

# IN PERSON & VIRTUAL BOARD MEETING

This meeting will be held following the Committee scheduled prior.



TO VIEW VIA WEB



TO PROVIDE PUBLIC COMMENT

Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit the above link and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

**Attention:** If you have any questions, you may email [PublicComment@lacera.com](mailto:PublicComment@lacera.com). If you would like to make a public comment during the board meeting, review the [Public Comment instructions](#).

## AGENDA

### A 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 6, 2023\*

*This meeting will be conducted by the Board of Retirement both in person and by teleconference under California Government Code Sections 54953 (b), (f).*

*Teleconference Location for Trustees and the Public under  
California Government Code Section 54953(b)  
The New Lanark Hotel: Mill One, New Lanark Mills  
Lanark ML11 9BY, United Kingdom*

*Any person may view the meeting in person at LACERA's offices or 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. PLEDGE OF ALLEGIANCE
- III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449, California Government Code Section 54953 (f)
  - A. Just Cause
  - B. Action on Emergency Circumstance Requests
  - C. Statement of Persons Present at AB 2449 Teleconference Locations
- IV. APPROVAL OF THE MINUTES
  - A. Approval of the Minutes of the Regular Meeting of August 2, 2023

V. PUBLIC COMMENT

(Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit <https://LACERA.com/leadership/board-meetings> and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

If you select oral comment, we will contact you via email with information and instructions as to how to access the meeting as a speaker. You will have up to 3 minutes to address the Board. Oral comment request will be accepted up to the close of the Public Comment item on the agenda.

If you select written comment, please input your written public comment or documentation on the above link as soon as possible and up to the close of the meeting. Written comment will be made part of the official record of the meeting. If you would like to remain anonymous at the meeting without stating your name, please leave the name field blank in the request form. If you have any questions, you may email [PublicComment@lacera.com](mailto:PublicComment@lacera.com).)

VI. EXECUTIVE UPDATE

- A. LACERA All Stars
- B. Member Spotlight
- C. Service Awards
- D. Chief Executive Officer's Report

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VIII. CONSENT ITEMS

A. **Revision of Trustee Education Policy – Preapproved External Educational Conferences**

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board approve the deletion of the following conferences from the list of Approved External Educational Conferences in the Trustee Education Policy: 1. Government Finance Officers Association (GFOA); 2. Milken Institute; and 3. Harvard Law School Labor and Worklife Program.

(Memo dated August 21, 2023)

VIII. CONSENT ITEMS (Continued)

**B. LACERA's Revised Mission, Vision, and Values**

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board approve and adopt LACERA's revised Mission, Vision, and Values.

(Memo dated August 24, 2023)

**C. Revised Joint Organizational Governance Committee Charter**

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board review and approve and adopt the revised Joint Organizational Governance Committee Charter. (Memo dated August 29, 2023)

(Confidential Attachment dated May 31, 2023)

**D. Staff Assistant Classification and Compensation Study**

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board approve the following proposed classification and compensation changes for implementation: 1) Title change, description revision and salary change for the Disability Retirement Support Specialist I, LACERA classification; and 2) Delete the Disability Retirement Support Specialist II, LACERA classification. (Memo dated August 29, 2023)

**E. Ratification of Service Retirement and Survivor Benefit Application Approvals**

Recommendation that the Board approve the service retirements and survivor benefit applications received as of August 29, 2023, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated August 29, 2023)

**F. Compensation Earnable and Pensionable Compensation**

Recommendation as submitted by Elaine K. Salon, Interim Senior Staff Counsel: That the Board 1) Adopt the Resolutions, No. 2023-BR007, and No. 2023-BR008, specifying pay items as included and excluded from the definitions of "compensation earnable" and "pensionable compensation." 2) Instruct staff to coordinate with the Auditor-Controller to establish necessary reporting mechanism and procedures to permit LACERA to include or exclude these items when calculating final compensation. (Memo dated August 25, 2023)

VIII. CONSENT ITEMS (Continued)

G. **Appeal(s) for the Board of Retirement's Meeting of September 6, 2023**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board of Retirement grant the appeal and request for administrative hearing received from the following applicant and direct the Disability Retirement Services Manager to refer this case to a referee: Susana Velazquez. (Memo dated August 23, 2023)

IX. EXCLUDED FROM CONSENT ITEMS

X. NON-CONSENT ITEMS

A. **2024 STAR COLA Program Cost**

Recommendation as submitted by Ted Granger, Interim Chief Financial Officer: That the Board 1) Make public at its meeting on September 6, 2023, the cost of the ad-hoc and permanent STAR COLA Program in 2024 at an 80% benefit level. The projected cost for the ad-hoc STAR COLA award is \$277,000, while the cost for awarding a permanent STAR COLA is \$2,913,000 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 2024, and if awarded, determine whether the STAR COLA benefits will be ad-hoc or permanent. (Presentation) (Memo dated August 24, 2023)

XI. REPORTS

A. **Federal Legislative & Regulatory Update**

Anthony Roda, Williams & Jensen  
Shane Doucet, Doucet Consulting Solutions  
Barry W. Lew, Legislative Affairs Officer  
(Presentation) (Memo dated August 23, 2023)

B. **Catch-Up Contributions**

Barry W. Lew, Legislative Affairs Officer  
(For Information Only) (Memo dated August 25, 2023)

XI. REPORTS (Continued)

- C. **Monthly Status Report on Legislation**  
Barry W. Lew, Legislative Affairs Officer  
(For Information Only) (Memo dated August 25, 2023)
- D. **Semi-Annual Interest Crediting for Reserves as of June 30, 2023 (Unaudited)**  
Ted Granger, Interim Chief Financial Officer  
(For Information Only) (Memo dated July 27, 2023)
- E. **Monthly Trustee Travel & Education Reports – July 2023**  
**Quarterly Trustee Travel & Education Reports – FY 22-23**  
**4<sup>th</sup> Quarter**  
**Quarterly Staff Travel Report – FY 22-23 4th Quarter**  
Ted Granger, Interim Chief Financial Officer  
(Public memo dated August 24, 2023)  
(Confidential memo dated August 24, 2023 - Includes Pending Travel)
- F. **Report of Compensation Earnable and Pensionable Compensation Items**  
Elaine K. Salon, Interim Senior Staff Counsel  
(For Information Only) (Memo dated August 25, 2023)
- G. **Application Processing Time Snapshot Reports**  
Ricki M. Contreras, Division Manager  
(For Information Only) (Memo dated August 29, 2023)
- H. **Legal Office Benefits Staffing, Including Internal and External Legal Resources**  
Steven P. Rice, Chief Counsel  
(For Information Only) (Memo dated August 29, 2023)
- I. **August 2023 Fiduciary Counsel Contract and Billing Report**  
Steven P. Rice, Chief Counsel  
(For Information Only) (Memo dated August 23, 2023)  
(Privileged and Confidential/Attorney-Client Communication/Attorney Work Product)

XII. 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.)

XIII. 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.)

XIV. GOOD OF THE ORDER

(For Information Purposes Only)

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

B. Disability Retirement Appeals

XVI. 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 and will also be posted on [lacera.com](http://lacera.com) at the same time, [Board Meetings | LACERA](#).***

***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](mailto:PublicComment@lacera.com), but no later than 48 hours prior to the time the meeting is to commence.***

MINUTES OF A 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, AUGUST 2, 2023

*This meeting was conducted by the Board of Retirement both in person and by teleconference under California Government Code Section 54953 (f).*

TRUSTEES PRESENT:

Shawn R. Kehoe, Chair (Left the Meeting at 1:15 p.m.)

