts, however, the ending COLA Accumulation account balances remained at less than 20% until Program Year 2023.

The chart below summarizes the STAR COLA history. Please note that not all retirees in all plans received a STAR COLA award each year; STAR COLA is only awarded to retirees where the COLA Accumulation account exceeds a 20% balance. The Board of Retirement has consistently approved the STAR COLA Program awards on a permanent basis.

STAR COLA Awards				
Program Year	Eligibility for STAR	BOR Award	Permanent	Maximum Level
1990-2000	Yes	Yes	Yes*	75%
2001-2004	Yes	Yes	Yes	80%
2005	No	N/A	N/A	80%
2006-2009	Yes	Yes	Yes	80%
2010-2022	No	N/A	N/A	80%
2023	Yes	TBD	TBD	80%

* Beginning in 2001, STAR COLA awards became permanent prospectively.

Program Year 2023

The 2021 CPI increase exceeded the maximum allowable COLA, causing some retiree COLA Accumulation account balances to go above 20% after the April 2022 statutory COLA award. This results in a potential STAR COLA for STAR Program Year 2023. Attachment II identifies the retiree groups who have experienced diminished purchasing power making them eligible for the STAR COLA award. Only members in General Plans B, C and D and Safety Plan B who retired from 1977 to March 31, 1991 are eligible for STAR Program benefits. Currently, no other retired members or survivors are eligible.

Since the Board previously granted STAR Program benefits on a permanent basis, all retirees and their eligible survivors currently receiving STAR Program benefits continue receiving those benefits without further action.

STAR COLA Method: Ad-Hoc or Permanent

Government Code provisions allow the Board of Retirement to award additional benefits to address the inflation experienced by retirees using one of the following approaches:

Ad-Hoc STAR COLA

Provide an ad-hoc 2023 STAR Program benefit for those contributory plan members whose purchasing power has fallen below 80% due to inflation, thus providing a temporary benefit for the 2023 calendar year. Ad-hoc benefits are awarded on a calendar year basis and the Board of Retirement must approve these benefits each year if these benefits are to be paid in future years. Ad-hoc STAR Program benefits are not included in the calculation of future statutory COLA awards.

Permanent STAR COLA

Make permanent the 2023 STAR Program for those contributory plan members whose purchasing power has fallen below 80% due to inflation. While this protects only those retirees and survivors who have already lost 20% of their purchasing power, it does ensure that the STAR is part of the member's retirement allowance and is payable for life. In other words, the permanent STAR Program benefit becomes a part of the base allowance upon which future annual statutory COLA increases will be calculated. Permanent benefits do not require Board of Retirement approval in subsequent years.

2023 STAR COLA Program Cost Analysis

LACERA's consulting actuary, Milliman, provided their letter dated August 25, 2022, which is included as Attachment I. Milliman's letter provides cost and technical information for LACERA's STAR COLA and should be read in conjunction with this memo, which provides an overview of the STAR COLA Program and history. Attachments to Milliman's letter include costs for the 2023 Program Year and projections in anticipation of *future* STAR COLA awards that have not yet occurred. The table below provides the cost for Program Year 2023 as calculated by Milliman using both the ad-hoc and the permanent benefit approaches.

STAR COLA Program Cost

	2023 Annual Cost	Lifetime Cost
Ad-hoc Benefit: STAR Program at 80%	\$231,000	
Permanent Benefit: STAR Program at 80%		\$2,467,000

Should the Board of Retirement decide to approve the permanent STAR COLA Program award, it will provide the greatest possible cost-of-living benefit to those members who have suffered at least a 20% decline in purchasing power. The permanent STAR Program is more valuable to the affected members than the ad-hoc STAR Program since the permanent STAR Program is an everlasting benefit (as long as member or survivor is alive) and is also included in the base allowance used to calculate the statutory annual COLA benefit in future years.

Meaning of 'Permanent STAR Program'

California Government Code Section 31874.3(c) allows the Board of Retirement to make permanent the STAR COLA benefit for the eligible retirees and survivors. In other words, making permanent the STAR Program makes a member's cost-of-living accumulation that exceeds 20% a lasting part of the member's benefit. The value of the permanent STAR COLA to be provided, as calculated by the actuary, cannot exceed the value of excess earnings accumulated in the STAR Reserve because the benefits must be prefunded under the statute. The current value of the STAR Reserve is sufficient to pay for either the ad-hoc or permanent 2023 STAR COLA Program.

This means that all current retirees and survivors eligible to participate in the 2023 STAR Program will have their 2023 STAR Program benefit added to their base allowance and their COLA Accumulation will be reduced to 20%. Except for 2005 and 2010 through 2022, when no members were eligible for a STAR benefit, the Board of Retirement made permanent the 2001 through 2009 STAR Programs. STAR Program benefits for 2001 through 2004 and 2006 through 2009 were permanently added to the participant's base allowance and the respective COLA Accumulations were set to 20%.

However, future increases in the CPI that exceed COLA plan maximums and cause the member's COLA Accumulation to exceed 20%, will require Board action to make permanent such future increases and be contingent upon the availability of the STAR Program Reserve to fund the benefit increase. At this time, the Board of Retirement may only make permanent the current level of benefits payable to eligible 2023 STAR Program participants. Staff will present potential *future* STAR Program awards to the Board of Retirement which will require Board action in *future* years.

Funding the 2023 Program

The STAR Program's funding derived from excess earnings as determined by LACERA's Board of Investments. During the period 1994 through 1998, the Retirement System Funding Agreement required the Board of Investments to allocate all excess earnings using a 75%-25% allocation formula between the Employer Reserves and the STAR Reserve, respectively. Under this agreement the STAR Program received significant funding and has a balance of approximately \$614.0 million for the fiscal period ended June 30, 2022. The STAR Program Reserve balance is sufficient to fund the \$2.467 million needed to make permanent the 2023 STAR Program at the 80% benefit level for all future periods. Should the Board award a permanent STAR COLA, the amount will be transferred to the Employer Reserve to pay STAR COLA Program benefits leaving a balance of approximately \$611.5 million in the STAR Program Reserve.

If the Board approves an ad-hoc STAR Program award at a cost of \$0.231 million, the STAR Reserves balance is sufficient to fund this annual benefit.

Per the Board of Investment's Funding Policy, the actuary includes STAR Reserve assets within total valuation assets. STAR Reserve assets will be reduced when benefits are awarded and paid. The actuary does not include potential STAR COLA liabilities until they

are awarded. This methodology causes a new liability to appear when STAR COLA benefits are granted, increasing the valuation liabilities and consequently the employers' contribution rate. When the actuary prepares the June 30, 2023 Actuarial Valuation of Retirement Benefits report, the impact to the employer's contribution will be calculated and included. The actuary is projecting that the employers' contribution rate will increase for the fiscal year beginning July 1, 2024 and in future years. The estimated impact will be a 0.01% of pay increase or less for employer contributions.

Beginning in 1990 when the Funding Policy first established the STAR Reserve, excess earnings were used to increase the STAR Reserve balance, while over time STAR COLA awards caused decreases in the STAR Reserve. The Funding Policy prescribes the semi-annual interest credit process where realized earnings are measured for the six-month period, and interest credits are applied to the Employee and Employer Reserves. Per the Funding Policy, the STAR Reserve is not eligible to receive an interest credit allocation.

Pension fund reserves is an accounting concept that shows how the fund's net position can be divided among various categories including employees, employers, and other classifications designated for specific use. LACERA assets, including balances in the STAR Reserve and the Employer and Employee Reserves, are part of LACERA's investment portfolio which produces investment income. The STAR Reserve balance was \$154 million in 1990, increased to \$1.023 billion in 1999 due to excess earning contributions, and from that time, has been reduced by STAR COLA benefits to a balance of \$614.011 million as of June 30, 2022. LACERA's pension fund net position in 1990 was \$9.4 billion and is approximately \$70.4 billion as of June 30, 2022. During that period of over 30 years, LACERA's investment portfolio contained STAR COLA assets contributing to LACERA's investment earnings and growing the fund's net position. Increases in LACERA's assets reduce employer contribution rates.

Public Notice Requirement

Government Code Sections 7507 and 31874.3 require the Board of Retirement to secure the services of an enrolled actuary to provide a statement of the actuarial impact upon the future annual plan costs. Section 7507 also requires that the actuarial cost information be presented at a public meeting at least two weeks prior to authorizing a benefit increase. The letter from LACERA's consulting actuary, Milliman, has been prepared and included as Attachment I to satisfy this requirement. On page 1, Milliman's letter states that these potential cost increases represent less than 0.01% of the Future Annual Costs as defined in California Government Code Section 7507.

Conclusion

Certain LACERA retirees are eligible for a STAR COLA Program benefit for the first time since 2009. The recent CPI increases have caused some COLA Accumulation accounts to exceed the 20% threshold. These members have experienced a decline in purchasing power of their monthly retirement allowance which permits the Board of Retirement to authorize a STAR COLA award beginning January 1, 2023. The Board of Retirement has

Re: 2023 STAR COLA Program

August 26, 2022

Page 10 of 10

the option of granting the STAR benefit on a year-to-year basis using the ad-hoc methodology or by choosing the permanent option which makes the additional the benefit a perpetual part of the members' retirement benefit.

It is therefore recommended that the Board of Retirement make public at its meeting on September 7, 2022 the cost of the ad-hoc and permanent STAR COLA Program in 2023 at an 80% benefit level. The projected cost for the ad-hoc STAR COLA Program is \$231,000, while the cost for the 2023 permanent STAR COLA Program is \$2,467,000 as determined by Milliman, LACERA's consulting actuary. In addition, the Board of Retirement should direct staff to place this item on the Board of Retirement's October agenda to decide at that time whether or not to award a STAR COLA for Program Year 2023, and if awarded, determine that the STAR COLA benefits will be ad-hoc or permanent.

Attachments

REVIEWED AND APPROVED:



Santos H. Kreimann
Chief Executive Officer

08/26/2022

Date

SK:TG

2023 STAR COLA.BOR Memo_FINAL_8.26.doc

c: Board of Investments, LACERA

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August 25, 2022

Board of Retirement
Los Angeles County Employees Retirement Association
300 North Lake Avenue, Suite 820
Pasadena, CA 91101-4199

Re: STAR COLA for 2023

Dear Trustees of the Board:

As requested, we have valued the Supplemental Target Adjustment for Retirees (STAR) COLA program as of January 1, 2023. As of April 2022, Accumulation Accounts are greater than 20% (the threshold for providing STAR benefits) for retirees in General Plans B, C, and D and Safety Plan B who retired on or before March 31, 1991. These retirees are therefore eligible for a STAR COLA in 2023, upon Board of Retirement (Board) approval.

The values shown in the following table assume that the Board approves the STAR COLA for 2023 only, on an ad-hoc or a permanent basis, and do not reflect any additional STAR benefits that may be granted in the future. The STAR COLA will be an amount sufficient to restore retirement benefits to 80% of their original purchasing power for those retirees whose benefits currently have less than 80% of their original purchasing power. (80% of the original purchasing power is determined as an Accumulation Account value equaling 20%.) These potential cost increases represent less than 0.01% of the Future Annual Costs as defined in California Government Code Section 7507.

STAR COLA (effective January 1, 2023)	2023 Payment / Transfer from STAR Reserve
Ad Hoc Increase Payment	\$ 231,000
Permanent Increase Transfer	\$ 2,467,000

The ad hoc STAR COLA, as defined in Subsection 31874.3(b), is a temporary benefit provided for one year only and is not part of the member's retirement allowance. Future statutory COLA increases would not apply to this benefit because it is not part of the member's retirement allowance. To continue the ad hoc STAR COLA payments for any future year the Board must approve it on an annual basis.

Making the STAR COLA permanent under Subsection 31874.3(c) means that it becomes a permanent component of the member's retirement allowance and cannot be revoked in the future. Once a STAR COLA has been made permanent, it continues for the life of the member (and the beneficiary, if applicable). As any permanent STAR COLA increases become part of the member's retirement allowance, these payments are eligible for future statutory COLA increases.

This work product was prepared solely for LACERA for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work. Milliman recommends that third parties be aided by their own actuary or other qualified professional when reviewing the Milliman work product.

Under Subsection 31874.3(c), the Board can only make a STAR COLA increase permanent up to the amount determined at the time the action is approved. Therefore, the projected future STAR COLA increases effective January 1, 2024 and later, as shown in the exhibit at the end of this letter, are for informational purposes only and cannot be made permanent at this time.

In the attachment to this letter, we have provided 10-year projections of estimated STAR COLA increases and transfers under the ad hoc and permanent increase options. These attachments also show the estimated number of retirees and survivors projected to be eligible for a STAR COLA benefit in each future year.

STAR COLA and the Accumulation Account

Under the STAR COLA, each retiree and beneficiary in Legacy Plans A, B, C, and-D and PEPRA Plans C and G whose benefit has lost more than 20% of its value is eligible to receive, upon Board approval, an increased benefit payment effective January 1 of the following year. Retirees and beneficiaries in Legacy Plan E are not eligible for the STAR COLA.

The loss of value is measured by the Accumulation Account which is calculated each year by LACERA staff by adjusting the prior year’s Accumulation Account by the difference between the actual COLA granted and the prior year’s inflation as measured by the Los Angeles-Long Beach-Anaheim, CA Consumer Price Index – All Urban Consumers.

For December 2020 to December 2021, the increase in CPI was 6.6%. Since the increase in CPI is greater than the maximum statutory COLA of 3.0% for Plan A and 2.0% for all other plans, all retirees had an increase in their Accumulation Account in 2022. The following table shows the groups of STAR COLA eligible retirees that have an Accumulation Account balance greater than 20% after application of the 2021 CPI increase and payment of the 2022 statutory COLA, as well as the STAR COLA they are eligible for if it is approved by the Board. There are no retirees of Legacy Plans A or PEPRA Plans C and G that are eligible for a STAR COLA at this time.

Retirement Dates (Legacy Plans B, C, and D)	Accumulation Account	2023 STAR COLA
On or before March 31, 1990	23.10%	3.10%
April 1, 1990 through March 31, 1991	20.50%	0.50%

As an example of how the STAR COLA works, consider a General Plan D member who retired in March of 1990. As of April, 2021 this member had an Accumulation Account of 18.5%. This member received the statutory 2.0% COLA in April of 2022. Since the actual COLA given was less than the CPI of 6.6%, the difference of 4.6% is added to their Accumulation Account, resulting in a new value of 23.1% as of April 2022. Since this member’s benefit has lost more than 20% of its original value (i.e., the Accumulation Account is greater than 20.0%), they are eligible for a STAR COLA benefit in 2023. Accordingly, if a STAR COLA is adopted effective January 1, 2023, this member will receive a STAR COLA increase equal to 3.1% of their current retirement allowance.

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The member's Accumulation Account will remain at 23.1% unless a permanent STAR COLA is approved, in which case it is adjusted back to 20.0% to reflect the permanent increase in the member's retirement allowance.

Funding

If the permanent STAR COLA is approved under Subsection 31874.3(c), it is required to be prefunded to provide for the increase in future benefit payments. The present value of the 2023 permanent STAR COLA increase is \$2,418,000. Therefore, under the permanent increase scenario, this amount would be transferred from the STAR Reserve to the Employer Reserve. As of June 30, 2021, the STAR Reserve was \$614.0 million; therefore, the current STAR Reserve has a sufficient balance to facilitate this transfer.

The ad-hoc 2023 STAR COLA increase is estimated to cost \$231,000. If this option is approved, we anticipate this amount will be paid from the STAR Reserve.

LACERA's funding policy allows the inclusion of the STAR Reserve in Valuation Assets even though there is no liability included in the valuation for future STAR COLA increases that may be provided. To the extent that the STAR Reserve is reduced as a result of transfers to the Employer Reserve the employer contribution rate will increase. In the June 30, 2021 actuarial valuation, we estimated that if the entire STAR Reserve was excluded from Valuation Assets, the employer contribution rate would increase by approximately 0.49% of payroll effective July 1, 2022. Under both the ad hoc and permanent STAR COLA scenarios for 2023 described in this letter, the estimated impact on the employer contribution rate would be estimated to be a 0.01% or less increase as a percent of payroll.

Projections

We have also attached projections for future STAR COLA increases assuming continued application of the program. These projections are for informational purposes only. For these projections, we have assumed the continued approval of the STAR COLA program by the Board each year at the 80% level, under the following two scenarios:

- 2.75% annual increases in the CPI (the valuation assumption) for 2022 and all future years, and
- 6.60% annual increase in the CPI in 2022, followed by annual CPI increases of 2.75%. This scenario reflects that actual inflation has materially exceeded the assumption in the first half of 2022. The 6.6% is equal to the prior year's inflation and provides an estimate of the potential impact of higher-than-assumed inflation on future STAR COLA benefits, although the actual 2022 inflation is likely to be different.

The attachments show both the expected annual benefits under the ad hoc approach and the estimated transfer amounts to the fund the STAR COLA each year under the permanent approach. The projected benefit payments paid to members each year under the permanent approach is not shown but would be slightly higher than the amounts shown under the ad hoc approach, due to the future statutory COLA increases being applied to the STAR COLA payment under the permanent approach. The transfer amounts are expected to be made from

the STAR Reserve to the Employer Reserve as of the December 31 prior to the calendar year of the STAR COLA increase. These attachments also show the estimated number of retirees and survivors projected to be eligible for a STAR COLA benefit in each future year. The projected number of eligible retirees and survivors is the same under the ad hoc or permanent approach.

Data, assumptions, and methods

The COLA Accumulation Accounts are as of April 1, 2022 and any STAR COLA increases are assumed to be effective as of January 1, 2023. We have assumed that no interest will be credited to the STAR Reserve consistent with LACERA's interest crediting procedures.

Certification

Except as noted elsewhere in this report, all data, methods and assumptions are the same as described and used in the June 30, 2021 actuarial valuation report. In preparing this report, we relied, without audit, on information (some oral and some in writing) supplied by LACERA's staff. This information includes, but is not limited to, statutory provisions, employee data, and financial information. In our examination of these data, we have found them to be reasonably consistent and comparable with data used for other purposes. Since the valuation results are dependent on the integrity of the data supplied, the results can be expected to differ if the underlying data is incomplete or missing. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

Actuarial computations presented in this report are for purposes of estimating expected benefit payments and funding amounts under the LACERA STAR COLA program. These calculations have been made on a basis consistent with our understanding of that program. Determinations for purposes other than described may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes. These results were developed using models intended for actuarial valuations that use standard actuarial techniques.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements.

The calculations included in this report are subject to the same risk factors as discussed in the June 30, 2021 actuarial valuation and in the Risk Assessment report based on the June 30, 2021 actuarial valuation. Please refer to those reports for a detailed descriptions of the primary risks to LACERA.

Milliman's work is prepared solely for the internal business use of LACERA. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not

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intend to benefit or create a legal duty to any third-party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions:

- (a) LACERA may provide a copy of Milliman's work, in its entirety, to LACERA's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit LACERA.
- (b) LACERA may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law.

No third-party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

The consultants who worked on this assignment are retirement actuaries. Milliman's advice is not intended to be a substitute for qualified legal, investment, or accounting counsel.

The signing actuaries are independent of the plan sponsors. We are not aware of any relationship that would impair the objectivity of our work.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the Code of Professional Conduct and Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States, published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.

If you have any further questions regarding this report, please let us know.

Sincerely,

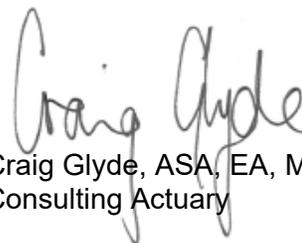
A handwritten signature in black ink, appearing to read "Nick Collier".

Nick Collier, ASA, EA, MAAA
Consulting Actuary

NC/CG/va

Attachments

cc: Ted Granger
Santos Kreimann
Claro Lanting
Ervin Wu

A handwritten signature in black ink, appearing to read "Craig Glyde".