Alan Bernstein, Vice Chair (Left the Meeting at 12:57 p.m.)

Vivian H. Gray, Secretary

Jason E. Green

JP Harris (Alternate Retired)

Keith Knox

Antonio Sanchez

Herman Santos

TRUSTEES ABSENT:

Elizabeth Greenwood

Ronald Okum

Les Robbins

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

Luis A. Lugo, Deputy Chief Executive Officer

August 2, 2023

Page 2

STAFF ADVISORS AND PARTICIPANTS (Continued)

Jonathan Grabel, Chief Investment Officer

JJ Popowich, Assistant Executive Officer

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

Michael Herrera, Senior Staff Counsel

Jasmine Bath, Senior Staff Counsel

Fern Billingsy, Senior Staff Counsel

Louis Gittens, Benefits Interim Division Manager

Carly Ntoya, Human Resources Director

Ricki Contreras, Disability Retirement Services 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

STAFF ADVISORS AND PARTICIPANTS (Continued)

Kathy Migita, Strategic Program Advisor

Jenni Kregel, Tax Counsel

Segal Consulting  
Stephen Murphy  
Debbie Donaldson

Milliman  
Robert Schmidt  
Janet Jennings  
Ryan Cook

I. CALL TO ORDER

The meeting was called to order by Chair Kehoe at 9:14 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Mr. Harris led the Trustees and staff in reciting the Pledge of Allegiance.

III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449, California Government Code Section 54953 (f)

- A. Just Cause
- B. Action on Emergency Circumstance Requests
- C. Statement of Persons Present at AB 2449 Teleconference Locations

No requests were received for (A) Just Cause or (B) Emergency Circumstances.

IV. APPROVAL OF THE MINUTES

- A. Approval of the Minutes of the Regular Meeting of July 6, 2023

Trustee Gray made a motion, Trustee Harris seconded, to approve

IV. APPROVAL OF THE MINUTES (Continued)

the Minutes of the Regular Meeting of July 6, 2023. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

V. PUBLIC COMMENT

Attorney Thomas Wicke addressed the Board regarding XVI. A. 1. Administrative Appeal of Vivian Bazley.

V. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: Michael Huang, Judith Cajulis, Angel Calvo, and Celso Templo. The Web Watcher winner was Benjamin Juarez.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Steve Powell.

C. Service Awards

Koreana Wong was recognized for her 23 years of service with LACERA and retirement at the end of July. LaTonya Jackson was recognized for her 25 years of service. Lastly, Fern Billingsy was recognized for her retirement following 29 years with LACERA.

D. Chief Executive Officer's Report

Mr. Kreimann provided a brief presentation on the Chief Executive Officer's Report and answered questions from the Board.

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement  
Service-Connected Disability Applications

On a motion by Trustee Kehoe, seconded by Trustee Green, 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.

<u>APPLICATION NO.</u>	<u>NAME</u>
62E*	KRIS C. CARTER
63E*	VINCENT F. GRANT
64E	JABOY J. LEOMITI
65E	TIMOTHY R. ALSKY
66E	ALEX E. PINO
67E	TOMMIE D. BATES
68E	STEVEN R. KAYS
69E*	JOSE I. REVELES
70E	JAIME GUERRA, JR.
71E*	ANTONIO FASCIO, JR.
72E	LEANDRO C. VALLOZZI
73E	DARRYL G. CHEVALIER
74E	SONIA A. CASTRO
75E	EUGENE G. HATCH
76E	JOSIE S. WOOLUM
77E	CHRISTOPHER P. WIRSING
78E	MICHELLE N. SAMBOLICH
79E	RYAN M. BODILY
80E**	JANET L. SANDOR
81E	ERIC L. EHRHORN
82E	JACQUELINE J. REGALADO
83E	GUILLERMO G. VELOZ

The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Kehoe, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

\*Granted SCD – Employer Cannot Accommodate

\*\*Granted SCD – Retroactive

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards  
Service-Connected Disability Applications

On a motion by Trustee Green, seconded by Trustee 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.

<u>APPLICATION NO.</u>	<u>NAME</u>
1642B	JOHN D. LIPP
1643B	DAN S. MONCOURTOIS
1644B	ALMA D. ORTEGA
1645B	JARO SNOPEK
1646B	SHAWN E. GEORGIA
1647B	ROBERT ALDANA, JR.
1648B	MICHAEL S. BROWN
1649B	CHRISTOPHER A. PLANK
1650B	ARTHUR E. MONTGOMERY
1651B	MICHAEL JANNEY
1652B	PATRICK M. DOLAN
1653B	RICHARD E. RODRIGUEZ
1654B*	KAREN A. EDMONSTON

The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

General Members  
Service-Connected Disability Applications

On a motion by Trustee Santos, seconded by Trustee Harris, 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.

\*Granted SCD - Retroactive

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
2553C*	LAPEKAS MAYFIELD
2554C**	HILDA CHONG
2555C	RICHARD A. CASANOVA, II
2556C	AZURE D. ALEX
2557C***	WINDELL W. PETTIES, JR.
2558C****	KELLY S. TONG
2559C	JAIME G. MANIPIS
2560C*	GIL MARTIN SAURA
2561C**	HORACE M. WILLEY
2562C*****	ALEJANDRO R. FIERRO (DEC'D)
2563C*	AUDREY BOLDEN
2564C	GRACIELA MORA
2565C	REBECCA E. BAKER-STILES
2566C*	CATHERINE L. MADRID

The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

VIII. CONSENT ITEMS

On a motion by Trustee Santos, Trustee Harris seconded, to approve consent items A-F. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

- \*Granted SCD – Employer Cannot Accommodate
- \*\*Granted SCD – Retroactive
- \*\*\*Granted SCD – Salary Supplement
- \*\*\*\*Granted SCD – With 2-year Review
- \*\*\*\*\*Granted SCD – Survivor Benefit

VIII. CONSENT ITEMS (Continued)

A. **Legislative Proposal – Prepaid Accounts**

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits, and Legislative Committee: That the Board approve submission of a legislative proposal for inclusion in the SACRS 2024 Legislative Platform that would clarify the use of prepaid accounts for the disbursement of retirement benefits. (Memo dated July 20, 2023)

B. **Prosper Africa U.S. Institutional Investors Delegation Trip & GEBF Thought Leadership Conference – Johannesburg and Cape Town, South Africa on October 1-6, 2023**

Recommendation that the Board approve attendance of Trustees at the Prosper Africa U.S. Institutional Investors Delegation Trip & GEBF Thought Leadership Conference in Johannesburg and Cape Town, South Africa on October 1-6, 2023, and approve reimbursement of all travel costs incurred in accordance with LACERA's Trustee Education and Trustee Travel Policies. (Memo dated July 12, 2023)

C. **Appeals for the Board of Retirement's Meeting of August 2, 2023**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board of Retirement grant the appeal and request for administrative hearing received from the following applicant and direct the Disability Retirement Services Manager to refer this case to a referee: Clayton G. Larson. (Memo dated July 20, 2023)

D. **Dismiss with Prejudice the Appeal of Rebecca Ramirez**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice the appeal of Rebecca Ramirez for a service-connected disability retirement. (Memo dated July 19, 2023)

E. **Dismiss with Prejudice the Appeal of Seda K. Tum**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice the appeal of Seda K. Tum for a service-connected disability retirement. (Memo dated July 19, 2023)

VIII. CONSENT ITEMS (Continued)

F. **Ratification of Service Retirement and Survivor Benefit Application Approvals**

Recommendation that the Board approve the service retirements and survivor benefit applications received as of April 25, 2023, along with any retirement rescissions and/or changes approved at the June 7, 2023 and July 7, 2023 Board meetings. (Memo dated July 25, 2023)

IX. EXCLUDED FROM CONSENT ITEMS

There were no items excluded from Consent items.