Craig Glyde, ASA, EA, MAAA
Consulting Actuary

LACERA
10-year projection of STAR COLA Benefits
STAR COLA approved each year
to restore benefit to 80% of original value
(if 2022 actual CPI increase is 2.75%)

Calendar Year	Actual CPI	Count of Eligible Retirees & Survivors	Ad-hoc Increase	Permanent Increase Transfers
2022	2.75%			
2023	2.75%	374	\$ 231,000	\$ 2,467,000
2024	2.75%	357	300,000	763,000
2025	2.75%	341	367,000	748,000
2026	2.75%	327	433,000	732,000
2027	2.75%	312	498,000	715,000
2028	2.75%	299	561,000	697,000
2029	2.75%	359	632,000	782,000
2030	2.75%	1,840	1,003,000	3,870,000
2031	2.75%	1,755	1,503,000	5,183,000
2032	2.75%	1,920	1,992,000	5,103,000

1. Estimate based on June 30, 2021 valuation
2. Actual results will vary

LACERA
10-year projection of STAR COLA Benefits
STAR COLA approved each year
to restore benefit to 80% of original value
(if 2022 actual CPI increase is 6.60%)

Calendar Year	Actual CPI	Count of Eligible Retirees & Survivors	Ad-hoc Increase	Permanent Increase Transfers
2022	6.60%			
2023	2.75%	374	\$ 231,000	\$ 2,467,000
2024	2.75%	450	681,000	4,715,000
2025	2.75%	2,278	1,145,000	5,055,000
2026	2.75%	2,190	1,691,000	5,915,000
2027	2.75%	2,809	2,252,000	6,066,000
2028	2.75%	2,695	2,981,000	7,702,000
2029	2.75%	2,579	3,690,000	7,528,000
2030	2.75%	3,375	4,616,000	9,552,000
2031	2.75%	3,225	5,566,000	9,820,000
2032	2.75%	3,076	6,474,000	9,533,000

1. Estimate based on June 30, 2021 valuation
2. Actual results will vary

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STAR COLA Accumulation Chart
Percentages as of January 1, 2023

Retirement Date			General Plans B, C, D and Safety Plan B		
			COLA % Accumulation April 1, 2022	STAR Benefit Adjustment in 2023	COLA % Accumulation January 1, 2023
Before 4/1/77			-	-	-
4/1/1977	-	3/31/1978	23.1	3.1	20.0
4/1/1978	-	3/31/1979	23.1	3.1	20.0
4/1/1979	-	3/31/1980	23.1	3.1	20.0
4/1/1980	-	3/31/1981	23.1	3.1	20.0
4/1/1981	-	3/31/1982	23.1	3.1	20.0
4/1/1982	-	3/31/1983	23.1	3.1	20.0
4/1/1983	-	3/31/1984	23.1	3.1	20.0
4/1/1984	-	3/31/1985	23.1	3.1	20.0
4/1/1985	-	3/31/1986	23.1	3.1	20.0
4/1/1986	-	3/31/1987	23.1	3.1	20.0
4/1/1987	-	3/31/1988	23.1	3.1	20.0
4/1/1988	-	3/31/1989	23.1	3.1	20.0
4/1/1989	-	3/31/1990	23.1	3.1	20.0
4/1/1990	-	3/31/1991	20.5	0.5	20.0
4/1/1991	-	3/31/1992	15.9	*	15.9
4/1/1992	-	3/31/1993	15.3	*	15.3
4/1/1993	-	3/31/1994	15.3	*	15.3
4/1/1994	-	3/31/1995	15.3	*	15.3
4/1/1995	-	3/31/1996	15.3	*	15.3
4/1/1996	-	3/31/1997	15.3	*	15.3
4/1/1997	-	3/31/1998	15.3	*	15.3
4/1/1998	-	3/31/1999	15.3	*	15.3
4/1/1999	-	3/31/2000	15.3	*	15.3
4/1/2000	-	3/31/2001	15.0	*	15.0
4/1/2001	-	3/31/2002	13.3	*	13.3
4/1/2002	-	3/31/2003	13.2	*	13.2
4/1/2003	-	3/31/2004	11.5	*	11.5
4/1/2004	-	3/31/2005	11.5	*	11.5
4/1/2005	-	3/31/2006	9.1	*	9.1
4/1/2006	-	3/31/2007	7.9	*	7.9
4/1/2007	-	3/31/2008	7.9	*	7.9
4/1/2008	-	3/31/2009	7.9	*	7.9
4/1/2009	-	3/31/2010	7.9	*	7.9
4/1/2010	-	3/31/2011	7.9	*	7.9
4/1/2011	-	3/31/2012	7.9	*	7.9
4/1/2012	-	3/31/2013	7.9	*	7.9
4/1/2013	-	3/31/2014	7.9	*	7.9
4/1/2014	-	3/31/2015	7.9	*	7.9
4/1/2015	-	3/31/2016	7.9	*	7.9
4/1/2016	-	3/31/2017	7.9	*	7.9
4/1/2017	-	3/31/2018	7.9	*	7.9
4/1/2018	-	3/31/2019	6.3	*	6.3
4/1/2019	-	3/31/2020	5.1	*	5.1
4/1/2020	-	3/31/2021	4.6	*	4.6
4/1/2021	-	3/31/2022	4.6	*	4.6

* Not eligible for STAR COLA increase in 2023.

Note: Plan E members are not eligible for the STAR COLA Program benefits.



2023 STAR COLA Program

September 7, 2022

Board of Retirement Meeting

Discussion Topics



Key Concepts

- **STAR COLA Award Method:**
 - Ad-Hoc
 - Permanent
- **STAR COLA Example**
 - **General Plan D Member Award**
- **STAR Program Funding**
 - History
 - 2023 Funding

STAR COLA	
Retirement Payments	The Supplemental Targeted Adjustment for Retirees (STAR) is a cost-of-living adjustment (COLA) program designed to ease the effects of inflation for retirees and eligible survivors whose allowance has lost more than 20 percent of its purchasing power since retirement. The STAR COLA program is available for contributory plan retirees and their beneficiaries only; Plan E retirees are not eligible.
Cost of Living	
COLA Accumulation	
▶ STAR COLA	



01 STAR COLA Method

Ad-Hoc or Permanent

STAR COLA Method



Government Code provisions allow the Board of Retirement to award additional benefits to address the inflation experienced by retirees using one of the following approaches:

Ad-Hoc STAR COLA

- Temporary benefit for the current calendar year
- Not included in the calculation of future statutory April 1st COLA awards
- COLA Accumulation account balance not reduced, remains above 20% and future amounts are added
- Board of Retirement must approve these benefits each year in future years
- Benefits paid from STAR COLA Reserve

Permanent STAR COLA

- Permanent benefit for the current calendar year and future years
- STAR Benefit increases base allowance and is included in the calculation of future statutory April 1st COLA awards
- COLA Accumulation account balance is reduced to 20% level
- Board of Retirement does not need to approve these benefits each year in future years
- Benefits funded by one-time transfer from STAR Reserve and paid from Employer Reserves



02 STAR COLA Example

Plan D Member Award

STAR COLA Example



STEP

1

General Plan D Member
Retired in March 1990

STEP

2

April 1, 2021 Accumulation Account
Balance of 18.5%

STEP

3

Statutory COLA for Plan D Members
CPI was 6.6% and Statutory COLA was 2.0%

STAR COLA Example



STEP

4

Accumulation Account increased by 4.6%
Difference between CPI of 6.6% and Statutory COLA of 2.0%

STEP

5

Accumulation Account value, from 18.5% to 23.1%
As of April 2022

STEP

6

Accumulation Account greater than 20.0%
Member's benefit lost more than 20% of original value

STAR COLA Example



STEP

7

Accumulation Account new value 23.1%
Eligible for STAR COLA benefit in 2023

STEP

8

STAR COLA Award (upon BOR Approval)
Increase benefit 3.1%, effective January 1, 2023
Ad-Hoc Award – Paid for 2023 Only, Permanent Award – Paid for Lifetime

STEP

9

Accumulation Account Balance
Ad-Hoc Award – remain at 23.1%, Permanent Award – reduce to 20.0%



03 STAR Program Funding

History and 2023 Funding

STAR Program Funding



History

Excess Earnings

- **1994 County issued Pension Obligation Bonds**
- **As a result, LACERA's funded ratio exceeded 100% in subsequent years**
- **During the period 1994-1998, Retirement Benefit Funding Policy required the Board of Investments to allocate all excess earnings:**
 - **75% to Employer Reserves (County Contribution Credit Reserve)**
 - **25% to STAR Reserve**

STAR Reserve

- **Highest balance in 1999 due to excess earnings contributions: \$1.023 billion**
- **STAR benefits paid from STAR COLA Reserve for the 1990-2008 Program Years**
- **Current balance as of June 30, 2022: \$614.011 million (same as prior year)**
- **Ad-Hoc STAR Program cost: \$0.231 million**
- **Permanent STAR Program cost: \$2.467 million**

STAR Program Funding



2023 Funding

STAR Reserve

- **STAR COLA Program cost paid from STAR Reserve**
 - Permanent award: amount transferred from STAR Reserve to the Employer Reserves
 - Ad-Hoc award: benefits paid from STAR Reserve
- **STAR Reserve:**
 - Balance included in Valuation Assets
 - STAR COLA benefits not included in Liabilities*
- **STAR COLA Award:**
 - Reduces Valuation Assets
 - Increases Valuation Liabilities
 - Increases employer contribution rate 0.01%

* The valuation liabilities do not account for STAR COLAs that may be granted in the future. STAR COLA benefits previously approved by the BOR are included in the liabilities.

Pension Plan Reserves

As of June 30, 2021 and 2020

(Dollars in Thousands)

	2021	2020
Member Reserves	\$24,646,373	\$23,481,576
Employer Reserves	29,026,898	25,818,509
STAR Reserve	614,011	614,011
Contingency Reserve	147,104	—
Total Reserves at Book Value	\$54,434,386	\$49,914,096
Unrealized Investment Portfolio Appreciation	\$18,577,640	\$8,596,312
Total Reserves at Fair Value¹	\$73,012,026	\$58,510,408

¹Total Reserves at Fair Value equals the Fiduciary Net Position Restricted for Benefits as presented in the Basic Financial Statements.

Thank You!



2023 STAR COLA

Questions?



September 15, 2022

TO: Each Trustee,
Board of Retirement

FROM: Kathy Delino *KD*
Interim Chief Information Technology Officer, Systems

Celso Templo *CST*
Interim Information Technology Manager II, Systems

FOR: October 6, 2022, Board of Retirement Meeting

SUBJECT: Vendor Recommendation: Budget Application Solution

RECOMMENDATION

It is recommended that the Board of Retirement authorize staff to engage with Questica to provide software and consulting services to configure, customize, and implement an enterprise budget application for the Administrative Services Division at a first-year cost of \$136,251 (implementation cost of \$75,375 and licensing fee of \$60,876). The total five-year cost is \$398,634. This project is budgeted under the Systems Division Technology Modernization Projects for Fiscal Year 2022-2023 for \$150,000.

EXECUTIVE SUMMARY

LACERA's current budget process is manual and tedious. Each year, the Budget Team struggles to compile the necessary schedules and information required to draft the budget proposal along with the various follow-up reports required by the Boards and the Executive Office to provide proper oversight. This has been a long-standing need for LACERA, and we recognize as our business becomes more complex, we need to modernize the budget process for several reasons. Automation will replace the redundant manual steps, provide increased reporting and analytical abilities to the budget process, and integrate the most current Human Resources (HR) data from Los Angeles County into the budget system. A modernized system would support these business requirements and allow LACERA to align expenses with strategic goals and report expenses based on those goals.

At the September 2021 meeting, the Operations Oversight Committee authorized staff to issue a Request for Proposal (RFP) for consulting services to locate a firm to design, procure, and implement an enterprise budget application for the Administrative Services Division. LACERA selected and engaged a project consultant, System Development Integration Presence, LLC(SDI). SDI evaluated our current budget process and reporting requirements, assessed evolving industry trends and best practices, and drafted the RFP with the LACERA Project Team (Team). This Team consisted of staff from Systems, Administrative Services, Financial and Accounting Services, and the Executive Office. This RFP solicited responses from qualified vendors offering the functionality and features for a new Budget Application Solution.

On March 2, 2022, the Operations Oversight Committee (OOC) authorized staff in collaboration with SDI, to issue an RFP for the replacement of LACERA's current budget tools that consist of Microsoft Word and Excel. The development of LACERA's annual budget requires extensive manual process involvement and is resource intensive for all staff involved. Microsoft Word and Excel work, but are not ideal tools to develop, analyze, and produce LACERA's annual budget and lack the reporting capabilities necessary for thorough budget control activities. Staff seeks to gain efficiencies, allow for timely data informed decisions, and update the existing processes through a best-of-breed budget software. This budget software aims to improve the timeliness, efficiency, and consistency of information, while improving internal operations by reducing the significant amount of staff time and effort dedicated to budget creation and control. Staff requires the professional services of a qualified vendor to implement and integrate a cloud-based or software as a solution (SaaS) budget database software and report developer.

CONSULTANT'S ROLE – SDI PRESENCE

SDI Presence has been assisting LACERA with the selection of the e budget application solution and will continue to collaborate and assist with its implementation. SDI's deliverables include:

- Review and analyze LACERA's existing budget processes
- Report on best practices for government budgeting
- Improve the ability of management to understand and manage their budget
- Develop, refine, and determine LACERA budget software/application requirements
- Prepare and finalize an RFP drafted by the consultant and LACERA
- Receive and assist LACERA staff in reviewing RFP responses from potential vendors
- Arrange, guide, and direct vendor presentations
- Lead vendor contract negotiations and define specific services.
- Lead vendor negotiations regarding onboarding, transition, and training
- Lead and aid vendor during transition planning and training, to the redesigned budget processes and new software tool.
- Assist LACERA in determining implementation needs and guide the implementation process.
- Develop and deliver appropriate change management, transition, training, and assistance in adoption of the new budget process throughout the organization.
- Provide a post implementation assessment and recommendations for future initiatives and changes.

REQUEST FOR PROPOSAL (RFP) PROCESS

Staff initiated a competitive procurement for a Budget Application that included the following features:

- Consolidates information, links, processes, and functions, and eliminates separate departmental tools/spreadsheets in favor of a single system that connects LACERA's financial and non-financial applications;
- Eliminates the need for redundant data entry;
- Eliminates the need for manual input when preparing the annual budget;

- Provides a user-friendly and intuitive user interface to promote system use and productivity;
- Provides embedded processes designed to seamlessly integrate various aspects of the budget functions together;
- Streamlines business processes to take advantage of best practices through automation, integration, and workflows;
- Provides interface capabilities with third-party systems;
- Improves and provides necessary reports and access to data through inquiry or drill-down capabilities, including a user-friendly self-service ad-hoc reporting tool;
- Improves transparency and enables more data-informed decision making;
- Possesses Cloud-based service or SaaS software licensing and delivery in which the software is licensed on a subscription basis and centrally accessible anywhere.

The timeline for the Budget Application Solution RFP is outlined in **Diagram 1**:

RFP Event	Date/Time
LACERA Issues RFP	March 15, 2022
Intent to Respond Closing Date	March 22, 2022
Deadline for Proposer Questions	March 31, 2022
LACERA Provided Responses to Questions	April 7, 2022
Deadline for Proposal Submissions	April 14, 2022, 5:00 PM PST
Finalist(s) Notified & Proof-of-Capabilities (POC) Packets Issued	July 2022
Proof of Capabilities Demonstration(s)	July/August 2022
Vendor Recommendation to LACERA Executive Office	September 2022
Vendor Recommendation to LACERA Information Technology Coordination Council (ITCC)	September 2022
Vendor Recommendation to Board of Retirement	October 2022
Contract Execution	Upon Board Approval

Diagram 1

The steps in the Budget Application Solution RFP process are outlined in **Diagram 2**. Each of these steps will be discussed in the following paragraphs:



Diagram 2

Project Kick-off, Assessment / Requirements and Posting the RFP to LACERA.COM

A project kick-off meeting was held with the LACERA Project Team and Project Consultant, SDI. The purpose of the project kick-off meeting was to orient the stakeholders to the overall project objective, decide how everyone would work together, set expectations, and establish common project goals and check-ins. The outcome of the kick-off meeting was a formal project charter that documents the project goals, scope, and stakeholders.

To better understand the needs of the Budget Team and Departmental staff, the Project Team conducted an assessment of the current budget process. This helped to identify the system features and functions that must be available in any potential replacement system. During this process, we also identified opportunities for improving the budget process, eliminating unnecessary procedures, increasing information sharing, and automating the workflow.

Using the information gathered from the assessment, the Project Team developed the desired requirements for the new Budget Application system. These requirements were included in the RFP and all vendors were required to indicate if they met each requirement.

In addition, the Communications Division posted the RFP on LACERA.com to publicize the project, and LACERA and SDI worked to identify qualified vendors who provide budget system applications, and proactively made them aware of the opportunity to submit.

The Team members include the following staff members:

Executive Sponsors

- Laura Guglielmo (Assistant Executive Officer)
- JJ Popowich (Assistant Executive Officer)

Primary Sponsors (Division Managers)

- Roberta Van Nortrick (Administrative Services)
- Ted Granger (Financial and Accounting Services)
- Kathy Delino (Systems)

Subject Matter Experts (SMEs)

- Kaelyn Ung (Administrative Services)
- Kevin Sakamoto (Administrative Services)
- James Beasley (Administrative Services)
- Martin Sandoval (Administrative Services)
- Ervin Wu (Financial and Accounting Services)
- Carly Ntoya (Human Resources)

Systems

- Celso Templo (Systems PMO)
- Summy Voong (Systems Technology)
- Cookie Jaranilla (Systems PMO/Technology)

Information Security

- Bob Schlotfeld (Information Security)
- Matt Behrens (Information Security)

Vendor Proposals, Presentations, and Evaluations

After the RFP was posted to LACERA.com on March 15, 2022, vendors submitted their questions by March 31, 2022. The Team responded to questions from the participating vendors. Vendors submitted their RFP responses by the deadline of April 14, 2022. The Budget Application Solution received proposals from nine (9) vendors. **Diagram 3** identifies the vendors that responded to the RFP:



Diagram 3

The price range submitted in the Budget Application proposals varied from \$40,000 to \$142,432 annually, excluding implementation costs which ranged from \$15,000 to \$329,176. Over the 5-year term, total costs ranged from \$225,938 to \$682,240.

A “Quiet Period” was established and practiced throughout the life of the RFP’s Vendor Evaluation and Recommendations process. The Executive Office, Legal Division, Budget Application Project Team, Project Consultant, and participating vendors were aware of the Quiet Period stipulation. This process ensured that no participating vendors would communicate with staff involved with the RFP. The goal was to avoid unfairly disclosing material to preserve objectivity and prevent the appearance of anyone in the LACERA organization from providing insider information to the participating vendors.

All nine (9) proposals were reviewed and scored based on the following criteria:

- Cover Letter
- Table of Contents
- Executive Summary
- Company Background
- Company Qualifications
- References
- Proposed Solution
- Implementation Approach and Work Plan
- Ongoing Maintenance and Support
- Pricing
- Software Licensing and Maintenance Agreements

This initial screening of all proposals determined which vendors and proposals met the mandatory RFP requirements and minimum qualifications. Five (5) vendors (Anaplan-TruGov, Denovo-Oracle, IGM, Questica, and Workday) were shortlisted, and their proposals were further

evaluated and scored. **Diagram 4** illustrates the evaluation criteria used in the vendor scoring process.

RFP Criteria Scores	Max Score
Cover Letter, Table of Contents, Executive Summary, Company Background, Company Qualifications, and References	20.0
Proposed Solution (Requirements)	25.0
Implementation Approach and Work Plan	20.0
Ongoing Maintenance and Support	10.0
Pricing	25.0
Total	100.0

Diagram 4

Within the Proposed Solution (Requirements) criteria, each of the five (5) vendors' detailed responses to this criterion were awarded as follows:

- 3 points for a vendor response that "Fully Meets" the requirement
- 2 points for a vendor response that "Mostly Meets" the requirement
- 1 point for a vendor response that "Partially Meets" the requirement
- 0 points for a vendor response that "Does Not Meet" the requirement

The requirements categories were:

1. User Interface – the user experience and interaction with the application, particularly, the use of input commands, layout, and navigation within the application.
2. Workflow – the integration of workflow management, including generation, routing, notification, and approval of the process, forms, reports, other documents, and processes.
3. Document Management – the ability to attach media, support retention policies, drill down/across, create, store, retrieve, and scan documents and attachments.
4. Reporting and Dashboards – the ability to view, query, report, analyze, compare, customize, provide notifications, model, publish and distribute real-time and historical data.
5. Budgeting – the ability to create, enter, consolidate, transfer, allocate, forecast, plan, schedule, compare scenarios and monitor the departmental/divisional budget.
6. Technical – the ability to secure, configure, and define operating system parameters as well as integrate with other applications.
7. Audit and Security – the ability to define and restrict security and functional access as well as maintain and report on audit logging.

8. Hosted or SaaS – evaluate service levels, availability, and certifications.
9. Data Storage – evaluate data storage location and data purge strategies.
10. Data Access and Security – evaluate audit logging to record access and reporting activity as well as policies, disclosure, reporting, mitigation, and corrective actions of any data breach.
11. Disaster Recovery – evaluate the recovery of data and mitigation of data loss and corrective actions to prevent future data loss.
12. Documentation – evaluate system administration, operational, reporting, and training documentation.
13. Interoperability/System Interface – the ability to provide an Application Program Interface (API) to enable/schedule/validate the exchange of information (both inbound and outbound) with other business applications.

While all the vendors provided excellent responses, Questica scored the highest at 92, followed by Workday at 84. As the top two scorers, these two finalist vendors moved on to the proof of capabilities evaluation stage.

Proof Of Capabilities (POC) and Due Diligence

Questica and Workday were invited to demonstrate their solution. Each vendor was given six (6) hours to present their solution's POC. Vendors were instructed to present a solution that was as close as possible to an out-of-the-box state, limiting customizations but configured to present the specific information requested. Vendors also responded to ad-hoc questions during the sessions from staff on areas that required further clarification.

The budget application project sponsors and subject matter experts evaluated these two (2) finalist vendors based on the following POC criteria:

POC Criteria Scores	Max Score
Implementation Team Background	3.0
Implementation Plan Overview	3.0
System Overview	3.0
Personnel Budgeting	3.0
Operations	3.0
Reporting and Budget Document	3.0
Maintenance and Support	3.0
Audit and Security	3.0
User Interface	3.0
Total	27.0

Diagram 6 below summarizes how the initial nine (9) vendors were pared down to five (5) shortlisted candidates and then to the two (2) finalists, through the process of initial proposal screening, proposal evaluation, and scoring by the Team. The two finalist vendors were further subjected to a POC presentation. These two finalists were included in the recommended vendors for the Executive Management Presentation and Review process.

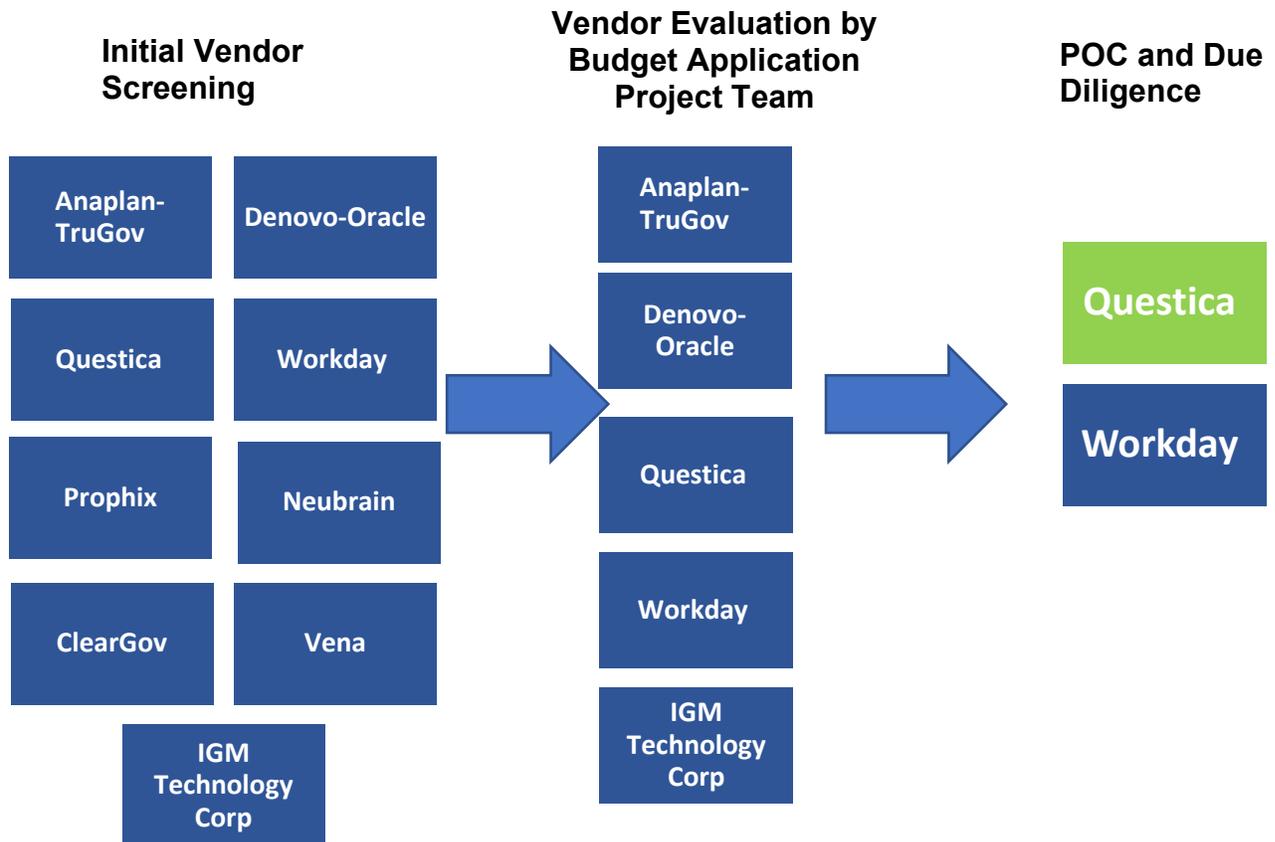


Diagram 6

The Systems Division Project Management Office (PMO) compiled all the SMEs’ findings and developed them into a summarized report for an Executive Management Presentation. Finally, the PMO presented the report and the final recommendation to the executive leadership to obtain their buy-in and signoffs. **Diagram 7** below includes the finalist rating summary that Systems PMO presented to Executive Management.

Vendor Name	Score	Implementation Total	Year 1	Implementation Total + Year 1
Questica	26	\$75,375	\$60,876	\$136,251
Workday	18	\$150,000	\$49,300	\$199,300

Diagram 7

Both vendor finalists are competitive in their implementation and licensing costs; however, the Budget Application Project Team overwhelmingly scored Questica significantly higher than Workday. The tabulated rankings showed that Questica was the top-rated vendor overall. Based on these rankings, the PMO recommended Questica to the Executive Management Team as the top-rated solution integrator and the vendor most capable of delivering the Budget Application solution.

The total 5-year cost for engaging with Questica (unlimited user license) is shown below in **Diagram 8**.

Vendor	Implementation Total	Year 1	Implementation Total + Year 1	Year 2	Year 3	Year 4	Year 5	5 Year License and Maintenance Total	5 Year Total Cost
Questica	\$ 75,375	\$60,876	\$ 136,251	\$60,876	\$63,920	\$67,116	\$70,472	\$ 323,259	\$ 398,634

Diagram 8

To further reinforce this recommendation, the team performed due diligence reference calls with existing Questica customers. The team interviewed Budget Principals from the Riverside County Transportation Commission and the City of Riverside on application ease of use, implementation support, training, workplan adherence, vendor involvement, data conversion and overall satisfaction. The team received very positive feedback and highly recommended Questica.

Questica Company Profile

Questica was founded in 1998 and has offices in Pasadena, California, and Oakville, Ontario. Questica serves 850+ public sector agencies across North America that include local and state/provincial governments, colleges, universities, K-12 schools, healthcare facilities, and non-profit organizations.

Their California presence is extensive, with 100+ public sector organizations and counting, a few of which include:

Metropolitan Water District of Southern California (MWD)	City of Riverside
San Francisco International Airport	City of Santa Clara
City of Corona	Imperial County
City of Escondido	City of Sunnyvale
City of Santa Ana	City of Palo Alto
City of Oceanside	City of Temecula

Diagram 9

The Questica team comprises over 140 technology experts, budget professionals, and business specialists that have been working with local government agencies and represent the largest group of budget software experts in North America dedicated to serving the public sector.

Diversity Equity and Inclusion

Questica is committed to fostering, cultivating and preserving a culture of diversity and inclusion amongst its employees. They are required to present and receive approval from their board on their DEI statistics status and initiatives annually. They embrace and encourage their employees' diversity, which includes differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, culture, sexual orientation, socioeconomic status, veteran status, and other characteristics that make our employees unique. They recognize that such differences foster a creative, dynamic, and productive workforce and strive to apply a DEI focus on the following:

- Hiring practices and policies
- Compensation and benefits
- Professional development and training
- Promotions
- Ongoing development of a DEI work environment

Questica Solution Highlights

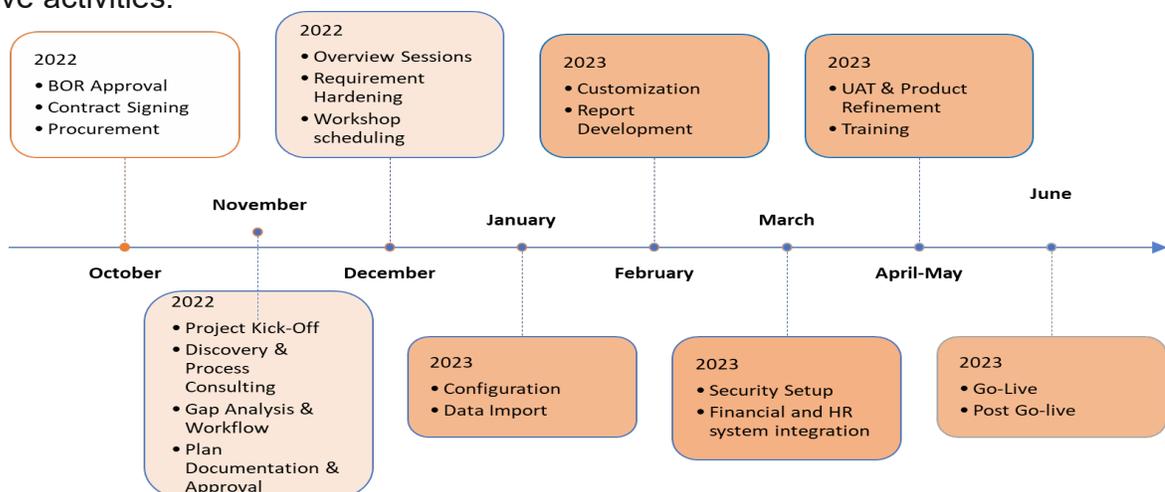
The product demonstrations by Questica, consisting of a six-hour deep-dive presentation, impressed the Team. They exhibited a thorough understanding of fully automating the budget preparation, review, management, and publication processes of the annual budget. The characteristics that set Questica apart from the other vendors are:

1. Commercial-off-the-shelf solution, purpose-built exclusively for public sector budgeting. The proof of capabilities demonstrated Questica's understanding of the complexities of public sector budgeting, and it is apparent that Questica has been improving and perfecting their product through this latest software version.
2. End-to-end solution encompassing budget preparation and management, analytics, performance management, transparency, and budget book publishing.
3. A single provider responsible for all development, implementation, and ongoing support.
4. The Integration Advantage Questica Integration System (QIS), a proprietary tool that connects Questica Budget with any financial and Human Resources systems and data warehouses (including MS Dynamics GP and all major Enterprise Resource Planning (ERP) systems)) to seamlessly transfer data between applications.
5. A single-tenant hosted architecture platform avoids forced upgrades and instead allows LACERA the flexibility to choose the timing that best suits our organizational needs.

6. Application configurability can be finely tuned by non-technical staff to reflect LACERA’s unique requirements. Easily configurable screens, and the ability to define business rules, will satisfy LACERA’s specific terminology, organization, workflow, legal requirements, and reporting needs.
7. User interface grids that provide grouping, sorting, subtotals, and other aggregations, include an extensive searching and filtering system, and can export any data to an Excel spreadsheet.
8. Advanced Calculation Engine (ACE) allows for complex Excel-like forecasting/modeling and allows the creation of multiple concurrent budget versions or ‘What-if’ scenarios of that budget data. Scenarios can be merged within the same fiscal year or spread across multiple years.
9. Workflow and collaborative budgeting functionality give LACERA an unlimited number of user-defined workflow stages. End-user security is role-based, and once established, LACERA budget administrators determine who can view, edit, promote (advance), demote, and lock budgets – at each stage of the budget workflow.
10. More than 80 standard reports and the ability to create user-defined reports using the system’s Self-Serve and Ad Hoc reporting tools to satisfy additional reporting needs. Dashboards are configurable and give users access to rich and interactive visualizations, providing visibility into essential and relevant information at-a-glance.
11. The Questica Budget Book powered by CaseWare solution promises (based on a preliminary assessment and product demonstration) to provide LACERA the ability to produce a Government Finance Officers Association (GFOA) award-winning budget book. As the Budget Book is integrated with the budgeting system, it removes the manual processes, providing anticipated time and cost savings.
12. Consulting expertise for business process review and change management included with LACERA’s budget implementation.

Implementation Tasks and Timeline

For this project, Questica proposed a 26-week high-level workplan in two phases that includes post-go live activities.



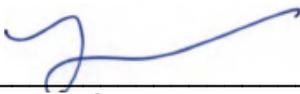
LACERA's strategy is to implement Questica in parallel with the existing budget development process for Fiscal Year 2023-2024. The implementation timeline is guided by LACERA's resource availability, change management, and data integration process. The sample schedule shown can be compressed or expanded to meet LACERA's needs and requirements.

CONCLUSION AND RECOMMENDATION

LACERA seeks to modernize and automate the budget process to replace the redundant manual steps, provide increased reporting and analytical abilities to the budget process, and integrate the most current Human Resources (HR) data from Los Angeles County into the budget system.

IT IS THEREFORE RECOMMENDED THAT THE BOARD authorize staff to engage with Questica to provide software and consulting services to configure, customize, and implement an enterprise budget application for the Administrative Services Division at a first-year cost of \$136,251 (implementation cost of \$75,375 and licensing fee of \$60,876). The total five-year cost is \$398,634. This project is budgeted under the Systems Division Technology Modernization Projects for Fiscal Year 2022-2023 for \$150,000.

Noted and Reviewed:



Laura Guglielmo
Assistant Executive Officer

CC:

Luis Lugo
JJ Popowich
Ted Granger
Roberta Van Nortrick
Carly Ntoya

Summy Voong
Kaelyn Ung
Kevin Sakamoto
James Beasley
Martin Sandoval

Ervin Wu
John Harrington
Cookie Jaranilla
Bob Schlotfelt
Matt Behrens



Budget Application Solution

BOARD OF RETIREMENT VENDOR RECOMMENDATION



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Recommendation and Overview

Recommendation

- Authorize staff to engage with Questica to provide software and consulting services to configure, customize, and implement an enterprise budget application for the Administrative Services Division at a first-year cost of \$136,251 (implementation cost of \$75,375 and licensing fee of \$60,876). The total five-year cost is \$398,634. This project is budgeted under the Systems Division Technology Modernization Projects for Fiscal Year 2022-2023 for \$150,000.

Summary

- Questica's budget solution satisfies all requirements outlined in LACERA's Request for Proposal (RFP).
- Questica was the highest scoring vendor during the RFP process.
- Questica offers a subscription-based, public sector, single tenant, single provider hosted solution.
- Questica provides end-to-end solution encompassing budget preparation and management, workflow, analytics, performance management, and budget book publishing.
- Questica's application configurability can be finely tuned to reflect LACERA's unique requirements.
- Questica's solution provides Application Programming Interfaces (APIs) that allow secure integration with LACERA's other enterprise solutions; specifically, our GL system, Dynamics Great Plains.

Business Challenge and Goals



❑ Business Challenge

- Manual, time consuming process
- Risk of data integrity
- Lack of flexible and timely reporting
- Budget Book Development process
 - ✓ long lead time
 - ✓ manual consolidation

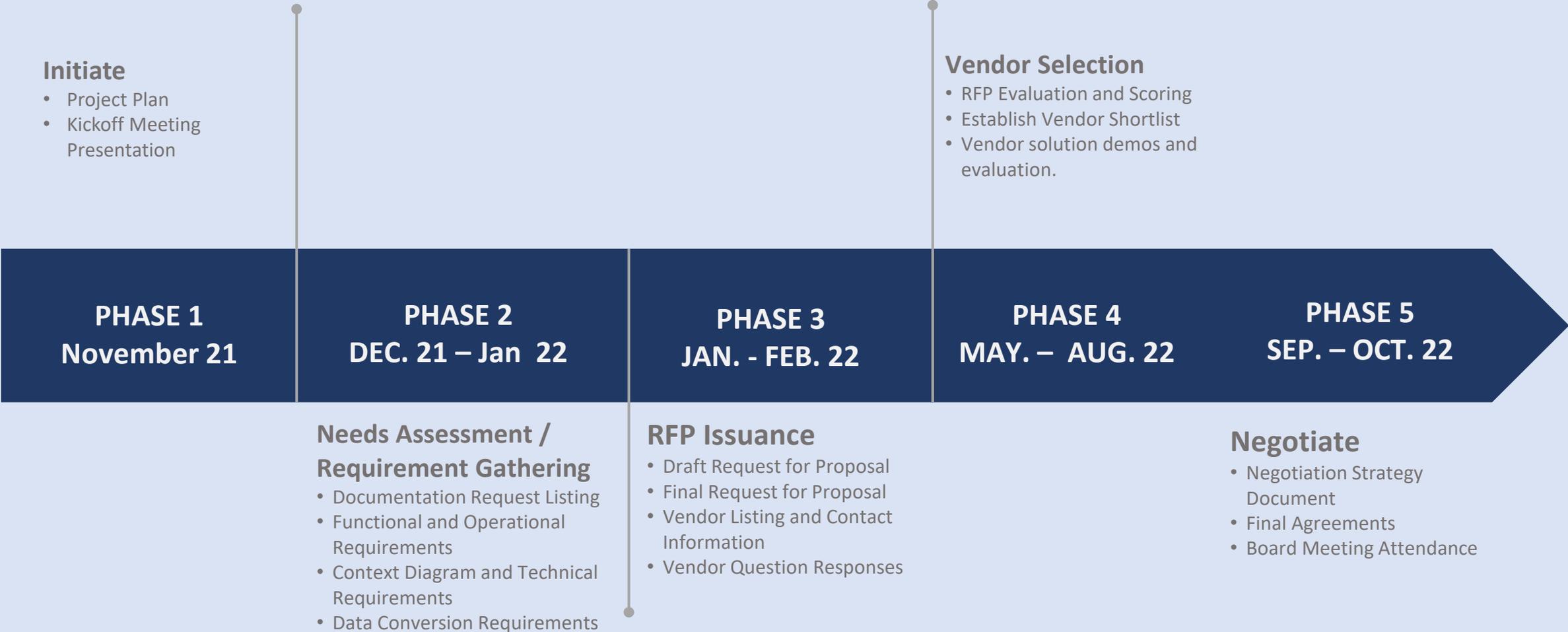
❑ Goal: Evaluate the current budget process and ongoing requirements, assess evolving industry trends, and implement an optimal design and solution.