X. NON-CONSENT ITEMS

A. **2022 Actuarial Valuation of the Los Angeles County Other Post-Employment Benefits (OPEB) Program**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve the July 1, 2022, Los Angeles County OPEB Program Actuarial Valuation Report prepared by LACERA'S consulting actuary, Milliman.

Robert Schmidt, Principal and Consulting Actuary – Milliman  
Janet Jennings, Consulting Actuary – Milliman  
(Presentation) (Memo dated July 20, 2023)

Messrs. Kreimann, Granger and Mr. Schmidt and Ms. Jennings of Milliman provided a presentation and answered questions from the Board.

On a motion by Trustee Santos, Trustee Bernstein seconded, to approve staff's recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

XI. REPORTS

A. **Board of Supervisors' Approval of the Board of Retirement's Request to Revise Article VIII of the Board of Retirement's Regulations**

Frank J. Boyd, Senior Staff Counsel

(For Information Only) (Memo dated July 26, 2023)

This Item was received and filed.

B. **Legal Office Investment Staffing, including Internal and External Legal Resources and Secondment of Outside Counsel**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated July 28, 2023)

This Item was received and filed.

C. **Trustee Monthly Travel & Education Report – FYE 22-23**

Ted Granger, Interim Chief Financial Officer

(For Information Only) (Memo dated July 20, 2023)

This Item was received and filed.

D. **Monthly Status Report on Legislation**

Barry W. Lew, Legislative Affairs Officer

(For Information Only) (Memo dated July 21, 2023)

This Item was received and filed.

E. **Application Processing Time Snapshot Reports**

Ricki M. Contreras, Division Manager

(For Information Only) (Memo dated July 24, 2023)

This Item was received and filed.

F. **2023 Quarterly Reports of Paid Invoices**

Ricki M. Contreras, Division Manager

(For Information Only) (Memo dated July 14, 2023)

(Attachment to Memo is Confidential)

This Item was received and filed.

XI. REPORTS (Continued)

G. **July 2023 Fiduciary Counsel Contract and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated July 24, 2023)

(Privileged and Confidential/Attorney-Client Communication/Attorney Work Product)

This Item was received and filed.

XII. ITEMS FOR STAFF REVIEW

Trustee Kehoe requested that staff consider a line item in future budgets for prefunding LACERA's OPEB.

XIII. ITEMS FOR FUTURE AGENDAS

There was nothing to report.

XIV. GOOD OF THE ORDER

(For Information Purposes Only)

The Board and staff recognized and wished Fern Billings well on her retirement.

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5325B – IMELDA BOTTOMLEY\*

On a motion by Trustee Kehoe, Trustee Green seconded, to return to staff for additional information. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Kehoe, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

\*Applicant/Applicant Attorney Present

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5326B – DEBORAH L. MORGAN

Pulled by staff for further development.

5327B – BRITTANY MORRIS\*

On a motion by Trustee Kehoe, Trustee Green seconded, to deny a service-connected disability retirement and find the applicant not permanently incapacitated. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

5328B - ROSARIO M. RAMIREZ

On a motion by Trustee Kehoe, Trustee Green seconded, to return to staff for additional information. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

5329B – RONEY H. COBBS\*

On a motion by Trustee Kehoe, Trustee Harris seconded, to deny a service-connected disability retirement without prejudice. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Kehoe, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

\*Applicant/Applicant Attorney Present

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

5330B – SUSANA VELAZQUEZ

On a motion by Trustee Knox, Trustee Green seconded, to deny a service-connected disability retirement since the employer can accommodate. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

5305B – SURENA M. WHITE\*

On a motion by Trustee Santos, Trustee Knox seconded, to grant a nonservice-connected disability retirement pursuant to Government Code Section 31720 since the employer cannot accommodate. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

55E – CORY M. SILVERMAN\*

On a motion by Trustee Kehoe, Trustee Harris seconded, to grant a service-connected disability retirement pursuant to Government Code Section 31720 since the employer cannot accommodate. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Kehoe, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

\*Applicant/Applicant Attorney Present

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

B. Staff Recommendations (Continued)

**1. Proposed Findings of Fact and Conclusions of Law**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board adopt the Proposed Findings of Fact and Conclusions of Law granting Kevin Tobia a service-connected disability retirement pursuant to Government Code sections 31720 and 31720.5.

(Memo dated July 19, 2023)

On a motion by Trustee Bernstein, Trustee Gray seconded, to approve staff's recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Kehoe, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

**2. Application of Tyrell L. Richmond (Deceased)**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board instruct staff to close Tyrell L. Richmond's (Deceased) application for disability retirement. (Memo dated July 19, 2023)

On a motion by Trustee Bernstein, Trustee Harris seconded, to approve staff's recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Kehoe, Knox, Harris, Santos, Sanchez

Absent: Greenwood, Okum, Robbins

XVI. EXECUTIVE SESSION

A. Conference with Legal Counsel – Anticipated Litigation  
Significant Exposure to Litigation (Pursuant to Paragraph (2) of  
Subdivision (d) of California Government Code Section 54956.9)

1. Administrative Appeal of Vivian Bazley  
Michael D. Herrera, Senior Staff Counsel  
(Memo dated July 24, 2023)

On a motion by Mr. Knox, seconded by Mr. Bernstein, the Board voted 6-1 to deny the administrative appeal of Vivian Bazley to increase her survivor benefit.

Yes: Bernstein, Gray, Kehoe, Knox, Santos, Sanchez

No: Harris

Absent: Greenwood, Okum, Robbins

In open session, before this item was called, Chief Counsel stated that this item relates to the employment claim of Corneliu Gavriiuc.

2. Number of Matters: 1  
Steven P. Rice, Chief Counsel  
(Memo dated July 27, 2023)

There is nothing to report.

B. Conference with Labor Negotiators  
(Pursuant to Government Code Section 54957.6)

(Mr. Bernstein left the meeting at 12:57 a.m. and Mr. Kehoe left the meeting at 1:15 p.m.)