Background



- ❑ Under the CEO's 100 Day plan
 - Chapter IV.6 – Planning, Improved budgeting process
 - Chapter VII.1 – Enhance Processes and Operations, New budget system and processes
- ❑ FY2021-2022 Systems Budget – Budget System Software Consulting Services for \$150,000
- ❑ On June 2, 2021, the Operations Oversight Committee (OOC) authorized staff to issue an RFP for budget consulting services
- ❑ On September 1, 2021, BOR authorized staff to engage with recommended Budget consultant SDI Presence (SDI)
- ❑ PO25841 issued October 25, 2021, to engage with SDI
- ❑ November 15, 2021, held kick-off meeting with SDI and Budget Project Team
- ❑ On March 2, 2022, the OOC authorized staff to issue an RFP for budget application solution
- ❑ FY2022-2023 Systems Budget – Budget Software Solution under the Systems Division Technology Modernization Projects for \$150,000
- ❑ October 6, 2022, BOR vendor recommendation for a Budget Application Solution

The Consultant's Role - SDI Presence





Core Features

Robust reporting tools

Forecasting capabilities

Integration - Easy access to real-time data

Improved personnel budgeting tools

Improved workflow capabilities

Automated budget development and monitoring tools



Budget Application RFP Process





LACERA Project Team

Executive Sponsors	Laura Guglielmo
	JJ Popowich
Primary Sponsors	Roberta Van Nortrick (Admin)
	Ted Granger (FASD)
	Kathy Delino (Systems)
Subject Matter Experts	Kaelyn Ung (Budget/Admin)
	Kevin Sakamoto (Budget/Admin)
	James Beasley (RIM/Admin)
	Martin Sandoval (Proc/Admin) - POC
	Ervin Wu (FASD)
	Carly Ntoya (HR)
Systems	Celso Templo (PMO) - POC
	Summy Voong (Technology)
	Cookie Jaranilla (PMO/Tech)
Information Security	Bob Schlotfelt
	Matt Behrens



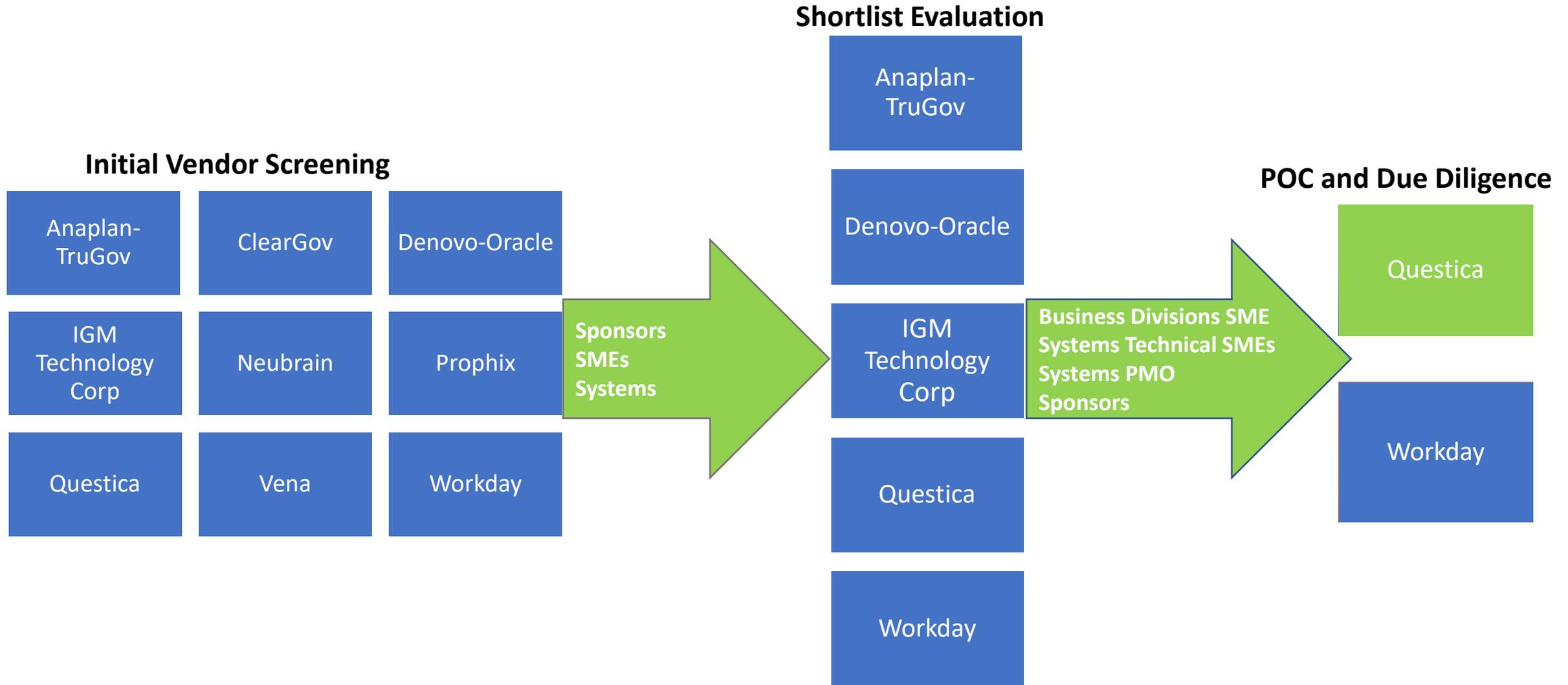
Evaluation Criteria

RFP Criteria Scores	Max Score
Cover Letter, Table of Contents, Executive Summary, Company Background, Company Qualifications, and References	20.0
Proposed Solution (Requirements)	25.0
Implementation Approach and Work Plan	20.0
Ongoing Maintenance and Support	10.0
Pricing	25.0
Total	100.0

POC Criteria Scores	Max Score
Implementation Team Background	3.0
Implementation Plan Overview	3.0
System Overview	3.0
Personnel Budgeting	3.0
Operations	3.0
Reporting and Budget Document	3.0
Maintenance and Support	3.0
Audit and Security	3.0
User Interface	3.0
Total	27.0



Vendor Screening, Shortlist and Finalist





PRODUCT &
VENDOR
COMPARISON

Core Functionality	Workday	Questica
Forecasting Capability	Full	Full
Personnel Budgeting	Partial	Full
Budget Book Development	Full	Full
Reporting Capability	Full	Full
Workflow Capability	Partial	Full
Interactive Dashboards with Public Facing Capabilities	Full	Full
Integration - Easy access to real-time data	Partial	Full



Finalists Rating and Cost Comparison

COST COMPARISON

- Year 1
- 5 Year

Vendor	POC Score	Implementation Total	Year 1	Implementation + Year 1
Questica	26	\$75,375	\$60,876	\$136,251
Workday	18	\$150,000	\$49,300	\$199,300

Vendor	Implementation		License and Maintenance					5 Year License and Maintenance Total	5 Year Total Cost
	Implementation Total	Year 1	Implementation Total + Year 1	Year 2	Year 3	Year 4	Year 5		
Questica	\$ 75,375	\$60,876	\$ 136,251	\$60,876	\$63,920	\$67,116	\$70,472	\$ 323,259	\$ 398,634
Workday	\$ 150,000	\$49,300	\$ 199,300	\$50,196	\$51,110	\$52,042	\$52,993	\$ 255,641	\$ 405,641



Vendor Selection Recommendation

- ❑ Questica was the only vendor to have a budgeting solution that fully met the core features and functionality desired by LACERA
- ❑ Questica budget solution provided:
 - User-friendly interface
 - Comprehensive document management
 - Workflow
 - Flexible financial reporting tools
 - Configurability
 - Integration



Questica

Company Overview

- ❑ Questica founded in 1998
- ❑ Offices in Pasadena, California and Oakville, Ontario
- ❑ Serves 850+ public sector agencies that include local and state/provincial governments, colleges, universities, K-12 schools, healthcare facilities, and non-profit organizations
- ❑ Team of 140 staff
- ❑ Single provider responsible for all development, implementation, and ongoing support



Questica Implementation Team

Executive Oversight and Sponsor	James McCall, Vice President, Professional Services
------------------------------------	---

Project Management	Christopher Gulka, Project Manager/Implementation Specialist
-----------------------	---

Software Configuration	Anthony Vranic, Lead Software Developer
---------------------------	---

Budget Book Implementation	Joy Richardson, Principal Consultant, CPA, FH Black & Company Inc.
-------------------------------	---

Training Support Lead	Abid Siddiqi, Learning and Development Manager
--------------------------	--

Customer Success	Jessica Schildt, Customer Success Manager
------------------	---



DIVERSITY EQUITY and INCLUSION

Policy Commitments

Equal employment opportunity and non-discrimination policies	Yes
Anti-harassment policy and procedures	Yes
Board oversight of DEI	Yes

Notes and Developments:

- Questica is committed to fostering, cultivating and preserving a culture of diversity and inclusion amongst its employees. They are required to present and receive approval from their board on their DEI statistics status and initiatives annually. They embrace and encourage their employees' diversity and recognize that differences foster a creative, dynamic, and productive workforce and strive to apply a DEI focus on the following:
 - Hiring practices and policies
 - Compensation and benefits
 - Professional development and training
 - Promotions
 - Ongoing development of a DEI work environment

Momentum and Analysis

Strengths and Recent Progress:

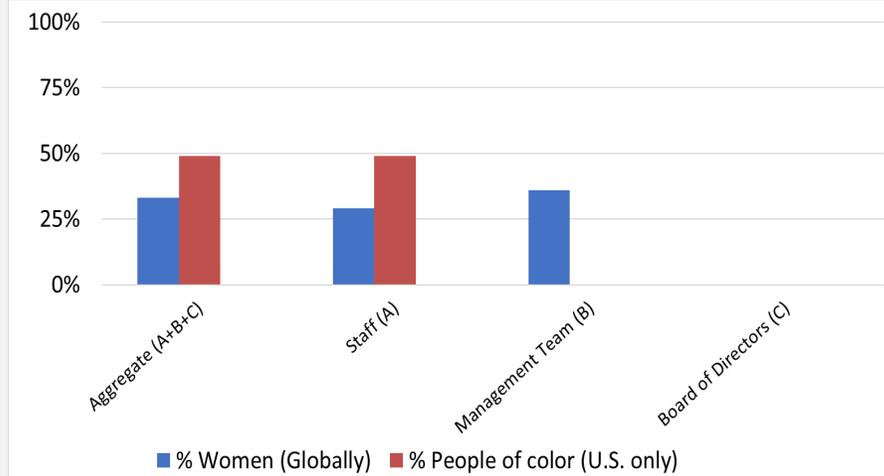
- Questica is in the process of launching a formal policy as part of our commitment to DEI, that will be included in Employee Handbook and commits to promptly adopting and providing a copy of our policy if we are awarded a contract with LACERA.
- Questica has a Workplace Anti-violence, Discrimination, Harassment & Sexual Harassment Policy in place in support of DEI.

Areas for Further Development:

- As GTY continues to cultivate its DEI strategy, we will be exploring initiatives to integrate DEI into our leadership objectives.

Reported Strategies to Address Areas for Development:

- GTY has a Customer Service Standards Policy, Accessible Employment Standard Policy, Code of Conduct and Recruitment Policy as well as Customer Service Standards and Accessible Employment Standards training, Workplace violence and harassment training and Respect in the workplace training that further support our DEI strategy.



Reported Track Record

Demographics

- As reported on voluntary, self-identified basis
- In adherence to local laws and privacy

Our Customers



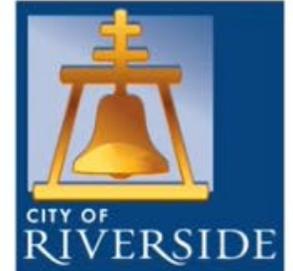
Sunnyvale



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA



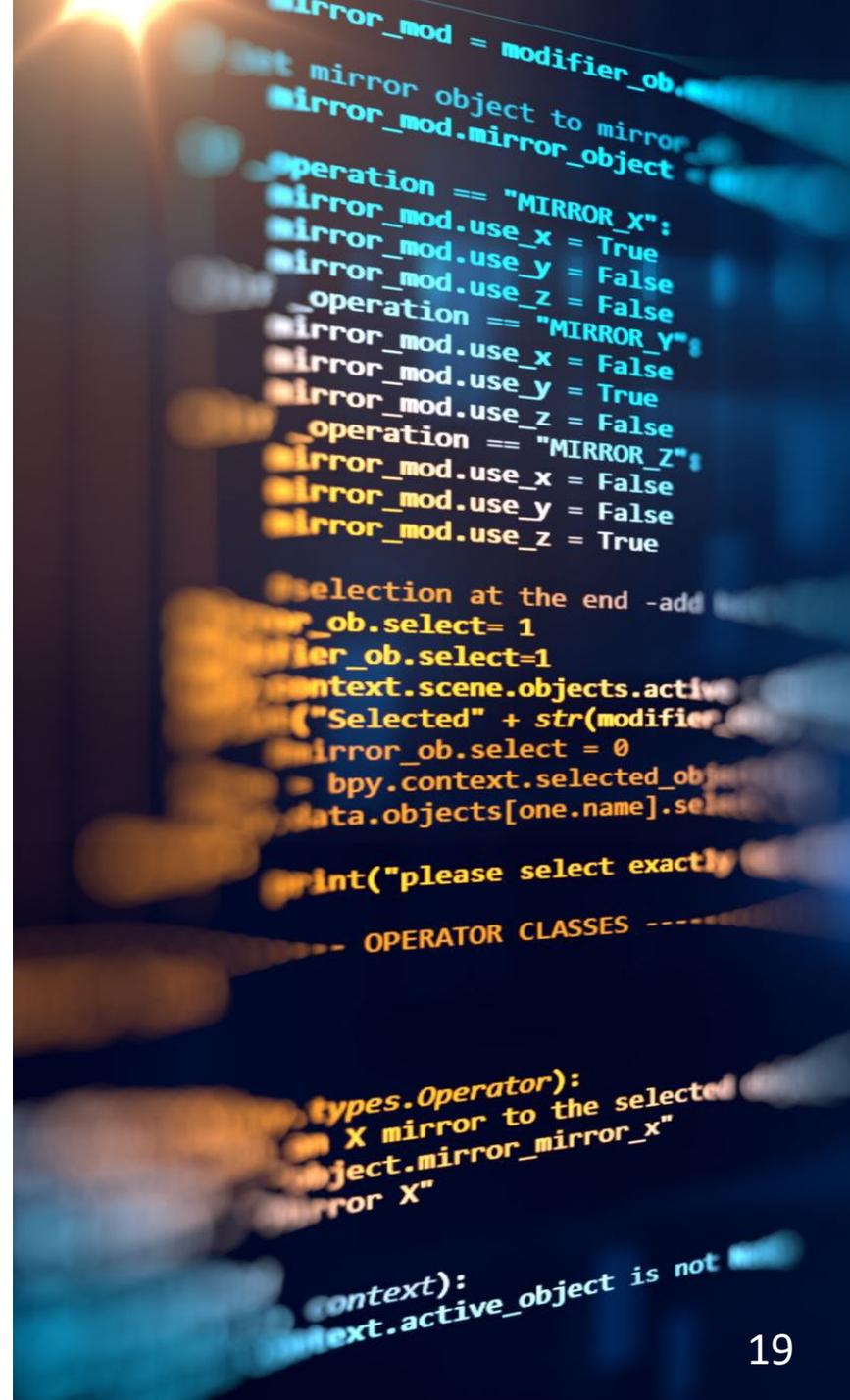


Questica Security & Compliance

- ❑ Software as a Service (SaaS) subscription-based model, the application is located, managed, supported, and secured within MS Azure Cloud Datacenters

Compliance & Security

- ❑ SOC 1, SOC 2, SOC 3, ISO 27001, ISO 27017, ISO 27018, PCI DSS



Caseware

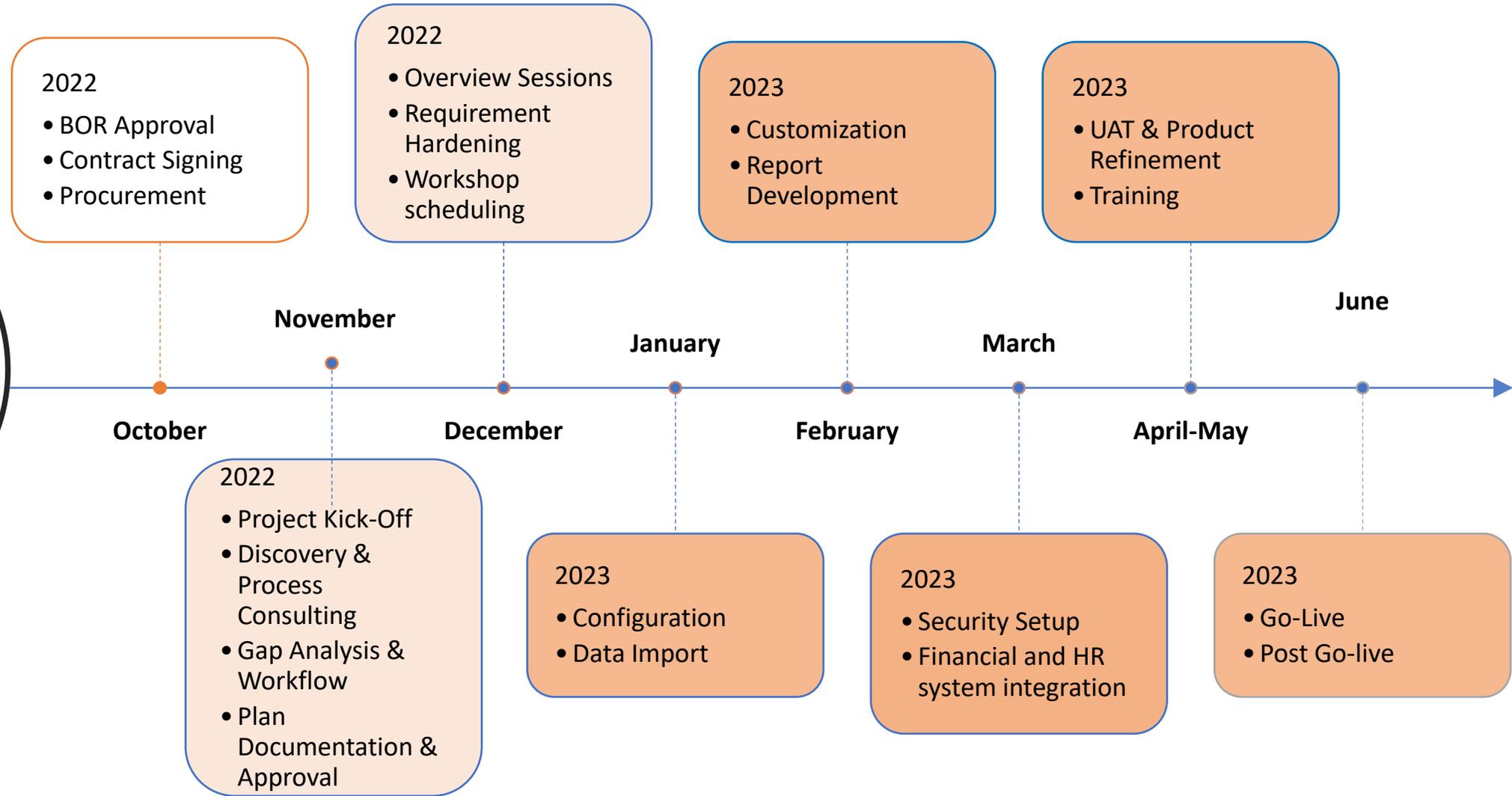
Budget Book Security & Compliance



- ❑ Questica's BudgetBook powered by CaseWare (QBB-CW) solution provides a robust budget book publishing experience, producing a GFOA award winning Budget Book.
- ❑ Questica would employ the services of FH Black Inc. to implement the Caseware Budget Book application. Scope of work includes Implementation and configuration of CaseWare's standard Budget Book library, related train-the-trainer training activities, and aftercare services.
- ❑ Caseware's Budget Book Software as a Service (SaaS) is located, managed, supported, and secured within Amazon Web Services Datacenters
- ❑ Caseware complies with SOC 2 certification and ISO 27001 standards



Questica Implementation Timeline





Questica Training

Training Types

- Virtual/Online Training
- Blended Learning
- Training Courses

Training Approaches

- Train-the-Trainer
- System Administrator Training

Questica Help

Reference Material

Training Video Library

Training Agenda



Concerns and Risks

- Implementation Timeline - Questica is a budget system and Workday offers an ERP
- Budget Book - Questica's strength is its budget capabilities, not publishing
- Budget System vs ERP – Questica is a budget application and Workday is a module within an ERP suite
- Buyout - Acquisition Risk



Conclusion

Recommendation

Authorize staff to engage with Questica to provide software and consulting services to configure, customize, and implement an enterprise budget application for the Administrative Services Division

Key Terms & Cost

- 5 Years term - consistent with LACERA's Procurement Policy
- First year cost of \$136,241 – (\$75,375 Implementation Cost & \$60,876 License Fee)
- Five-year cost of \$398,634
- SaaS Single Tenant Hosted Solution
- Training resources included



THANK YOU!

Budget Project Team



cjaranilla@lacera.com
ctemplo@lacera.com
kdelino@lacera.com



626-564-6000



QUESTIONS?



Appendix



Appendix: Questica Portal



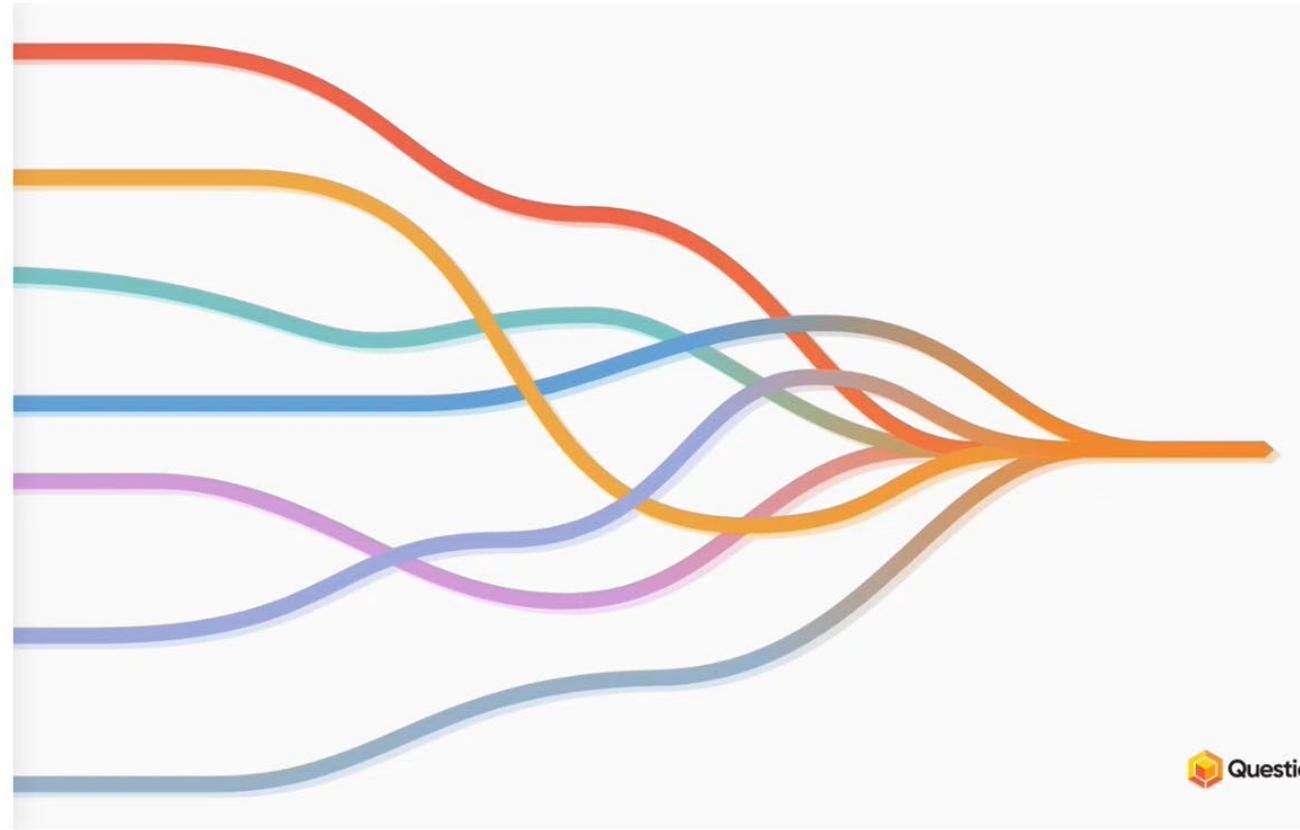
User Name

Password

[Sign In](#)

[Forgot My Password](#)

2022.1.0.0





fire

Arrange Widgets Add Widget Edit Dashboard New Dashboard

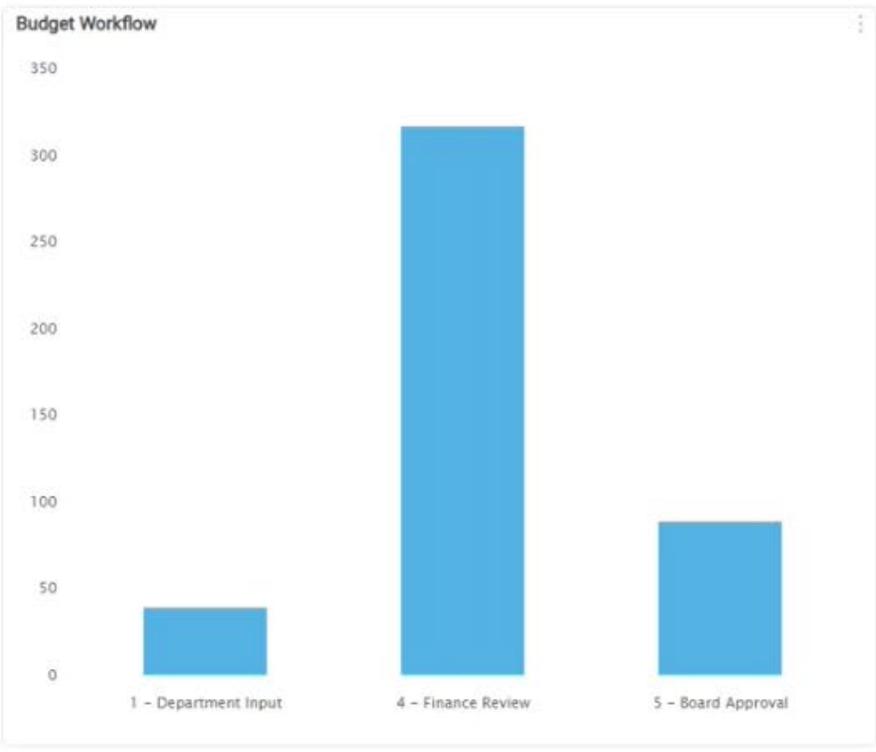
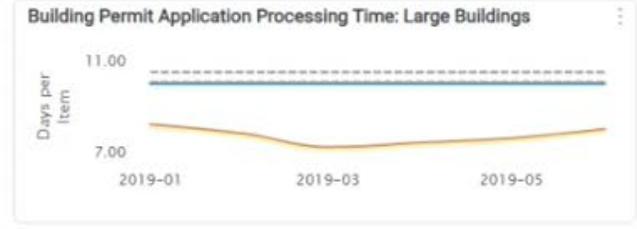
Finance Dashboard

Change Requests to Review
2

Warning/Critical Measures
1

Proposed Operating Budget
\$347M

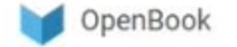
Over-allocated Positions
2



Test

Fund Des...	Depar...	Previ...	Previ...	Previ...	Curre...	Curre...	Previ...		
Department Description: Administration Div Fire					0.00	11,281.81	11,231.81	0.00	0.00
General Oper...	Administ...					11,181.81			
General Oper...	Administ...					11,181.81			
General Oper...	Administ...	11,181.81							
General Oper...	Administ...	11,181.81							
General Oper...	Administ...					50.00			
General Oper...	Administ...					50.00			
General Oper...	Administ...					50.00			
Department Description: Arts, Culture and Events 7,550,...					228,845,...	181,071,...	276,200,...	217,700,...	
General Oper...	Arts, Cult...								
General Oper...	Arts, Cult...					(1,009.11)			
General Oper...	Arts, Cult...					(1,009.11)	300.44		
General Oper...	Arts, Cult...						5,521.03		
General Oper...	Arts, Cult...					5,521.03	3,924.31		

1000 records [Load All Records](#) 50, 513,577, 694,722, 523,788, 882,774, 693,781,...



Operating

- Budgets
- Costing Centers
- Scenarios

Budget

- Account Summary
- Budget Lines
- Actual Costs
- Allocations
- Allocation Source Budget Lines

Positions

- Position Allocations

Stats

- Stat Account Summary
- Stat Budget Lines
- Stat Actuals

Calculations

- Calculations
- Calculation Templates

Capital

- Capital Projects
- Capital Project Years
- Scenarios
- Capital Project Map
- Capital Project Milestones

Budget

- Account Summary
- Budget Lines
- Capital Project Actual Costs
- Operating Impacts

Stats

- Stat Account Summary
- Project Statistical Budget Lines
- Stat Actuals

Calculations

- Calculations
- Calculation Templates

Personnel

- Positions
- Position Revisions
- Employees
- Employee Revisions
- Grades
- Scale Values
- Modifiers
- Modifier Amounts
- Earning Breakdowns
- Earning Breakdown Details
- Synchronize Personnel

Change Requests

- Change Requests
- Change Request Budget Lines
- Change Request Stat Budget Lines
- Change Request Capital Project Budget Lines
- Position Allocation changes

Variables

- All Variables
- Variables by Entity
- Variables by Owner

Performance

- Quick Entry
- Programs
- Measures
- Measure Periods
- Measure Actuals
- Scorecards

Balances

- Balance Summary
- Balance Budget Lines
- Balance Actual Costs

Funds

- Reserve Forecasts
- Fund Balance Forecasts



Report Center

Search Reports

- All Reports ▼
- All Categories ▼
- All Contexts ▼
- Print Reports & Smart Reports ▼

- 5 Year Operating Budget Summary**
Shows a five-year summary of Budget Lines from all Costing Centers rolled up to GL Account Type.
- 5 Year Operating Budget Summary_Jeff**
Shows a five-year summary of Budget Lines from all Costing Centers rolled up to GL Account Type.
- Actual Cost Details**
- Actual Costs Year to Date**
- Actual vs Budget Year To Date**
Displays the Actual versus Budgeted amounts sorted by either Fund Category, Fund, Division, Department, GL Category or GL Account for the selected Budget Year.
- Actual vs Budget Year To Date**
- Allocated/Unallocated Positions**
Displays the Positions that are allocated, partially allocated, over allocated, and unallocated to Costing Centers.
- Allocation Detail**
Provides all the details of an Allocation.
- Allocation Summary**
Provides an overview of all Allocation transfers for a Budget Year.
- Balance Sheet**
Shows a financial picture of assets, liabilities, and equities for a given budget year with optional breakdowns by year, trimester, quarter, or month, and optionally the prior year's closing values.
- Balance Sheet - Landscape**
Shows a financial picture of assets, liabilities, and equities for a given budget year with optional breakdowns by year, trimester, quarter, or month, and optionally the prior year's closing values.
- Balance Sheet Projection Annual**
Shows a financial projection of assets, liabilities, and equities on an annual basis for a selected range of years.
- Balance Sheet Projection Detailed**
Shows a financial projection of assets, liabilities, and equities for a given budget and projection year with breakdowns by annual, trimester, quarter or month.
- Budget Comparison**
Compares Budgets and Baselines with multiple grouping and drilldown options.
- Budget Forecast by Costing Center**

- ### Bookmarks
- Calculations**
 - Calculation Template | 2022 | Investment Revenue
 - Calculation Template | 2022 | Road Resurfacing (CA/Metric)
 - Calculation Template | 2022 | Road Resurfacing (US/Imperial)
 - Calculation Template | 2022 | Standard Overhead Rates
 - Change Requests**
 - Change Request | 2022 | 0647 - RTIC Drone Upgrades (RTIC Phase 2)
 - Capital**
 - Capital Project | ENG-058 - Bicycle Master Plan Implementation
 - Capital Project | ENG-176 - Adelaide Chinatown Gates - Remediation
 - Capital Project | ENG-239 - Ross Bay Seawall Replacement Design
 - Capital Project | ENG-270 - Road Surface Major Repairs Vining & Stanley
 - Operating**
 - Costing Center | 2021 | 3230 - Electrical Inspection
 - Costing Center | 2022 | 2250 - Information Systems
 - Costing Center | 2022 | 2861 - Fire Station 1
 - Performance**
 - Measure | 1306 - Building Permit Application Processing Time: Houses
 - Personnel**
 - Position | 2022 | Fire Fighter 1st Class (6004): Tomasz Trejo (13442)
 - Reporting**
 - Print Report | 5 Year Operating Budget Summary
 - Print Report | Budget Comparison
 - Print Report | Budget Forecast by Costing Center
 - Print Report | Budget Forecast by Division
 - Smart Report | Capital Budget by Division, Department, and Capital Project
 - Print Report | Capital GL Account Summary - 10 Years
 - Print Report | Capital Project Scenario Summary
 - Print Report | Capital Reserve Funding By Rank
 - Print Report | Costing Center Actual vs Budget Monthly
 - Print Report | Costing Center Scenario Comparison
 - Print Report | Costing Center Summary
 - Print Report | Department Summary - Financial
 - Print Report | FTE Multiple Year Summary
 - Print Report | Fund Balance Forecast Details

Parameters

Auto-Fill Custom...

Budget Year Previous Operating Budget

Budget Main Budget (Live)

Report Month End This Month (July 2021)

Fund Category or Fund All

Division or Department All

GL Category or GL Account All

Costing Center Select All (443) selected

Group By Division

Highlight Links Yes

Expand To GL Account Type

Standard Parameters

Run Print Report

Actual vs Budget Year To Date by Division

Division Arts, Culture and Events
 January 2021 To July 2021 (7 Months)
 Fund All
 Department All
 GL Account All
 Costing Centers - Corporate Security, - Police-ExplosiveOrdDispos, 1350 - Property Taxes ...

	Budget	YTD Actual Cost	Variance Over/Under	Variance
Revenues	397,800	233,949	(163,851)	-41.19 %
Expenses				
Contracted Services	1,006,534	641,193	(365,341)	-36.30 %
Equipment	19,000	14,977	(4,023)	-21.18 %
Fiscal Expenses	-	172	172	100.00 %
Internal Transfers (Exp)	-	-	-	0.00 %
Material & Supplies	145,150	88,508	(56,642)	-39.02 %
Miscellaneous	(35,825)	(20,704)	15,121	42.21 %
Other Personnel Costs	12,946	3,990	(8,956)	-69.18 %
Salaries and Benefits				
4010 - Salaries - Exempt	-	-	-	0.00 %
4016 - Salaries - Inside	280,441	260,048	(20,392)	-7.27 %
4070 - Overtime	-	19,351	19,351	100.00 %
4080 - Auxiliaries/RPT/Seasonal	35,322	76,966	41,644	117.90 %
4102 - Benefits	(1,978)	74,041	76,019	3,843.23 %
9211 - WO Regular Time	197,180	20,152	(177,028)	-89.78 %
9221 - WO Overtime	-	13,022	13,022	100.00 %
Total Salaries and Benefits	510,964	463,580	(47,384)	-9.27 %
Total Expenses	1,658,769	1,191,717	(467,053)	-28.16 %
Net Total	(1,260,969)	(957,768)	303,201	24.05 %

Word

Excel

PDF

CSV (comma delimited)



Search Positions



Unpublish

Publish



All Positions ▾

<input type="checkbox"/>	Name	Number	Employee	Type	Category	Grade	Employee Groups	FTE	% Allocated to Operating	Anniversary Month	Increase Rate	Vacation Payout	Next Step Number
<input type="checkbox"/>	Landscape Design Technician	4134	Aniela Almond (13773)	Salary Full-time	CUPE 388	C388 - CUPE12		1	100				1
<input type="checkbox"/>	Parkade Attendant	4004	Luzman Lara (13378)	Part-time	CUPE 388	CUPE03		0.3	100				1
<input type="checkbox"/>	Supervisor - Pool & Bldg Oper	4141	Vikki Dorsey (13900)	Salary Full-time	CUPE 388	C388 - CUPE13		1	100				1
<input type="checkbox"/>	Building Maintenance Worker	4030	Lesley Andrade (12204)	Hourly Full-time	CUPE 388	C388 - CUPE09	Classic	1	100				1
<input type="checkbox"/>	Technical Support Analyst	4153	Samiha Fowler (13186)	Salary Full-time	CUPE 388	C388 - CUPE14		1	100				1
<input type="checkbox"/>	Clerk - Utilities/AR	4364	Evan Mitchell (13227)	Salary Full-time	CUPE 388	C388 - CUPE08	PEPRA	1	100				1
<input type="checkbox"/>	Lifeguard / Instructor	2015	Jaiden Cordova (13444)	Auxiliary	CUPE 388	CUPA04		0.58	100				1
<input type="checkbox"/>	Lifeguard / Instructor	2015	Johanna Akhtar (14263)	Salary Full-time	CUPE 388	CUPA04		1	100				1
<input type="checkbox"/>	Building Service Worker	4003	Akeel Allison (11784)	Hourly Full-time	CUPE 388	CUPE03	Classic	1	100				1
<input type="checkbox"/>	Senior Planning Technician	4311	Tobi Salinas (14322)	Salary Full-time	CUPE 388	C388 - CUPE13		1	100				1
<input type="checkbox"/>	Parkade Attendant	4004		Part-time	CUPE 388	CUPE03		1	100				1
<input type="checkbox"/>	Public Service Rep	4223	Kyrion Estrada (13644)	Part-time	CUPE 388	C388 - CUPE09		0.5	100				1
<input type="checkbox"/>	Engineering Assistant	4033		Auxiliary	CUPE 388	C388 - CUPE06		0.6	100				1
<input type="checkbox"/>	Recreation Programmer	4255		Salary Full-time	CUPE 388	C388 - CUPE11		1	100				1
<input type="checkbox"/>	Senior Geomatics Technologist	4160	Torin Henderson (11626)	Salary Full-time	CUPE 388	C388 - CUPE17		1	100				1
<input type="checkbox"/>	Clerk	4248	Kaydon Melendez (9)	Auxiliary	CUPE 388	CUPE04	PEPRA	0.09	100				1
<input type="checkbox"/>	Parkade Attendant	4004	Autumn Meyer (13-13956)	Part-time	CUPE 388	CUPE03		1	100				1
<input type="checkbox"/>	Facility and Event Coordinator	4201	Vernon Combs (13415)	Salary Full-time	CUPE 388	C388 - CUPE11		1	100				1
<input type="checkbox"/>	Coordinator - Parkades	4123	Riley Ahmed (7799)	Salary Full-time	CUPE 388	C388 - CUPE11		1	100				1
<input type="checkbox"/>	Secretary - Engineering Admin	4064	Mazie Conrad (12784)	Part-time	CUPE 388	C388 - CUPE07		0.5	100				1
<input type="checkbox"/>	Infrastructure Administrator	4196	Storm Howe (11554)	Salary Full-time	CUPE 388	C388 - CUPE18		1	100				1



Questica

BudgetBook

powered by CaseWare

Graphic Inserts | Charts | Narrative | Tables | Content Library



SAVE

Time



REDUCE

The risk
of errors



ACHIEVE

More reliable
results

File Home View Engagement Document Account SmartSync Tools

Paste Cut Copy Delete Clipboard Properties Insert Line Delete Line Replace Select Tags Document Issue From Library Folder Automatic CaseView Manual Link Placeholder Word Excel

Documents Issues Trial Balance Adj. Entries Other Entries Copy Statements cw.manager City of New Sampleford Yearly

Filter: None

Name	Completed by	Reviewed by	Due Date	Tags
Financial Reports				
ADHOD Financials 17.00 Hotfixes.cvw				
Budget Book				
ADHOC Ad hoc balance investigation				
CONTROL Control Fields for Budget Book Publication				
BBOOK Compiled Budget Book - Adopted				GFOA Required
BBOOK Component Documents				
F3 Consolidated Financial Schedule				GFOA Required
F4 Fund and Department Schedules (includes F5 and O4)				
GG5 General Government Services				GFOA Required
PS Protective Services				GFOA Required
RS Recreational Services				GFOA Required
F6 Revenue Trends & Forecasts				GFOA Required
F8 Capital Expenditures				GFOA Required
F10 Debt				GFOA Required
O3 Position Summary				GFOA Required
CIP				
Inserted PDFs				
BB1 Title Page - Outer				
BB2 Title Page - Inner				
BB3 GFOA Certificate of Excellence				GFOA Required
O1 Organization Chart				GFOA Required
P4 Financial Policies				GFOA Required
P5 Budget Process / Calendar				GFOA Required
Custom CAFR				
Supporting Documents				
Trial Balances and Support Workpapers				
Customizing the Financial Reports Control Documents				



Roles

- Name
- Administrators
- Approvers
- Community Planning
- Corporate
- Deputy City Manager
- Development Services
- Engagement
- Engineering Administration
- Facilities
- Finance**
- Fire Department
- Human Resources
- Legal
- Legislative & Regulatory Services
- Non-departmental
- Parks
- Performance
- Permits & Inspections
- Police

Finance

Edit the permissions granted by this Role

Search for security items

General

System

User Entities

• Print Reports

Fields

Applies To

• Departments

• Personnel Security Groups

Performance Security Grou...

Calculation Template Secur...

Operating

• General

• Costing Center Stages

Capital

• General

• Capital Project Stages

Change Requests

• Change Request Types

Change Request Stages

Personnel

General

Performance

General

Financial Statements

General

Calculation Templates

General

Costing Center Stages

	Department Input	Finance Review	Board Approval
.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Edit	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Delete	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promote	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demote	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create/Delete Scenarios	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Edit Scenarios	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administer Documents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administer Notes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administer Security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Budget	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administer Budget Lines	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lock Budget Lines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Publish Operating Impacts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Cancel

OK

TECHNICAL DISCUSSION

- Describe your hosting infrastructure including physical controls

Questica relies on Microsoft Azure datacenter security to manage data access, mitigate physical security, hardware disposal, redundancy options, provisions for natural disasters such as fire, loss of electricity, flood, overheating, and network access.