Agency designated representatives: Santos H. Kreimann, Chief Executive Officer and Luis A. Lugo, Deputy Chief Executive Officer

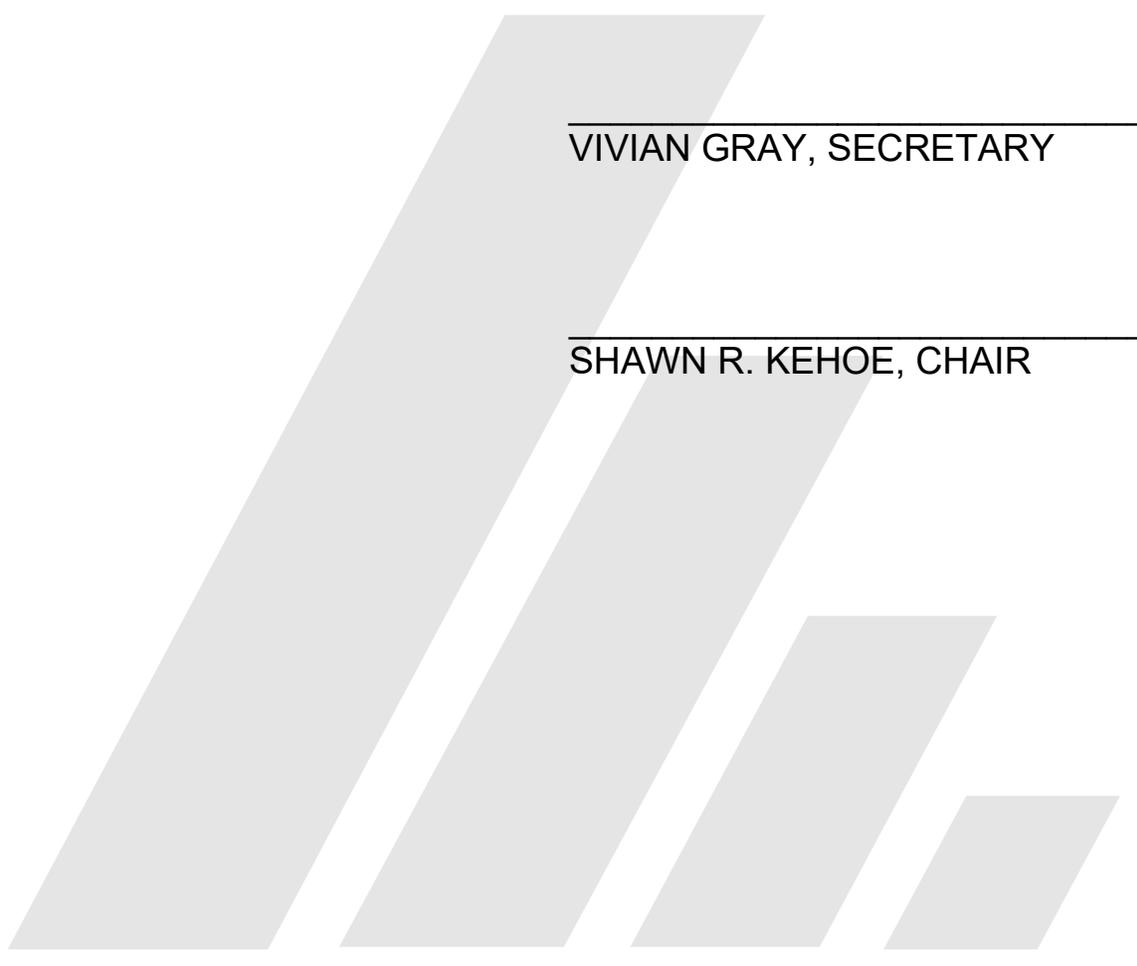
Employee organizations: Services Employees International Union (SEIU) and Coalition of County Unions (CCU)

XVI. EXECUTIVE SESSION (Continued)

There is nothing to report.

XVI. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 1:42 p.m.



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VIVIAN GRAY, SECRETARY

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SHAWN R. KEHOE, CHAIR



# Recognizing Our Members' Service and Accomplishments

LACERA has nearly 100,000 active members working in dozens of L.A. County departments, many of whom dedicate their working lives to serving the community. Meet one of our long-serving members as she prepares to enjoy her well-earned retirement.



## Pre-Retirement Member

# Magdalena Lopez

**Registered Nurse, Pediatrics Emergency at Harbor-UCLA Medical**

**Estimated Retirement : 2027**

**Years of Service: 23**

**Notable Contributions:** Ms. Lopez manages pediatric emergencies and monitoring of critically ill patients, aiding the underserved and bridging communication gaps with her bilingual abilities.

**Passions and Retirement Plans:** Lopez advocates for continuous learning and certification updates regarding her profession. She and her husband have a heart for animals, especially their rescued poodle mix, Sally.

In retirement, Lopez says she will carry with her the everyday heroism inspired by her father and the fulfillment of serving her community. She says she dreams of a vacation full of beach relaxation and delectable food (and when back home, her mother's homemade chili rellenos).

**MEMBER SPOTLIGHT**





August 28, 2023

TO: Each Trustee,  
Board of Retirement  
Board of Investments

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

SUBJECT: **CHIEF EXECUTIVE OFFICER'S REPORT – SEPTEMBER 2023**

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

### **LACERA's 2023-2028 Strategic Plan**

At its July 2023 Board of Retirement meeting, the Board unanimously approved the LACERA 2023-2028 Strategic Plan. The Strategic Plan unites and focuses our efforts on the strategic priorities that define LACERA's commitment to our members and supports the sound management of the retirement system. It represents the collective wisdom and insight of our Board of Retirement, executive and management teams, staff members and, most of all, LACERA members. Management and staff are excited to enter the implementation process of the strategic plan.

The strategic plan priorities include [Superior Member Experience](#), [Innovation Through Technology](#), [Investing in People](#), [Compliance and Enterprise Risk Management](#), and [Fiscal Durability](#). To provide additional transparency into the progress in achieving our goals, we have dedicated a page on [lacera.com](#) for each strategic priority and a goal tracker for each ([Strategic Plan Section](#)). Updates will be provided regularly as we complete significant steps toward meeting our objectives.

We anticipate LACERA's refreshed mission and core values to be approved by the Board of Retirement and Board of Investment during their September 2023 board meetings, as recommended by the Joint Organizational Governance Committee (JOGC).

### **Certificate of Achievement for Excellence in Financial Reporting**

LACERA has been awarded the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA). This is the 25th consecutive year this accolade has been bestowed upon LACERA in recognition of its exceptional annual comprehensive financial report for the fiscal year ended June 30, 2022. This recognition underscores the tremendous dedication and diligence exhibited by LACERA's Financial and Accounting Services, Investments, and Communications Divisions.