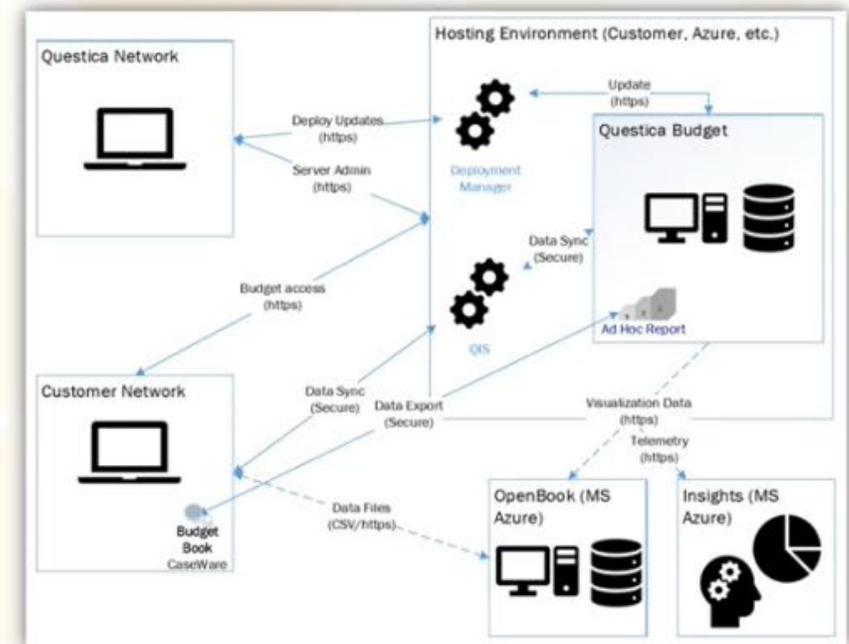
Questica leverages Microsoft Azure's datacenters that offer numerous compliance certifications. Microsoft Azure is built with established ISO/IEC security standards in mind, and Microsoft maintains technical and organizational measures to protect customer data. Microsoft Azure is a hyper-scale commercial infrastructure cloud platform, capable of meeting the Written Information Security Program (WISP) requirements for federal, state, and local governments.

These measures comply with the requirements set forth in such established security standards as ISO/IEC 27001 and ISO/IEC 27002, and the code of practice for cloud privacy, ISO/IEC 27018. As a hosting services provider, Microsoft Azure meets the most stringent security standards, including:

- CJIS
- SOC1 and SOC2
- DFARS
- FedRAMP
- NIST

Infrastructure security and Questica staff access to customer data is managed at numerous levels:

- Production information systems are hosted within a secure Microsoft Azure Datacenter, and there is no physical access available to Questica employees or customers.
- Remote desktop access to any Questica-hosted system requires a valid corporate active directory account and two-factor authentication. These are provisioned and disabled actively during the hiring, position change or leave from Questica.
- Remote desktop access is also restricted to a select few senior network staff members.
- Reports on application activity, network activity, and resource usage are checked weekly.
- Automated notifications for availability, resource usage/contention, and activity are also set up for each environment.
- Any activity outside of expected baselines that requires further investigation is elevated as warranted.
- If any activity indicated a security breach, customers would be notified after an assessment.



TECHNICAL DISCUSSION

- Demonstrate and discuss disaster recovery / business resumption

Questica Disaster Recovery (DR) Plan

Questica's standard is to perform continuous point in time backups supporting our 2-hour Recovery Point Objective (RPO). Questica's hosting services are provided by Microsoft Azure, USA.

Azure uses Geo-redundant storage (GRS) that is designed to provide at least 99.99% (16 9's) durability of objects over a given year by replicating data to a secondary region within the same Azure Network. Therefore, your data is durable and available even in the case of a complete regional outage or a disaster in which the primary region is not recoverable.

Questica Budget (QB) has two parts, the application files (aka the site) and the database. The site changes much less frequently than the data; therefore, we maintain a backup policy for each.

Location	Production	Sandbox
Sites	Weekly for 4 weeks	Weekly for 4 weeks
Databases	<ul style="list-style-type: none">Point in time for 35 daysWeekly for 12 weeksMonthly for 12 months	<ul style="list-style-type: none">Point in time for 14 daysWeekly for 4 weeks



Questica

Integration

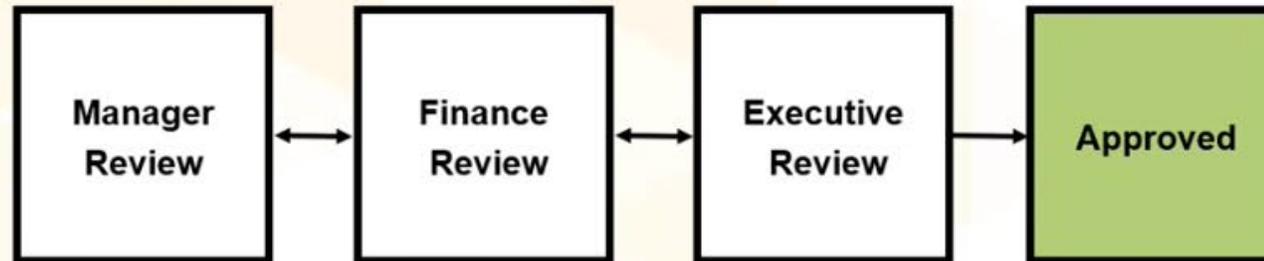
Integration

- Questica has successfully completed integrations with more than 45 unique financial systems and data warehouses, including 100+ individual customer integrations with MS Dynamics GP.

A current list of ERP systems that Questica Budget interfaces and integrates with include the following:

Abila MIP	Aggresso	Bellamy
BS&A	Caselle	Cayenta
CGI Brass	Comtek	Dynamics 365
Dynamics GP	Dynamics Nav	Dynamics SL
Ellucian Banner	Ellucian Colleague	Emphasys Elite
Epicor	Infor CloudSuite	Infor Lawson
JD Edwards	LOCiS	MAIS
Meditech	Keystone	Mitchell Humphrey
MOMSoftware	MuniWare	Oracle Financials
PeopleSoft	QuickBooks	Sage Intacct
SAP	Specialized Data Systems (SDS)	Springbrook
SRD	SunGard HTE	SunGard IFAS (Bi-Tech)
SunGard One/IFAS/Superion	SunGard Pentamation	Tyler Eden
Tyler Incode	Tyler Munis	Tyler New World
Vadim iCity	Vailtech	Workday

Workflow: Configurable Approval Stages



- ✓ Budget Amendments
- ✓ Budget Transfers
- ✓ Position Transfer Requests



September 20, 2022

TO: Each Trustee
Board of Retirement

FROM: Carlos Barrios^{CB}
Interim Division Manager, Benefits Division

FOR: Board of Retirement Meeting of October 6, 2022

SUBJECT: Application of Hector Inzunza for Reinstatement to Active Membership Pursuant to Government Code Section 31680.4 and 31680.5

Government Code Sections 31680.4 and 31680.5 permit a service retired member to be re-employed by the County and reinstated as an active member of LACERA if the Board of Retirement, based upon medical examination, determines that the member is not incapacitated for the assigned duties. The member's retirement allowance would be suspended immediately upon re-employment. Reinstatement to active membership becomes effective the first day of the month following the date of re-employment. The returning member would only be eligible for a retirement plan that is currently available for new members regardless of the member's prior retirement plan.

Hector Inzunza was employed by the County of Los Angeles Department of Parks and Recreation. He retired on October 1, 2020. The County of Los Angeles Department of Parks and Recreation re-employed Hector Inzunza as a Regional Park Superintendent III (Class Code no. 8838) effective June 14, 2021, which resulted in an overlapping period of active employment and retirement from June 14, 2021 thru June 30, 2021. LACERA is in the process of collecting the overpayment.

Under CERL 31680.5, all reinstated general members are entitled to a retirement allowance, upon subsequent retirement, "determined as if the member were first entering the system." Thus, this member is only eligible for Retirement Plan G General. Note that the member was in Plan D for his past membership period and will be in Plan G General for his new membership period, if approved for reinstatement.

Attached are copies of documents prepared in support of the member's application for reinstatement:

- The July 12, 2022 letter from the County of Los Angeles Department of Parks and Recreation confirming the Board of Supervisors approval of the request to re-employ the member. (Attachment 1)
- The July 12, 2022 letter from the Chief Executive Office to the Board of Supervisors requesting re-employment as a Regional Park Superintendent III with the County of Los Angeles Department of Parks and Recreation. (Attachment 2)
- The September 8, 2022 letter from the County of Los Angeles Department of Parks and Recreation to LACERA requesting reinstatement of membership for the

member and outlining the job duties for a Regional Park Superintendent III. (Attachment 3)

- The July 18, 2021 letter from the member to LACERA requesting reinstatement of membership as a Regional Park Superintendent III with the County of Los Angeles Department of Parks and Recreation. (Attachment 4)
- The member's Medical Clearance report signed on July 21, 2021 finding the member not incapacitated for the proposed duties. (Attachment 5)
- The Class Specification for a Regional Park Superintendent III. (Attachment 6)

IT IS THEREFORE RECOMMENDED THAT YOUR BOARD:

1. Determine, based upon medical evaluation conducted on July 21, 2021, that Hector Inzunza is not incapacitated for the duties assigned to his in the position of Regional Park Superintendent III; and
2. Grant the application of Hector Inzunza for reinstatement to active membership.

NOTED AND REVIEWED:



JJ Popowich
Assistant Executive Officer

CB:bb
Div\ben\retstaff\Inzunza, Hector.doc

Attachments





COUNTY OF LOS ANGELES
DEPARTMENT OF PARKS AND RECREATION
"Parks Make Life Better!"

Norma E. García-González, Director

Alina Bokde, Chief Deputy Director

July 12, 2022

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES
59 July 12, 2022

CELIA ZAVALA
EXECUTIVE OFFICER

REQUEST TO AUTHORIZE THE LOS ANGELES COUNTY DEPARTMENT OF PARKS AND RECREATION TO RE-EMPLOY A RETIRED COUNTY EMPLOYEE TO A FULL-TIME PERMANENT POSITION ON AN INDEFINITE BASIS AS THE REGIONAL PARK SUPERINTENDENT III, CASTAIC LAKE (ALL DISTRICTS) (3-VOTES)

SUBJECT

Approval of the recommended actions will approve a Los Angeles County Employees Retirement Association member's return to work, thereby suspending the member's retirement benefits and returning that member to active full-time employment.

IT IS RECOMMENDED THAT THE BOARD:

1. Authorize the Department of Parks and Recreation to re-employ retired Los Angeles County Employees Retirement Association member, Hector Inzunza, to full-time permanent status in compliance with the Los Angeles County Employees Retirement Law of 1937. Subject to your Board's approval and the subsequent approval of the County Employees Retirement Association's Board of Retirement, the member's re-employment date will be retroactive to June 14, 2021, the date Mr. Inzunza actually returned to work for the Department of Parks and Recreation.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Retired former County of Los Angeles (County) employee, Hector Inzunza (employee number 634312), retired from active County service on August 1, 2020. Consistent with the Board's Policy, adopted July 6, 1993, which allows the re-employment of retired County employees on an indefinite basis, the Department of Parks and Recreation (Department) is requesting your Board's approval for the re-employment of Hector Inzunza into active County service as a Regional Park Superintendent

III (Item # 8838, Salary Schedule 107E) at the base rate of _____ monthly and annually.

Upon his return to County employment, Mr. Inzunza's retirement allowance will be cancelled until termination of his re-employment. Mr. Inzunza's extensive knowledge and skills of Regional Park operations, mainly pertaining to Natural Areas and Lake Operations, make him uniquely qualified for this key leadership position. Mr. Inzunza was selected to return to take over as Regional Park Superintendent III at Castaic Lake State Recreation Area due to his seasoned experience managing natural area facilities, including those with large boating lakes. In his previous role, he oversaw a variety of the Department's open space and wildlife facilities and spent his last two years assisting the Castaic Lake Superintendent with daily operations prior to his retirement.

Implementation of Strategic Plan Goals

This requested action supports the County's Strategic Plan Goal 1: Make Investments that Transform Lives and Goal 2: Foster Vibrant and Resilient Communities.

FISCAL IMPACT/FINANCING

Funding for the full-time position of Regional Park Superintendent III, Castaic Lake is available within the Department's Operating Budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The Los Angeles County Employees Retirement Association (LACERA) is governed by the County's Employees Retirement Law of 1937. This action is in compliance with Government Code Section 31680.4 and 31680.5, pertaining to retired members returning to active membership.

Prior to 1991, retired County employees were prohibited from returning to County employment, except temporarily and under limited circumstances. Government Code Section 31680.4 now permits retirees to return to work on a permanent basis. The Board's adoption of the policy on July 6, 1993 made that Government Code Section operative in the County.

Mr. Inzunza's recent medical evaluation states that he was found suitable for employment and is able to fully perform the job duties as a Regional Park Superintendent III with the Department.

The Board letter has been reviewed and approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will have no negative impact on current services.

CONCLUSION

Because of his extensive regional park and natural areas experience, Mr. Inzunza will be an invaluable asset to the Department and the County. Upon approval by the Board, please return one adopted copy of this letter to the Department for further processing.

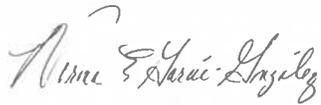
Should your staff have any questions, please contact Malou Rubio at _____ or
mrubio@parks.lacounty.gov or Vicky Santana at _____ or vsantana@parks.lacounty.gov.

The Honorable Board of Supervisors

7/12/2022

Page 3

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Norma E. Garcia-Gonzalez".

Norma E. Garcia-Gonzalez

Director

NEGG:MR:vs

c: Chief Executive Officer
County Counsel
Executive Officer, Board of Supervisors
Deputy Chief Executive Officer



**STATEMENT OF PROCEEDINGS FOR THE
REGULAR MEETING OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF LOS ANGELES HELD VIRTUALLY IN
ROOM 381B OF THE KENNETH HAHN HALL OF ADMINISTRATION
500 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012**

Tuesday, July 12, 2022

9:30 AM

59. Re-Employ a Retired County Employee to a Full-Time Permanent Position

Recommendation: Authorize the Director of Parks and Recreation to re-employ Los Angeles County Employees Retirement Association member, Hector Inzunza, to a full-time permanent status in compliance with the Los Angeles County Employees Retirement Law of 1937, subject to Board approval and the subsequent approval of the County Employee's Retirement Association's Board of Retirement, the member's re-employment date will be retroactive to June 14, 2021, the date Mr. Inzunza actually returned to work for the Department of Parks and Recreation as Regional Park Superintendent III, at a base rate of \$ _____ monthly and \$ _____ annually. **(Department of Parks and Recreation) (22-2611)**

Interested person(s) submitted written testimony.

On motion of Supervisor Mitchell, seconded by Supervisor Kuehl, this item was duly carried by the following vote:

Ayes: 5 - Supervisor Solis, Supervisor Kuehl, Supervisor Hahn, Supervisor Barger and Supervisor Mitchell

Attachments: [Board Letter](#)
[Public Comment/Correspondence](#)

The foregoing is a fair statement of the proceedings of the regular meeting held July 12, 2022, by the Board of Supervisors of the County of Los Angeles and ex officio the governing body of all other special assessment and taxing districts, agencies and authorities for which said Board so acts.

Celia Zavala, Executive Officer
Executive Officer-Clerk
of the Board of Supervisors

By 

Celia Zavala
Executive Officer



COUNTY OF LOS ANGELES
DEPARTMENT OF PARKS AND RECREATION

"Parks Make Life Better!"

Norma E. García-González, Director

Alina Bokde, Chief Deputy Director

September 8, 2022

LACERA
Manager, Benefits Division
P.O. Box 7060
Pasadena, CA 91109

Dear Manager:

HECTOR INZUNZA, EMPLOYEE ID# 634312
LAST FOUR SSN RETIRED ON AUGUST 1, 2020

The Department of Parks and Recreation (Department) would like to re-employ Hector Inzunza as a permanent Regional Park Superintendent III, in accordance with Government Code Section 31680.4. We have secured all the necessary approvals from the Chief Executive Office and the Board of Supervisors to rehire Hector Inzunza. The approved documents are attached.

Hector Inzunza has special knowledge and skills of Regional Park operations, mainly pertaining to Natural Areas and Lake operations. Castaic Lake State Recreation Area is one of three of the State-owned but Los Angeles County operated facilities that includes a large man-made lake. The 12,658 acre facility consists of two lakes, which are actually one of California's largest water reservoirs featuring two launch ramps for boating, large picnic areas, and a swim beach with kayak and float tube rentals. The park facility is also well known for camping, hiking, horseback riding, jet skiing, wake boarding, fishing and in the summer months, they offer a Junior Lifeguard Training program. The wide variety of activities offered along with the responsibility of maintaining the large open space requires extensive experience and familiarity of the facility.

Mr. Inzunza was selected to return to take over as Regional Park Superintendent III at Castaic Lake State Recreation Area due to his four years of experience as a Regional Park Superintendent I in the Natural Areas section. In his previous role, he oversaw a variety of the Department's open space and wildlife facilities and spent his last two years assisting the Castaic Lake Superintendent prior to his retirement.

I understand the Department will re-employ Mr. Hector Inzunza only upon approval of the submitted documents named above, and the approval of the Board of Retirement.

Sincerely,


Norma E. García-González, Director

NEGG:VR:pc

Enc.

07/18/2021

Manager,, Benefits Division
PO Box 7060
Pasadena, CA 91109

Dear Manager,

I wish to be re-employed as a permanent employee. This letter is to request that my monthly retirement benefit be suspended and that I be re-employed as a Regional Park Superintendent III with the Los Angeles County Parks and Recreation Department pursuant to Government Code Section 31680.4.

Sincerely,



Hector Inzunza
Employee # 634312

REEMPLOYMENT AND REINSTATEMENT TO ACTIVE LACERA MEMBERSHIP

SECTION C-MEDICAL AFFIDAVIT PURSUANT TO CERL SECTION 31680.4 or 31680.8

On July 21, 2021 I, the undersigned, conducted or oversaw the
<date of medical examination>,

medical examination of Hector Inzunza
<Name of Retiree>

pursuant to Section 31680.4 or 31680.8 of the County Employees Retirement Law, in connection with
this Retiree's application to be re-employed as:

Regional Park Superintendent III

<Prospective Job Title>.

I have also reviewed the Class Specification for this position. Based on this examination, I find that this
individual is not incapacitated for the duties assigned to this position. A copy of the medical
examination report is retained at Los Angeles County's Occupational Health Programs.

Signature of Physician performing or overseeing medical examination:

Kenichi Carrigan, MD

Print Name and Title of Physician:

Kenichi Carrigan, Senior Physician

Date Signed:

7/21/2021

Page 3 of 3

Attachment 5



REGIONAL PARK SUPERINTENDENT III

Class Code:
8838

COUNTY OF LOS ANGELES
Established Date: Mar 24, 1989
Revision Date: Jul 20, 2015

SALARY RANGE

\$7,700.36 - \$10,376.92 Monthly

DEFINITION/STANDARDS:

DEFINITION:

Has immediate responsibility for supervising the overall operation of a very large multiple-use regional park.

CLASSIFICATION STANDARDS:

Positions allocable to this class are characterized by their responsibility for managing all recreational activities, water safety, and maintenance operations at a very large, high usage, multiple-use regional park such as Castaic Lake or Whittier Narrows. Positions typically report to a Regional Operations Manager.

EXAMPLES OF DUTIES:

Supervises the maintenance, recreation, boat launching, and water safety operations at a very large multiple-use regional park. Supervises, through subordinate supervisors, educational nature related programming, maintenance operations, upkeep of hiking and equestrian trails, and the care of live animal exhibits. Coordinates and supervises work assignments and work shifts for all park staff. Regularly inspects the facility to assure optimum maintenance and use of buildings, grounds, hiking and equestrian trails, beach and water areas and reports deficiencies to appropriate agency. Inspects nature center to ensure rules, regulations and procedures relating to resource protection are enforced. Maintains working relationships with other County departments or governmental agencies, support groups and other organizations which provide services to, or have a special interest in the facility. Processes and approves special event permits, coordinating pre-event preparation of the area to be utilized and assuring cleaning of the area after the event. Assures compliance by concessionaires and service contractors with negotiated terms of contracts; reports violations to appropriate departmental agency. Participates in the planning of future development or additions to the facility, and attends meetings with community organizations, private contractors, or others involved with planning and developing the facility. Prepares or supervises the preparation and maintenance of records, reports, budgets and fee collection systems. Coordinates park programs involving nature, equestrian, camping, water activities, boating, fishing or other park activities.