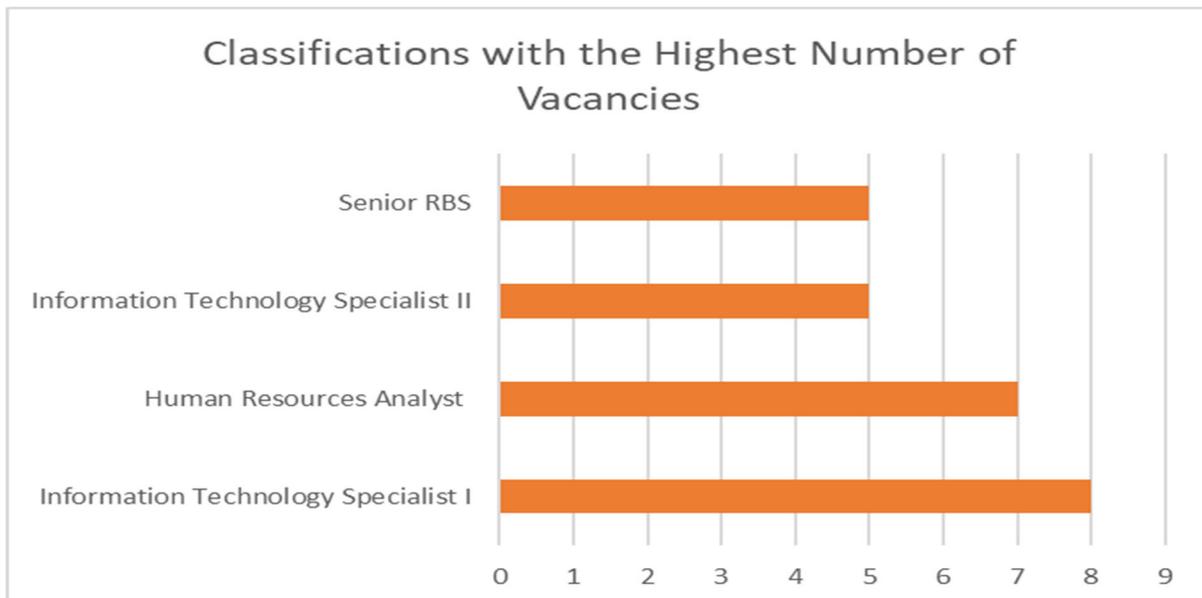
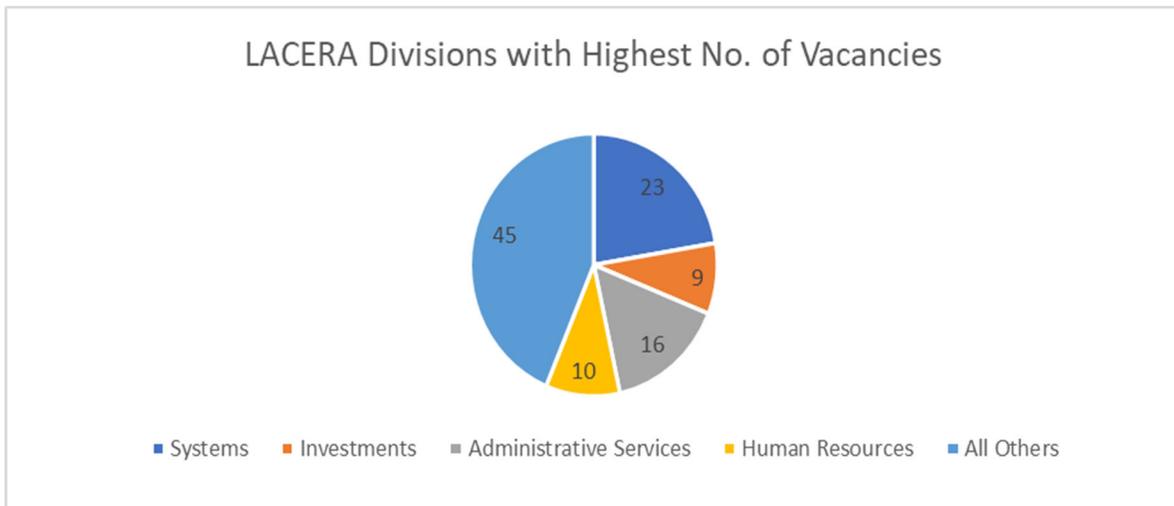
### **General and Retired Trustee Elections 2023**

The 2023 General and Retired trustee elections will conclude on Thursday, August 31, 2023. We will report the results of the election once the votes are tallied and confirmed by the Executive Office for the County. For more details and the latest updates on the election, please refer to Appendix 1 of the CEO report.

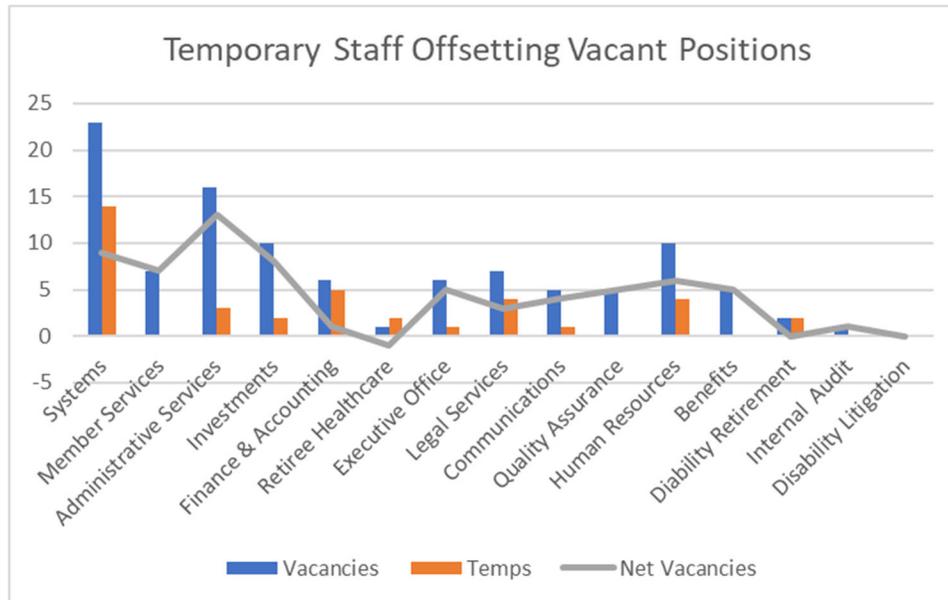
### **Recruitment Updates**

LACERA has 534 budgeted positions, of which 107 are vacant (20% vacancy rate). Additionally, there are 7 over-hired positions (positions that temporary staff members are assigned to but are not permanently budgeted) in the Retirement Benefits Specialist I classification.

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.



### *External Recruitments*

The Information Technology Manager II (Infrastructure) posted on August 14, 2023 and will close on September 4, 2023. The Information Technology Manager II (Project Management) posted on August 22, 2023 and will remain open until a suitable pool of candidates are identified.

LACERA has contracted with EFL Associates (EFL) to assist with the Senior Investment Officer (Real Estate) and Finance Analyst III (Corporate Governance and Real Estate) recruitments. A candidate was not selected from the current pool of applicants for the Credit and Risk Mitigation Section. As such, the Finance Analyst II examination was re-bulletined at the request of the Investment Division.

The recruitment brochures for the following positions in the Legal Office continue to be open, with interviews being held as qualified candidates are identified:

- Senior Staff Counsel (Investments)
- Staff Counsel (Investments)
- Senior Staff Counsel (Benefits)
- Staff Counsel (Benefits)

### *Internal Recruitments*

The bulletin for the Senior Writer has been posted and applications continue to be accepted. The bulletin for the Division Manager positions in Administrative Services, Benefits, and Members Services closed and the applications are currently under review.

The Intern bulletin was posted on August 23, 2023. The updated bulletin reflects the current pay rates and provides information about LACERA's Divisions. Resumes from

eligible candidates will be accepted for 14 intern positions included in the Fiscal Year 2023-24 Adopted Budget.

*Development*

The recruitments/assessments for the following classifications are currently in development in partnership with the various hiring divisions:

- Administrative Services Analyst II and III
- Chief Financial Officer
- Senior Disability Retirement Specialist

*New Lists Promulgated, Hiring and Promotions*

One (1) candidate from the Finance Analyst II List started on August 1, 2023. An offer was made to a Principal Investment Officer candidate. Two (2) Accountants started on August 1, 2023.

An offer has been made and accepted for the Information Security Officer position. The candidate is expected to start on Tuesday, September 5, 2023.

The Information Technology Manager II position in the Business Application Unit closed. The List has been promulgated and first-round selection interviews were conducted on August 14, 2023. Final selection interviews are scheduled for August 29, 2023. We anticipate making an offer to the selected candidate within the next couple of weeks.

Three (3) Retirement Benefits Specialist I (Temporary) were promoted to Retirement Benefits Specialist II in Retiree Health Care on August 1, 2023.

**Retiree Healthcare**

*Cigna Mailer to Members Who Have Not Been to the Dentist*

During staff's meeting with Cigna Health last month, staff learned that there are slightly over 35,000 LACERA members and eligible dependents enrolled in the LACERA-administered Cigna Dental/Vision plan, who have not seen a dentist in the last year. Skipping regular preventive dental care can have an impact on individuals who may have specific chronic medical conditions (see attached flyer).

The 35,000 participants found are inclusive of both retirees and eligible dependents.

<b>Dental Plan Type</b>	<b>Members</b>	<b>Dependents</b>	<b>Total</b>
Indemnity	20,373	14,636	35,009

To aid the identified individuals with the prevention of gum disease and other health issues because of not seeking regular dental care, Cigna conducted a targeted mailing the week of August 7, 2023.

*Blue Shield of California drops CVS for Amazon and Mark Cuban's Drug Company*

On August 17<sup>th</sup>, the Wall Street Journal, as well as several other newspapers, reported that in 2024, Blue Shield of California will be ending its relationship with CVS Health and partnering with Amazon Pharmacy and Mark Cuban's Cost-Plus Drug Company.

While many of the news headlines focused on CVS essentially being fired from its role, according to Blue Shield's Chief Operating Officer, Sandra Clarke, Blue Shield is not abandoning CVS - they will continue to manage prescriptions for members who need "specialty" drugs.

As another representative from Healthcare Transformation Alliance indicated, an argument can be made that this is a great deal for CVS because:

- CVS will no longer be adjudicating and providing customer service to 100% of the members, now providing services to only 2% of those members. This 2% retained by CVS makes up roughly 25% of the business.
- In essence, CVS will have a lot fewer people to service, but a large share of the money as specialty drugs typically cost a lot more and require special handling.

Blue Shield of California's decision has no impact on our LACERA-administered Anthem Blue Cross I, II, or III plans prescription drug benefit provided by CVS Health. Anthem Blue Cross of California and Blue Shield of California are two entirely separate health plans.

**Appendix 1**

**DATE:** August 29, 2023

**TO:** Each Trustee,  
Board of Retirement  
Board of Investments

**FROM:** JJ Popowich  
Assistant Executive Officer, Member Operations Group

**SUBJECT: General and Retired Member Elections 2023 Update**

The LACERA Trustee active general and retired member election season for the Second, Eighth, and Alternate Retired Members (Trustees) for the Board of Retirement and the Second and Eighth Member (Trustees) of the Board of Investments, has entered the next phase of the election process. As previously reported, on Friday, June 23, the Registrar Recorder – County Clerk released the names of candidates that have been certified for the election.

The official candidate list is as follows:

**General Members Election:**

- Board of Retirement: Second Member:
  - Armine Antonyan
  - Nancy M. Durazo
- Board of Investments: Second Member:
  - Nicole Mi
  - Murphy Moore III
  - David S. Quan

**Retired Members Election:**

- Board of Retirement: Eighth Member:
  - Leslie W. Robbins\*
- Board of Retirement: Alternate Retired Member:
  - James P. “JP” Harris
  - Nihal Kuruppu
- Board of Investments: Eighth Member:
  - Mark A. Almonte
  - Debbie Martin

*\*Trustee Robbins is unopposed and will be returning to the Board of Retirement for the new term beginning January 1, 2024.*

The LACERA Elections team and the Executive Office of the Board of Supervisors wrapped up our collaborative efforts to raise awareness of the election for the 2023 election season. During the month of August, we sent out email reminders in collaboration with the Executive Office mid-month as scheduled. In addition, LACERA sent out a separate email to all eligible voters whom we have email contacts for on August 28, 2023. This unscheduled reminder was an effort to boost member turnout. The BOS EO's vendor was also scheduled to send out a separate email targeting voters who had not voted on August 29<sup>th</sup>.

We will be monitoring the results of the election and will share them with the Trustees as soon as they are available in a wrap up summary.

In the meantime, we have updated the calendar of events below to reflect the status of the election.

Date	Event	Completed
05/12/2023	Election Notification and Call for Nominations to eligible retired members (as of April 15, 2023).	
05/19/2023	Election Notification and Call for Nominations emailed to eligible General (active members as of April 15, 2023), and departmental postings as required by the Board of Supervisors resolution.	
05/22/2023 – 06/20/2023	Nomination period. Please note the nomination packages must be filed with the Registrar-Recorder/County Clerk no later than 5:00 p.m. on June 20, 2023.	
06/26/2023	The Registrar-Recorder/County Clerk will confirm the eligible candidates and notify each candidate.	
06/27/2023	Election Announcement: Announcement of qualified candidates and whether an election is necessary. This is also the date the ballot order will be confirmed.	
First Week of July	LACERA sends mailer regarding election status.	
July 17, 2023	Election notices emailed by vendor.	

Re: General and Retired Member Elections 2023 Update

August 29, 2023

Page 3

08/02/2023	Voter information and ballot mailed to all retirees, as well as to all active members who requested a paper ballot.	
08/03/2023	LACERA election reminder notice.	
08/04/2023	Voting Begins. Election credentials mailed to all General members (active as of April 15, 2023).	
08/16/2023	LACERA election reminder notice.	
08/31/2023	Voting Ends.	
09/12/2023	The Executive Office of the Board of Supervisors will have the unofficial results available.	
10/17/2023	BOS Declares Election Result Official.	

# WANT TO BE HEALTHIER? THE DENTIST CAN SEE YOU NOW.



**Getting regular dental care may help you be an overall healthier person.**

## **Chew on this:**

According to recent findings from the Centers for Disease Control and Prevention (CDC), half of Americans aged 30 or older have periodontitis, the more advanced form of periodontal (gum) disease.\* Did you know that people who skip regular preventive dental care see their future dental costs go up by 43%?\*\*\* Or that gum disease can have a direct impact on women who are pregnant and people with certain chronic medical conditions?

**Here's the good news:** Gum disease is preventable and treatable. The best place to start is by visiting your dentist.

## **Schedule an appointment today**

Most of your in-network preventive dental care services are covered at low or no cost to you. LACERA covers up to 4 dental cleanings per year at 100%. Find a dentist near you on **myCigna.com**.

### **If you have a qualifying medical condition you can take advantage of the Cigna Dental Oral Health Integration Program®**

- › 100% reimbursement for additional preventive dental treatments related to your condition
- › Learn how your health condition impacts your oral health

#### **To register:**

- › Go to **myCigna.com**, select Coverage>Dental and fill out the registration form online
- › Or call the number on the back of your Cigna ID card and ask for a mailed registration form

### **Conditions Eligible for Program**

- › Diabetes
- › Heart disease
- › Maternity
- › Stroke
- › Radiation for head or neck cancers
- › Organ transplants
- › Chronic kidney disease
- › Rheumatoid arthritis
- › Sjogren's syndrome
- › Lupus
- › Parkinson's disease
- › Amyotrophic lateral sclerosis (ALS)
- › Huntington's disease
- › Opioid misuse and addiction

\*<https://www.perio.org/newsroom/periodontal-disease-fact-sheet> Periodontal Disease Fact Sheet | Perio.org

\*\*Preventive Dental Treatment Associated with Lower Medical Utilization and Costs", national Cigna study completed August 2018.



This document is provided by Cigna solely for informational purposes to promote consumer health. It does not constitute medical advice and is not intended to be a substitute for proper dental care provided by a dentist. Cigna assumes no responsibility for any circumstances arising out of the use, misuse, interpretation or application of any information supplied in this document. Always consult with your dentist for appropriate examinations, treatment, testing and care recommendations.