REQUIREMENTS:

Attachment 6

MINIMUM REQUIREMENTS:**TRAINING AND EXPERIENCE:**

Three years' experience administering comprehensive park maintenance or recreation services in a city, county, state, federal or private agency serving a population of 50,000 or more and a Bachelor's degree from an accredited college with specialization in recreation administration, park administration, park management, public administration, or a related field. Qualifying experience may be substituted for the Bachelor's degree on a year-for-year basis - OR - One year's experience as a Regional Park Superintendent II, Superintendent, Hollywood Bowl, or Superintendent, Santa Fe Dam - OR - Three years' experience in Los Angeles County Department of Parks and Recreation as a Tree Farm Manager, Regional Park Superintendent I, Assistant Regional Recreation Director, Assistant Regional Grounds Maintenance Supervisor, Lake Aquatics Manager, Assistant Superintendent, Hollywood Bowl, Assistant Superintendent, Arboretum or Supervisor, South Coast Botanic Gardens, or higher.

LICENSE:

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

PHYSICAL CLASS:

2 - Light.

OTHER REQUIREMENTS:**SPECIALTY REQUIREMENTS:****COMMENTS:**

FOR INFORMATION ONLY

September 27, 2022

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: October 6, 2022 Board of Retirement Meeting
October 12, 2022 Board of Investments Meeting

SUBJECT: **Monthly Status Report on Legislation**

Attached is the monthly report on the status of legislation that staff is monitoring or on which LACERA has adopted a position.

Reviewed and Approved:



Steven P. Rice, Chief Counsel

Attachments

LACERA Legislative Report Index
LACERA Legislative Report

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Jon Gabel
Scott Zdrasil
Tony Roda, Williams & Jensen
Shari McHugh, McHugh Koepke & Associates
Naomi Padron, McHugh Koepke & Associates

LACERA Legislative Report
2021-22 Legislative Session
Status as of September 27, 2022

PUBLIC RETIREMENT	AUTHOR	TITLE	PAGE
AB 551	Rodriguez (D)	Disability Retirement: Covid-19: Presumption	1
AB 826	Irwin (D)	Compensation and Compensation Earnable	1
AB 1667	Cooper (D)	State Teachers' Retirement System: Administration	1
AB 1722	Cooper (D)	Public Employees' Retirement: Safety Members	1
AB 1824	Public Employment and Retirement Cmt	Public Employees' Retirement	2
AB 1971	Cooper (D)	County Employees Retirement Law of 1937	2
AB 2443	Cooley (D)	Judges' Retirement System II: Benefits	2
AB 2493	Chen (R)	County Employees' Retirement Disallowed Compensation	3
HR 2954	Neal (D)	Strong Retirement	3
HR 6241	Thompson M (D)	Use of Retirement Funds	3
S 1703	Grassley (R)	Retirement Plan Administration	3
S 1770	Cardin (D)	Retirement Provisions	4
PUBLIC INVESTMEENT			
SB 1173	Gonzalez (D)	Public Retirement Systems: Fossil Fuels: Divestment	4
SB 1328	McGuire (D)	Investments and Contracts: Russia and Belarus	4
WORKERS COMPENSATION			
AB 334	Mullin (D)	Workers Compensation: Skin Cancer	4
AB 1751	Daly (D)	Workers' Compensation: COVID-19: Critical Workers	5
SB 213	Cortese (D)	Workers Compensation: Hospital Employees	5
SB 284	Stern (D)	Workers' Compensation: Firefighters and Peace Officers	5
SB 335	Cortese (D)	Workers' Compensation: Liability	6
BROWN ACT			
AB 1944	Lee (D)	Local Government: Open and Public Meetings	6
AB 2449	Rubio (D)	Open Meetings: Local Agencies: Teleconferences	6
AB 2647	Levine (D)	Local Government: Open Meetings	6
SB 1100	Cortese (D)	Open Meetings: Orderly Conduct	7
PUBLIC RECORDS ACT			
AB 343	Fong (R)	California Public Records Act Ombudsperson	7
AB 386	Cooper (D)	Public Employees Retirement: Investments: Confidential	7
SOCIAL SECURITY			
HR 82	Davis R (R)	Government Pension Offset Repeal	8
HR 2337	Neal (D)	Noncovered Employment	8
HR 5723	Larson (D)	Social Security System Benefits	8
S 1302	Brown S (D)	Pension Offset	8
HEALTHCARE			
HR 4148	Malinowski (D)	First Responders Medicare Option	9
S 2236	Brown S (D)	Medicare Buy In Option for First Responders	9
S 4312	Brown S (D)	Health and Long Term Care Insurance Distributions	9

LACERA Legislative Report
2021-22 Legislative Session
Status as of September 27, 2022

PUBLIC RETIREMENT

CA AB 551	AUTHOR: TITLE: INTRODUCED: LAST AMEND: SUMMARY:	Rodriguez [D] Disability Retirement: Covid-19: Presumption 02/10/2021 06/28/2022 Establishes a disability retirement presumption that is applicable to the members of various public employee retirement systems who are employed in certain firefighter, public safety officer, and health care job classifications, among others, who test positive for COVID-19, as specified. Extends the operation of the provisions until specified date. STATUS: 09/13/2022 *****To GOVERNOR.
CA AB 826	AUTHOR: TITLE: INTRODUCED: LAST AMEND: SUMMARY:	Irwin [D] Compensation and Compensation Earnable 02/16/2021 08/03/2022 Provides that this bill, which would apply only in Ventura County, would provide that compensation and compensation earnable include flexible benefits plan allowances paid by a county or a district on behalf of its employees as part of a cafeteria plan, as specified, if certain conditions are met. STATUS: 09/13/2022 *****To GOVERNOR. BOR_Position: Watch 09/01/2021 IBLC_Recommendation: Watch 08/12/2021 Staff_Recommendation: Watch
CA AB 1667	AUTHOR: TITLE: INTRODUCED: LAST AMEND: SUMMARY:	Cooper [D] State Teachers' Retirement System: Administration 01/19/2022 08/25/2022 Prescribes various requirements and duties in connection with audits of public agencies by the Teachers' Retirement Board. Requires the board to provide written notice of an intended audit to the affected public agency and to the exclusive representative of the members affected by the audit. Requires this notice to apprise the public agency and the exclusive representative of the purpose and scope of the intended audit. STATUS: 09/13/2022 *****To GOVERNOR.
CA AB 1722	AUTHOR: TITLE: INTRODUCED: SUMMARY:	Cooper [D] Public Employees' Retirement: Safety Members 01/27/2022 Relates to the Public Employees' Retirement Law which, until January 1, 2023, provides a state safety member of the Public Employees' Retirement System who retires for industrial disability a retirement benefit equal to the greatest amount resulting from 3 possible calculations. Deletes the termination of these

provisions on January 1, 2023, thereby making them operative in perpetuity. Appropriates funds.

STATUS:

09/18/2022 Chaptered by Secretary of State. Chapter No. 2022-404

CA AB 1824

AUTHOR: Public Employment and Retirement Cmt

TITLE: Public Employees' Retirement

INTRODUCED: 02/07/2022

LAST AMEND: 08/01/2022

SUMMARY:

Relates to the Teachers' Retirement Law, the State Teachers' Retirement System and the Defined Benefit Program of the State Teachers' Retirement Plan. Relates to the Cash Balance Benefit Program which provides a retirement plan for the benefit of participating employees who provide creditable service for less than 50% of full time. Revises the description of trustee service. Specifies that termination of creditable services does not include retired member activities or retired participant activities.

STATUS:

09/02/2022 Signed by GOVERNOR.

09/02/2022 Chaptered by Secretary of State. Chapter No. 2022-231

Comments:

Omnibus bill containing SACRS 2022 legislative proposals.

BOR_Position: Support 05/05/2022

IBLC_Recommendation: Support 04/06/2022

Staff_Recommendation: Support

CA AB 1971

AUTHOR: Cooper [D]

TITLE: County Employees Retirement Law of 1937

INTRODUCED: 02/10/2022

LAST AMEND: 06/30/2022

SUMMARY:

Authorizes a person who is retired and receiving a retirement benefit from a county system to serve as a nonsalaried member without reinstatement for service on a part-time board or commission, as specified. Prohibits a retired person acting in this capacity from acquiring benefits, service credit, or retirement rights with respect to the service, but would authorize the receipt of any per diem that is authorized to all members of the board or commission.

STATUS:

09/25/2022 Chaptered by Secretary of State. Chapter No. 2022-524

Comments:

Omnibus bill containing SACRS 2022 legislative proposals.

BOR_Position: Support 06/01/2022

IBLC_Recommendation: Support 05/05/2022

Staff_Recommendation: Support

CA AB 2443

AUTHOR: Cooley [D]

TITLE: Judges' Retirement System II: Benefits

INTRODUCED: 02/17/2022

LAST AMEND: 08/24/2022

SUMMARY:

Relates to the Judges' Retirement System II, which provides retirement and other benefits to its members and is administered by the Board of Administration of the Public Employees' Retirement System. Authorizes a judge

who is not eligible to retire pursuant specified provisions to elect to retire and defer receipt of a monthly allowance, subject to specified formulations. Relates to the Public Employees' Medical and Hospital Care Act (PEMHCA).

STATUS:

09/25/2022 Chaptered by Secretary of State. Chapter No. 2022-531

CA AB 2493

AUTHOR: Chen [R]

TITLE: County Employees' Retirement Disallowed Compensation

INTRODUCED: 02/17/2022

LAST AMEND: 08/17/2022

SUMMARY:

Requires a retirement system established under the County Employees Retirement Law, upon determining that the compensation reported for a sworn peace officer or firefighter is disallowed compensation, to require the employer, as defined, to discontinue reporting the disallowed compensation.

STATUS:

08/31/2022 In SENATE. Read third time. Passed SENATE. *****To ASSEMBLY for concurrence. (40-0)

Comments:

Bill is dead because it did not pass the Legislature before adjournment.

BOR_Position: Neutral 07/06/2022

IBLC_Recommendation: Neutral 06/01/2022

Staff_Recommendation: Neutral

US HR 2954

SPONSOR: Neal [D]

TITLE: Strong Retirement

INTRODUCED: 05/04/2021

LAST AMEND: 03/29/2022

SUMMARY:

Secures a Strong Retirement Act of 2021.

STATUS:

03/30/2022 In SENATE. Read second time.

03/30/2022 To SENATE Committee on FINANCE.

Comments:

Would gradually raise the age for mandatory distributions to age 75 by 2032.

US HR 6241

SPONSOR: Thompson M [D]

TITLE: Use of Retirement Funds

INTRODUCED: 12/09/2021

SUMMARY:

Amends the Internal Revenue Code of 1986 to provide for rules for the use of retirement funds in connection with federally declared disasters.

STATUS:

12/09/2021 INTRODUCED.

12/09/2021 To HOUSE Committee on WAYS AND MEANS.

US S 1703

SPONSOR: Grassley [R]

TITLE: Retirement Plan Administration

INTRODUCED: 05/19/2021

SUMMARY:

Amends the Internal Revenue Code of 1986 to increase retirement savings, to improve retirement plan administration.

STATUS:

05/19/2021 INTRODUCED.
05/19/2021 In SENATE. Read second time.
05/19/2021 To SENATE Committee on FINANCE.

US S 1770

SPONSOR: Cardin [D]
TITLE: Retirement Provisions
INTRODUCED: 05/20/2021
SUMMARY:

Amends the Internal Revenue Code of 1986 to reform retirement provisions.

STATUS:

05/20/2021 INTRODUCED.
05/20/2021 In SENATE. Read second time.
05/20/2021 To SENATE Committee on FINANCE.

PUBLIC INVESTMENT

CA SB 1173

AUTHOR: Gonzalez [D]
TITLE: Public Retirement Systems: Fossil Fuels: Divestment
INTRODUCED: 02/17/2022
LAST AMEND: 04/21/2022
SUMMARY:

Prohibits the boards of the Public Employees' Retirement System and the State Teachers' Retirement System from making new investments or renewing existing investments of public employee retirement funds in a fossil fuel company. Suspends the above described liquidation provision upon a good faith determination by the board that certain conditions materially impact normal market mechanisms for pricing assets.

STATUS:

06/02/2022 To ASSEMBLY Committees on PUBLIC EMPLOYMENT AND RETIREMENT and JUDICIARY.

Comments:

Did not meet deadline to pass policy committee. Will not move forward.

CA SB 1328

AUTHOR: McGuire [D]
TITLE: Investments and Contracts: Russia and Belarus
INTRODUCED: 02/18/2022
LAST AMEND: 05/19/2022
SUMMARY:

Prohibits the boards of specified state and local public retirement systems from making additional or new investments in prohibited companies, as defined, domiciled in Russia or Belarus, as defined, companies that the United States government has designated as complicit in the aggressor countries', as defined, war in Ukraine, or companies that supply military equipment to the aggressor countries, and to liquidate the investments of the board in those companies, as specified.

STATUS:

06/09/2022 To ASSEMBLY Committees on PUBLIC EMPLOYMENT AND RETIREMENT and ACCOUNTABILITY AND ADMINISTRATIVE REVIEW.

Comments:

Did not meet deadline to pass policy committee. Will not move forward.

WORKERS COMPENSATION

CA AB 334

AUTHOR: Mullin [D]

	TITLE:	Workers Compensation: Skin Cancer
	INTRODUCED:	01/27/2021
	SUMMARY:	Relates to existing law which provides that skin cancer developing in active lifeguards, for purposes of workers' compensation, is presumed to arise out of and in the course of employment, unless the presumption is rebutted. Expands the scope of this provision to certain peace officers of the Department of Fish and Wildlife and the Department of Parks and Recreation.
	STATUS:	08/30/2022 *****To GOVERNOR.
CA AB 1751	AUTHOR:	Daly [D]
	TITLE:	Workers' Compensation: COVID-19: Critical Workers
	INTRODUCED:	02/01/2022
	LAST AMEND:	08/25/2022
	SUMMARY:	Extends specified workers' compensation provisions relating to COVID-19 until specified date. Expands the specified provisions applicable to firefighters and police officers to include active firefighting members of a fire department at the State Department of State Hospitals, the State Department of Developmental Services, the Military Department, and the Department of Veterans Affairs and to officers of a state hospital under the jurisdiction of the State Department of State Hospitals.
	STATUS:	09/13/2022 *****To GOVERNOR.
CA SB 213	AUTHOR:	Cortese [D]
	TITLE:	Workers Compensation: Hospital Employees
	INTRODUCED:	01/12/2021
	LAST AMEND:	05/05/2022
	SUMMARY:	Defines injury for a hospital employee who provides direct patient care in an acute care hospital, to include infectious diseases, cancer, musculoskeletal injuries, post traumatic stress disorder, and respiratory diseases. Includes the novel coronavirus 2019, among other conditions, in the definitions of infectious and respiratory diseases. Creates rebuttable presumptions that these injuries that develop or manifest in a hospital employee who provides direct patient care in an acute care hospital.
	STATUS:	06/22/2022 In ASSEMBLY Committee on INSURANCE: Heard, remains in Committee.
CA SB 284	AUTHOR:	Stern [D]
	TITLE:	Workers' Compensation: Firefighters and Peace Officers
	INTRODUCED:	02/01/2021
	LAST AMEND:	08/18/2022
	SUMMARY:	Relates to existing Law which provides that injury includes post-traumatic stress that develops during a period in which the injured person is in the service of the department or unit. Makes that provision applicable to active firefighting members of the State Department of State Hospitals, the State Department of Developmental Services, and the Military Department, and the Department of Veterans Affairs, including security officers of the Department of Justice when

performing assigned duties.

STATUS:

09/06/2022 *****To GOVERNOR.

CA SB 335

AUTHOR: Cortese [D]
TITLE: Workers' Compensation: Liability
INTRODUCED: 02/08/2021
LAST AMEND: 03/10/2021

SUMMARY:

Reduces the time periods after the date the claim form is filed with an employer in which the injury is presumed compensable and the presumption is rebuttable only by evidence discovered subsequent to the time period for certain injuries or illnesses, including hernia, heart trouble, pneumonia, or tuberculosis, among others, sustained in the course of employment of a specified member of law enforcement or a specified first responder.

STATUS:

07/13/2021 In ASSEMBLY Committee on INSURANCE: Failed passage.

BROWN ACT

CA AB 1944

AUTHOR: Lee [D]
TITLE: Local Government: Open and Public Meetings
INTRODUCED: 02/10/2022
LAST AMEND: 05/25/2022

SUMMARY:

Requires the agenda to identify any member of the legislative body that will participate in the meeting remotely. Requires an updated agenda reflecting all of the members participating in the meeting remotely to be posted, if a member of the legislative body elects to participate in the meeting remotely after the agenda is posted.

STATUS:

06/22/2022 In SENATE Committee on GOVERNANCE AND FINANCE:
Not heard.

Comments:

Did not meet deadline to pass policy committee. Will not move forward.

BOR_Position: Support 05/05/2022

IBLC_Recommendation: Support 04/06/2022

Staff_Recommendation: Support

CA AB 2449

AUTHOR: Rubio [D]
TITLE: Open Meetings: Local Agencies: Teleconferences
INTRODUCED: 02/17/2022
LAST AMEND: 08/08/2022

SUMMARY:

Relates to law that authorizes a local agency to use teleconferencing without complying with specified teleconferencing requirements in specified circumstances when a declared state of emergency is in effect, or in other situations related to public health. Revises and recasts those teleconferencing provisions and, until January 1, 2026, authorizes a local agency to use teleconferencing without complying with certain teleconferencing requirements.

STATUS:

09/13/2022 Chaptered by Secretary of State. Chapter No. 2022-285

CA AB 2647

AUTHOR: Levine [D]

TITLE: Local Government: Open Meetings
INTRODUCED: 02/18/2022
LAST AMEND: 08/04/2022

SUMMARY:

Requires a local agency to make certain writings distributed to the members of the governing board available for public inspection at a public office or location that the agency designates and list the address of the office or location on the agenda for all meetings of the legislative body of the agency unless the local agency meets certain requirements, including the local agency immediately posts the writings on the local agency's internet website in a position and manner that makes it clear.

STATUS:

08/29/2022 *****To GOVERNOR.

CA SB 1100

AUTHOR: Cortese [D]
TITLE: Open Meetings: Orderly Conduct
INTRODUCED: 02/16/2022
LAST AMEND: 06/06/2022

SUMMARY:

Authorizes the presiding member of the legislative body conducting a meeting to remove an individual for disrupting the meeting. Requires removal to be preceded by a warning to the individual by the presiding member of the legislative body or their designee that the individual's behavior is disrupting the meeting and that the individual's failure to cease their behavior may result in their removal.

STATUS:

08/22/2022 Signed by GOVERNOR.
08/22/2022 Chaptered by Secretary of State. Chapter No. 2022-171

PUBLIC RECORDS ACT

CA AB 343

AUTHOR: Fong [R]
TITLE: California Public Records Act Ombudsperson
INTRODUCED: 01/28/2021
LAST AMEND: 06/15/2022

SUMMARY:

Requires the California Public Records Act Ombudsperson to create a process through which a person whose information is contained in a record being reviewed may intervene to assert their privacy and confidentiality rights, and would otherwise require the ombudsperson to maintain the privacy and confidentiality of records, as provided.

STATUS:

06/21/2022 From SENATE Committee on JUDICIARY: Do pass to Committee on GOVERNMENTAL ORGANIZATION. (11-0)

CA AB 386

AUTHOR: Cooper [D]
TITLE: Public Employees Retirement: Investments: Confidential
INTRODUCED: 02/02/2021
LAST AMEND: 06/29/2021

SUMMARY:

Exempts from disclosure under the California Public Records Act specified records regarding an internally managed private loan made directly by the Public Employees' Retirement Fund. Provides that these records would include quarterly and annual financial statements of the borrower or its constituent

owners, unless the information has already been publicly released by the keeper of the information. Prescribes specified exceptions to this exemption from disclosure.

STATUS:

07/13/2021 In SENATE Committee on JUDICIARY: Failed passage.
 07/13/2021 In SENATE Committee on JUDICIARY: Reconsideration granted.