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# CEO DASHBOARD



September 6, 2023

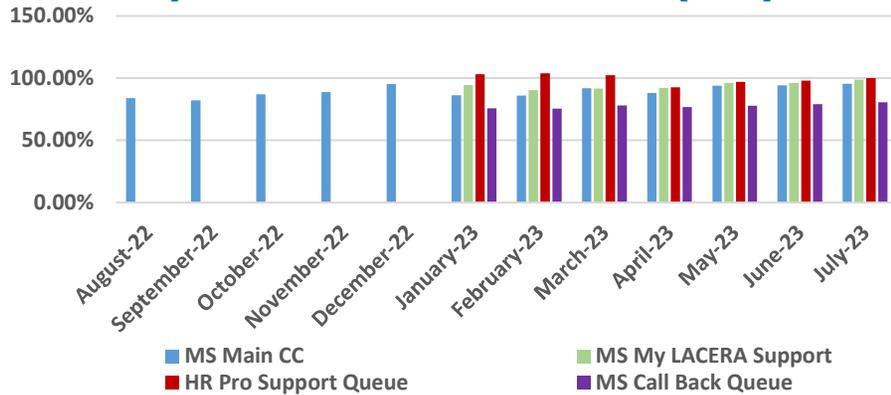


# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: July 2023

<b>Events / Webinar Attendance</b> Current Mo.: <b>711</b> Year-to-Date: 711	<b>Events / Webinar</b> Current Mo.: <b>15</b> Year-to-Date: 15	<b>Webinar Satisfaction</b> <b>0%</b> Resp. Rate: 0% Change: 0%	<b>Member Service Center Satisfaction</b> <b>94.89%</b> Resp. Rate: 26.1% Change: -2.58%	<b>MS Main Queue Total Calls</b> Current Mo. <b>7,768</b> 3 Month Avg. 8,163				
					Resp. Rate	Change	Resp. Rate	Change
					0%	0%	26.1%	-2.58%

## Member Service Call Center Queue Key Performance Indicators (KPI)

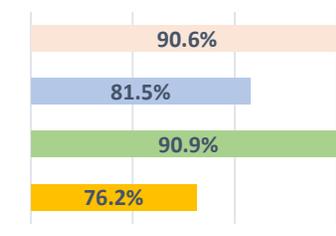


## Key Performance Indicator (Components by Queue)

### MSCC Main Queue



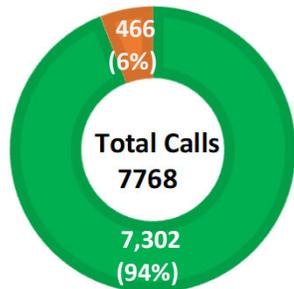
### My LACERA Support Queue



Member Services

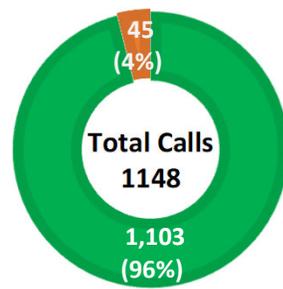
### MSCC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned



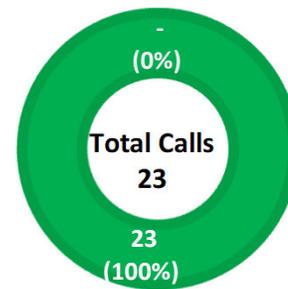
### MY LACERA SUPPORT

■ Calls Answered ■ Calls Abandoned



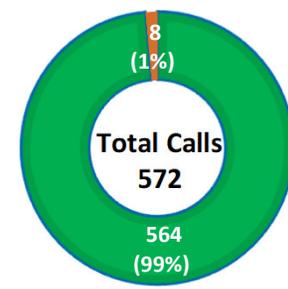
### HR PRO SUPPORT

■ Calls Answered ■ Calls Abandoned



### MS CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	95.36%	Queue KPI:	98.54%	Queue KPI:	99.89%	Queue KPI:	80.38%
Avg. Speed of Answer	Average Duration						
0:02:27	0:16:02	0:00:38	0:11:14	0:00:35	0:16:12	0:03:49	0:14:03



# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: July 2023

## TOP REASONS MEMBERS CONTACT MEMBER SERVICES

### Member Services Call Center

### Member Service Center (Outreach)

1. Retirement Counseling

1. Retirement Counseling

2. My LACERA

2. Retiree Healthcare

3. Death

3. Power of Attorney

## Contact Center Email/Secure Message Performance



Emails:

337



Secure Message

733

Est. Response Time (hours)

4:00:00

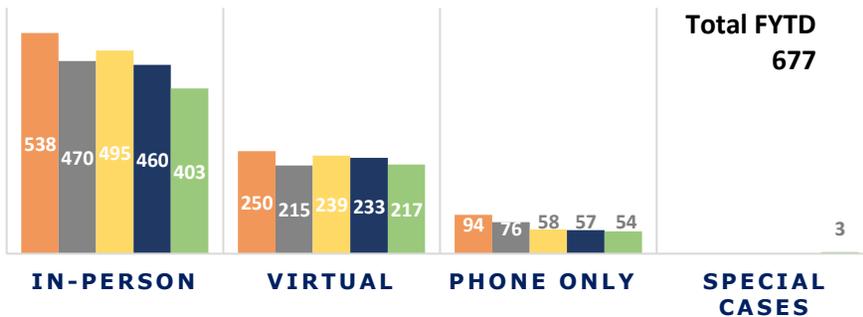
Est. Response Time (hours)

4:00:00

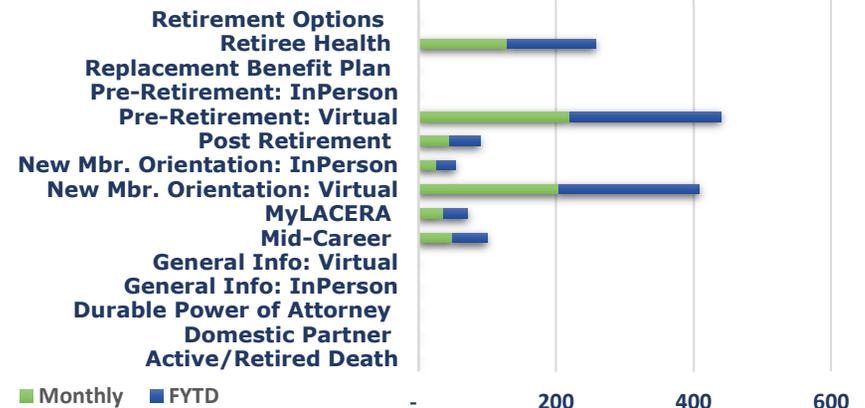
## Member Service Center (Outreach)