SOCIAL SECURITY

US HR 82	<p>SPONSOR: Davis R [R] TITLE: Government Pension Offset Repeal INTRODUCED: 01/04/2021 SUMMARY: Amends the Social Security Act; repeals the Government pension offset and windfall elimination provisions. STATUS: 09/19/2022 Subcommittee on SOCIAL SECURITY discharged. 09/20/2022 In HOUSE Committee on WAYS AND MEANS: Consideration and mark-up session held. 09/20/2022 In HOUSE Committee on WAYS AND MEANS: Ordered to be reported. 09/21/2022 From HOUSE Committee on WAYS AND MEANS: Reported. 09/21/2022 In HOUSE. Placed on HOUSE Union Calendar. BOR_Position: Support 05/05/2021 IBLC_Recommendation: Support 04/15/2021 Staff_Recommendation: Support</p>
US HR 2337	<p>SPONSOR: Neal [D] TITLE: Noncovered Employment INTRODUCED: 04/01/2021 SUMMARY: Amends Title II of the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision. STATUS: 04/01/2021 INTRODUCED. 04/01/2021 To HOUSE Committee on WAYS AND MEANS. BOR_Position: Support 09/01/2021 IBLC_Recommendation: Support 08/12/2021 Staff_Recommendation: Support</p>
US HR 5723	<p>SPONSOR: Larson [D] TITLE: Social Security System Benefits INTRODUCED: 10/26/2021 SUMMARY: Protects our Social Security system and improve benefits for current and future generations. STATUS: 10/26/2021 In HOUSE Committee on WAYS AND MEANS: Referred to Subcommittee on SOCIAL SECURITY.</p>
US S 1302	<p>SPONSOR: Brown S [D] TITLE: Pension Offset</p>

INTRODUCED: 04/22/2021
SUMMARY:
 Amends Title II of the Social Security Act to repeal the government pension offset and windfall elimination provisions.
STATUS:
 04/22/2021 INTRODUCED.
 04/22/2021 In SENATE. Read second time.
 04/22/2021 To SENATE Committee on FINANCE.
BOR_Position: Support 09/01/2021
IBLC_Recommendation: Support 08/12/2021
Staff_Recommendation: Support

HEALTHCARE

US HR 4148	<p>SPONSOR: Malinowski [D] TITLE: First Responders Medicare Option INTRODUCED: 06/24/2021 SUMMARY: Amends Title XVIII of the Social Security Act to provide an option for first responders age 50 to 64 who are separated from service due to retirement or disability to buy into Medicare. STATUS: 06/24/2021 INTRODUCED. 06/24/2021 To HOUSE Committee on WAYS AND MEANS. 06/24/2021 To HOUSE Committee on ENERGY AND COMMERCE. 06/25/2021 In HOUSE Committee on ENERGY AND COMMERCE: Referred to Subcommittee on HEALTH.</p>
US S 2236	<p>SPONSOR: Brown S [D] TITLE: Medicare Buy In Option for First Responders INTRODUCED: 06/24/2021 SUMMARY: Amends Title XVIII of the Social Security Act to provide an option for first responders age 50 to 64 who are separated from service due to retirement or disability to buy into Medicare. STATUS: 06/24/2021 INTRODUCED. 06/24/2021 In SENATE. Read second time. 06/24/2021 To SENATE Committee on FINANCE.</p>
US S 4312	<p>SPONSOR: Brown S [D] TITLE: Health and Long Term Care Insurance Distributions INTRODUCED: 05/25/2022 SUMMARY: Amends the Internal Revenue Code of 1986 to repeal the direct payment requirement on the exclusion from gross income of distributions from governmental plans for health and long term care insurance. STATUS: 05/25/2022 INTRODUCED. 05/25/2022 In SENATE. Read second time. 05/25/2022 To SENATE Committee on FINANCE.</p>

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FOR INFORMATION ONLY

September 24, 2022

TO: Each Trustee
Board of Retirement

FROM: Tamara L. Caldwell, Acting Manager 
Disability Retirement Services

FOR: October 6, 2022, Board of Retirement Meeting

SUBJECT: **Application Processing Time Snapshot Reports**

The following chart shows the total processing time from receipt of the application to the first Board action for all cases on the October 6, 2022, Disability Retirement Applications Agenda.

Consent & Non-Consent Calendar			
Number of Applications	45		
Average Processing Time (in Months)	12.84		
Revised/Held Over Calendar			
Number of Applications	3		
Processing Time Per Case (in Months)	Case 1*	Case 2*	Case 3
	50	40	26
Total Average Processing Time All <u>48</u> Cases on Agenda			
	14.46		

*Rule 5 Amendment Case

DISABILITY RETIREMENT SERVICES

Application Processing Time

12
Months

48

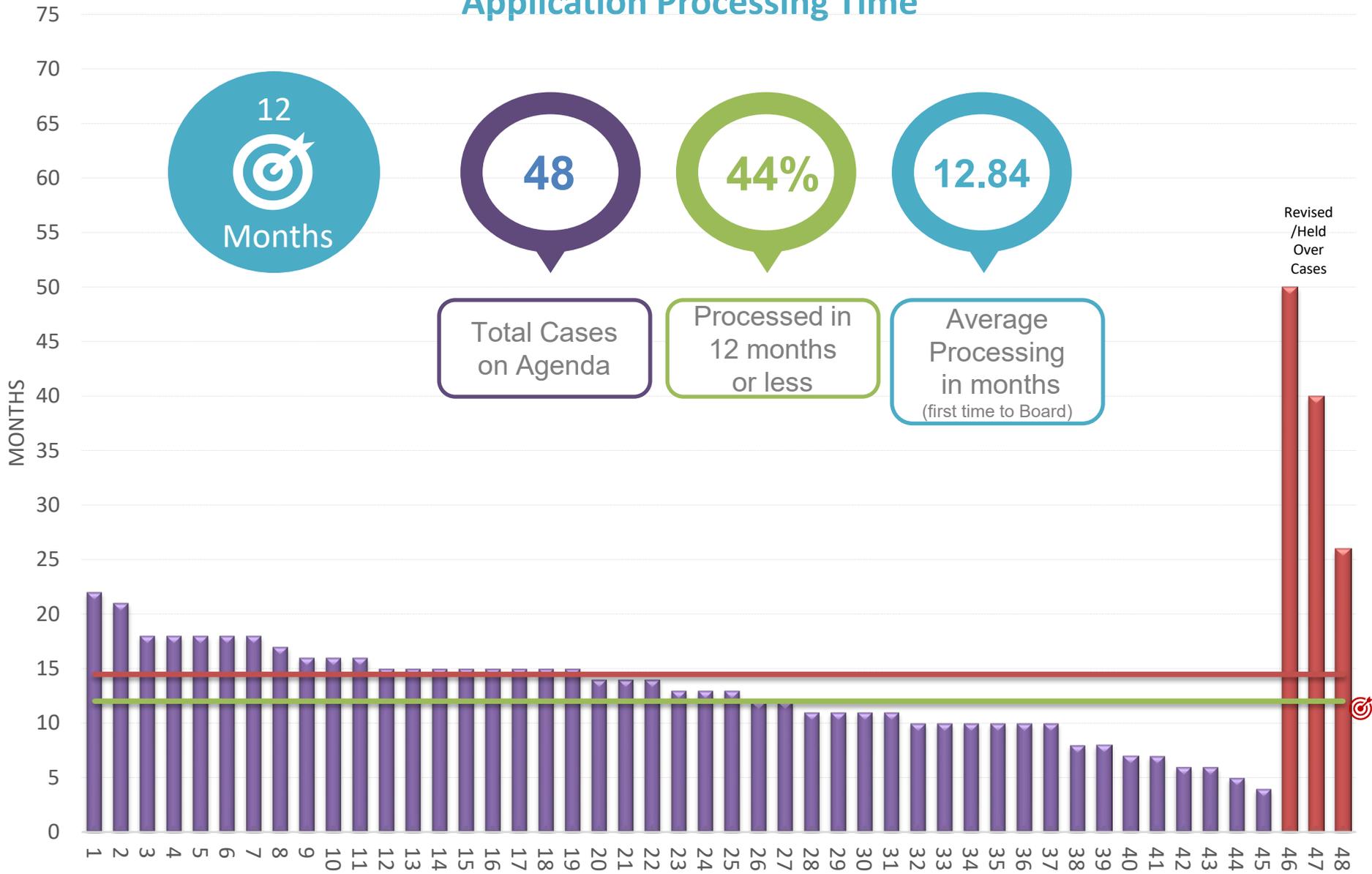
44%

12.84

Total Cases
on Agenda

Processed in
12 months
or less

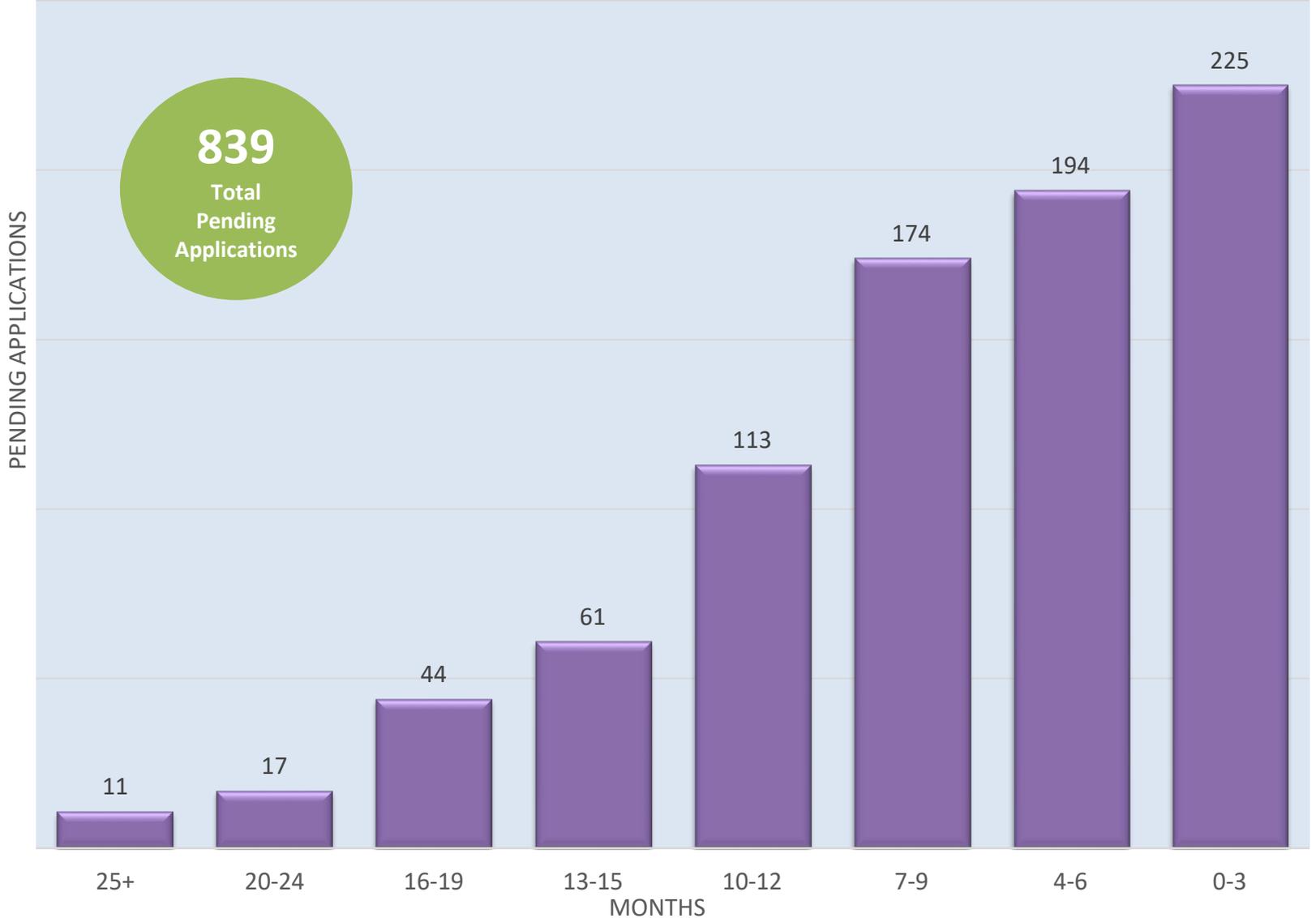
Average
Processing
in months
(first time to Board)



Revised
/Held
Over
Cases

DISABILITY RETIREMENT SERVICES

Pending Applications/Months



As of September 24, 2022

FOR INFORMATION ONLY

September 22, 2022

TO: Each Trustee
Board of Retirement

FROM: Fern M. Billingsy 
Senior Staff Counsel

DATE: Meeting of October 6, 2022

SUBJECT: **REPORT OF COMPENSATION EARNABLE AND PENSIONABLE
COMPENSATION ITEMS**

Over the years, staff submitted recommendations defining compensation earnable and pensionable compensation of newly created items. Occasionally, staff is tasked with reviewing revised, pay event, or pay tracking codes. This memorandum will address a request to review pay event Leave Codes associated with a recent addition to the County Ordinance.

ITEMS OF COMPENSATION

The Board is charged with determining which items of compensation qualify as pensionable earnings includable in the member's retirement allowance. Items of compensation have been analyzed as pensionable under the definition of "compensation earnable" in Government Code Section 31461, and the definition of "pensionable compensation" in Section 7522.34.

Based on these criteria, LACERA staff reviewed and analyzed these items of remuneration to determine whether the items should be included in the member's final compensation when calculating a retirement benefit.

The three items for review are pay events which are used in place of Regular Earnings. The Los Angeles County Chief Executive Office requested a review of these Leave Codes. The request included the Board of Supervisors memorandum providing the reasoning for the recent addition. It states in part:

At the State level, various laws have been enacted to assist bone marrow and live organ donors, by requiring both public and private sector employers to provide paid leaves of absence to assist those who choose to become donors to recover from the donation procedure. The State currently requires paid leaves of up to 5 days for bone marrow donation and 30 days for organ

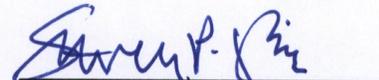
Each Trustee
Board of Retirement
September 22, 2022
Page Two

donation and an additional 30 days of unpaid leave for organ donation. While these state laws do not apply to County employment, there is an opportunity to extend similar leave policies to County employees...”

Our review of these pay events is attached. Nothing has changed in the character of the existing pay item (Regular Earnings). The initial analysis regarding this pay item remains relevant. No additional compensation is paid to members. The pay events provide authority and protection to employees utilizing time off for bone marrow and organ donations.

As this pay item already exists and has been reviewed by the Board, no additional determination is necessary. We provided the attachment so that the Board can be assured that all items are independently reviewed.

Reviewed and Approved

A handwritten signature in blue ink, appearing to read "Steven P. King", is written over a horizontal line.

Chief Counsel

FMB/et
Attachment

Billiny/BOR/Comp Earn Pen Comp 9.22.22

Attachment

Revised Pay Codes

INCLUDED under Section 31461 and 7522.34

Event	Description	Earnings Code Description
INCLUDED under Section 31461 and 7522.34		
PY065	BONE MARROW PAY	<p>The County shall provide a paid leave of absence not exceeding five (5) workdays (up to 40 hours consecutive or non-consecutive, or 60 hours if employed on a 56-hour workweek) to an employee who is testing, harvesting, and reasonably recovering as a bone marrow donor in any one-year period, for the purpose of donating their bone marrow to another person. Workdays are defined as eight hours for full-time employees and are proportional for part-time employees (e.g., four hours for permanent ½-time employees).</p> <p>Paid leave does not need to be taken in full-day increments and may be used on an intermittent basis. The one-year period is measured from the date the employee's leave begins and shall consist of 12 consecutive months.</p> <p>This pay event is to be used in place of Regular Earnings (099). The paid leave is available to any eligible employee. Daily, hourly, or temporary employees are eligible if they are scheduled to work on the days when the leave is medically necessary.</p> <p>Written verification that the employee is a bone marrow donor, the medical necessity for the bone marrow donation, and the time off required to complete the testing, donation, and recovery process shall be submitted to the Department Head.</p>
PY067	ORGAN DONOR PAY	<p>The County shall provide a paid leave of absence not exceeding thirty (30) workdays (up to 240 hours consecutive or non-consecutive, or 360 hours if employed on a 56-hour workweek) to an employee who is testing, harvesting, and reasonably recovering as an organ donor in any one-year period, for the purpose of donating an organ to another person. Workdays are defined as eight hours for full-time employees and are proportional for part-time employees (e.g., four hours for permanent ½-time employees).</p> <p>Paid leave does not need to be taken in full-day increments and may be used on an intermittent basis. The one-year period is measured from the date the employee's leave begins and shall consist of 12 consecutive months.</p> <p>This pay event is to be used in place of Regular Earnings (099). The paid leave is available to any eligible employee. Daily, hourly, or temporary employees are eligible if they are scheduled to work on the days when the leave is medically necessary.</p> <p>Written verification that the employee is an organ donor, the medical necessity for the organ donation, and the time off required to complete the testing, donation, and recovery process shall be submitted to the Department Head.</p>
(PY)068	ORGAN DONOR TRACKING GREATER THAN 30 WORKING DAYS - USAGE	<p>The County shall grant an employee an additional unpaid leave of absence, not exceeding thirty (30) workdays (up to 240 hours consecutive or non-consecutive, or 360 hours if employed on a 56-hour workweek) in a one-year period, to an employee who is an organ donor should the employee require such leave. This is in addition to any approved leave of absence that the employee is entitled to.</p> <p>Unpaid leave does not need to be taken in full-day increments. The one-year period is measured from the date the employee's leave begins and shall consist of 12 consecutive months.</p> <p>The unpaid leave is available to any eligible employee. Daily, hourly, or temporary employees are also eligible if they are scheduled to work on the days when the leave is medically necessary.</p> <p>An employee may use their accrued benefit time concurrently with the unpaid leave time authorized through this policy, if they elect to do so.</p>

**FOR INFORMATION ONLY**

September 21, 2022

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger *TG*
Interim Chief Financial Officer

FOR: October 6, 2022 Board of Retirement Meeting
October 12, 2022 Board of Investments Meeting

SUBJECT: MONTHLY TRAVEL & EDUCATION REPORT – AUGUST 2022

Attached for your review is the Trustee Travel & Education Report. This report includes all events (i.e., attended and canceled) from the beginning of the fiscal year through August 2022. Staff travel and education reports are provided to the Chief Executive Officer monthly and to the Boards quarterly.

REVIEWED AND APPROVED:

Luis A. Lugo
Deputy Chief Executive Officer

TG/EW/gj

Attachments

c: S. Kreimann
J. Popowich
L. Guglielmo
J. Gabel
S. Rice
R. Van Nortrick

**TRUSTEE TRAVEL AND EDUCATION REPORT
FOR FISCAL YEAR 2022 - 2023
AUGUST 2022**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Vivian Gray			
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA	08/21/2022 - 08/23/2022	Attended
	- Admin - SACRS Board of Directors Meeting - Los Angeles CA	08/22/2022 - 08/22/2022	Attended
X	- Edu - TLF Annual Convening 2022 - Cambridge MA	07/18/2022 - 07/20/2022	Canceled
David Green			
A	1 Edu - PPI 2022 Summer Roundtable - Canada, Vancouver	07/13/2022 - 07/15/2022	Attended
Patrick Jones			
A	1 Edu - Leading in Artificial Intelligence: Exploring Technology and Policy - Harvard Kennedy School - Cambridge MA	07/17/2022 - 07/22/2022	Attended
Onyx Jones			
A	1 Edu - SACRS Public Pension Investment Management Program - San Francisco CA	07/17/2022 - 07/20/2022	Attended
V	- Edu - The World to Africa Webinar - VIRTUAL	07/27/2022 - 07/27/2022	Attended
Joseph Kelly			
V	- Edu - NACD Conflict, Climate, Cyber: What's Next? - VIRTUAL	08/23/2022 - 08/23/2022	Attended
William Pryor			
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA	08/21/2022 - 08/23/2022	Attended
Gina Sanchez			
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA	08/21/2022 - 08/23/2022	Attended
Herman Santos			
A	1 Edu - PPI 2022 Summer Roundtable - Canada, Vancouver	07/13/2022 - 07/15/2022	Attended

Category Legend:

A - Pre-Approved/Board Approved

B - Educational Conferences and Administrative Meetings in CA where total cost is no more than \$2,000 per Trustee Travel Policy; Section III.A

C - Second of two conferences and/or meetings counted as one conference per Trustee Education Policy Section IV.C2 and Trustee Travel Policy Section IV.

V - Virtual Event

X - Canceled events for which expenses have been incurred.

Z - Trip was Canceled - Balance of \$0.00



Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.

**For further information, contact:
LACERA
Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**



Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.

**For further information, contact:
LACERA
Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**



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