### Member Service Center Appointments

March April May June July



### Members Served in Webinars/Workshops



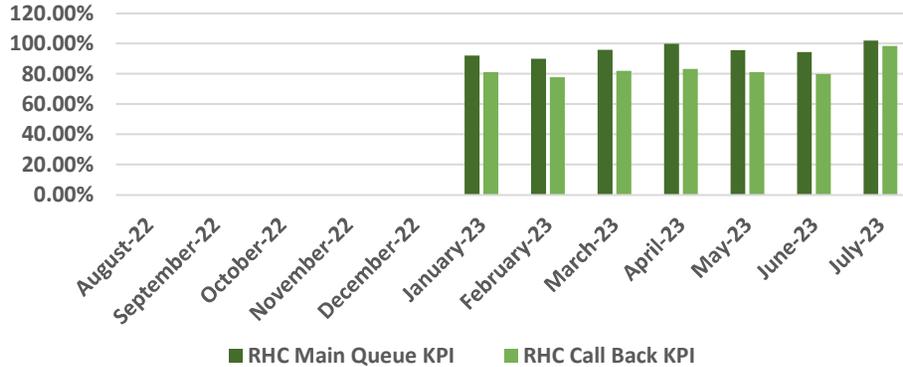
Member Services



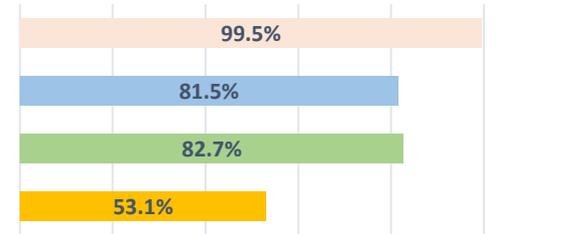
# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: July 2023

## RHC Call Center Queue Key Performance Indicator (KPI)



## Key Performance Indicator (Components by Queue) Main RHC Call Center Queue

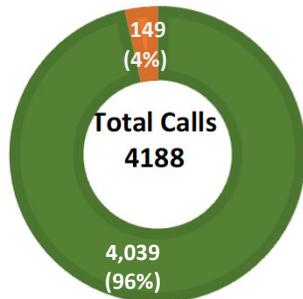


Agent Utilization (Goal:65%)	Grade of Service (Goal: 80% in 60 sec)
After Call Survey (Goal: 90%)	Call Monitoring (Goal: 95%)

Retiree Healthcare

### RHC MAIN QUEUE

Calls Answered Calls Abandoned



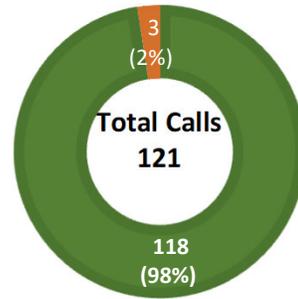
Queue KPI: 101.87%

Avg. Speed of Answer Average Duration

0:01:03 0:12:33

### RHC CALL BACK QUEUE

Calls Answered Calls Abandoned



Queue KPI: 98.24%

Avg. Speed of Answer Average Duration

0:03:21 0:08:06

### TOP RHC CALL TOPICS

1. Medical/Dental Enrollments

2. Medicare Part B

3. General Inquiries

### RHC Email/Secure Message Performance



Emails:

312

Est. Response Time (hours)

72:00:00



Secure Message

329

Est. Response Time (hours)

24:00:00



# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: July 2023

**Applications**  
1,023

■	1,013	Pending on:	6/30/2023
■	59	Received	
■	59	Year-to-Date	
■	0	Re-Opened	
■	0	Year-to-Date	
■	38	To Board - Initial	
■	38	Year-to-Date	
■	11	Closed	
■	11	Year-to-Date	

**In Process**  
**As Of**  
**7/31/2023**

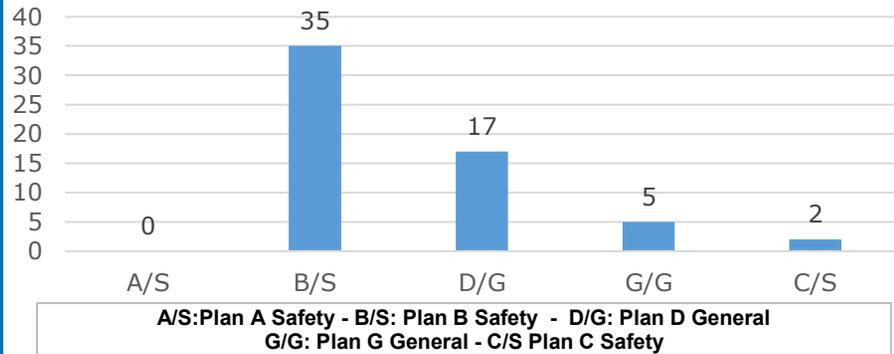
**Appeals**  
68

■	66	Pending on:	6/30/2023
■	2	Received	
■	2	Year-to-Date	
■	0	Admin Closed/Rule 32	
■	0	Year-to-Date	
■	0	Referee Recommended	
■	0	Year-to-Date	
■	0	Revised/Reconsidered for Granting	
■	0	Year-to-Date	

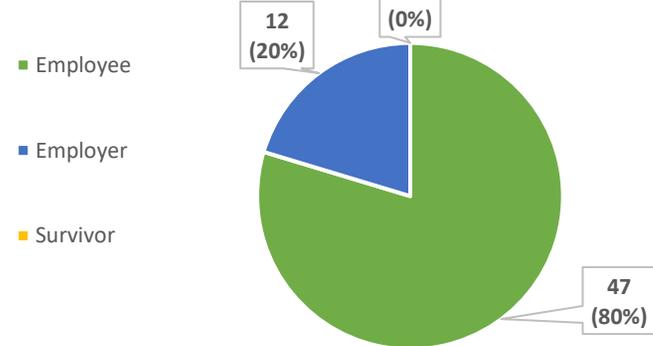
**In Process**  
**As Of**  
**7/31/2023**

■ Pending: Applications In Process   ■ Received: New Applications   ■ Re-Opened: Apps Re-Opened   ■ To Board: Presented to BOR   ■ Closed: Incomplete/Withdrawn

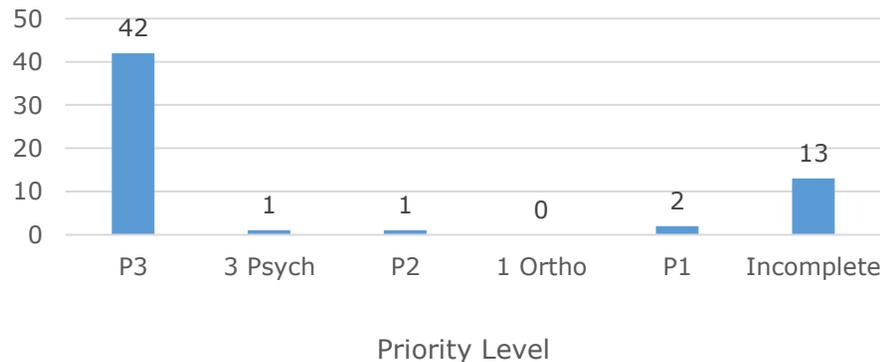
### Applications Filed By Plan



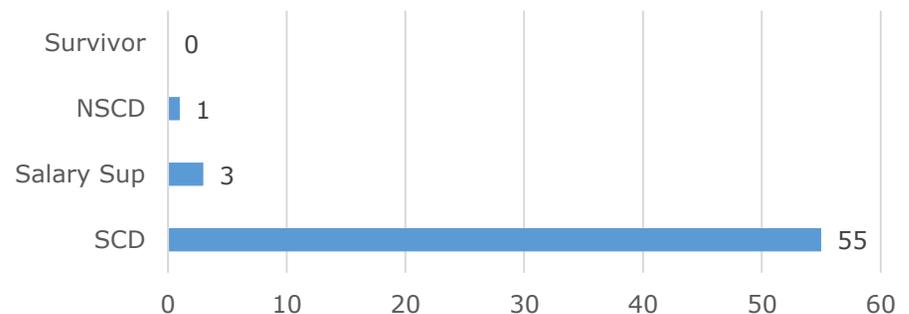
### Applications Filed By Source



### Applications Filed By Priority Level



### Applications Filed By Type



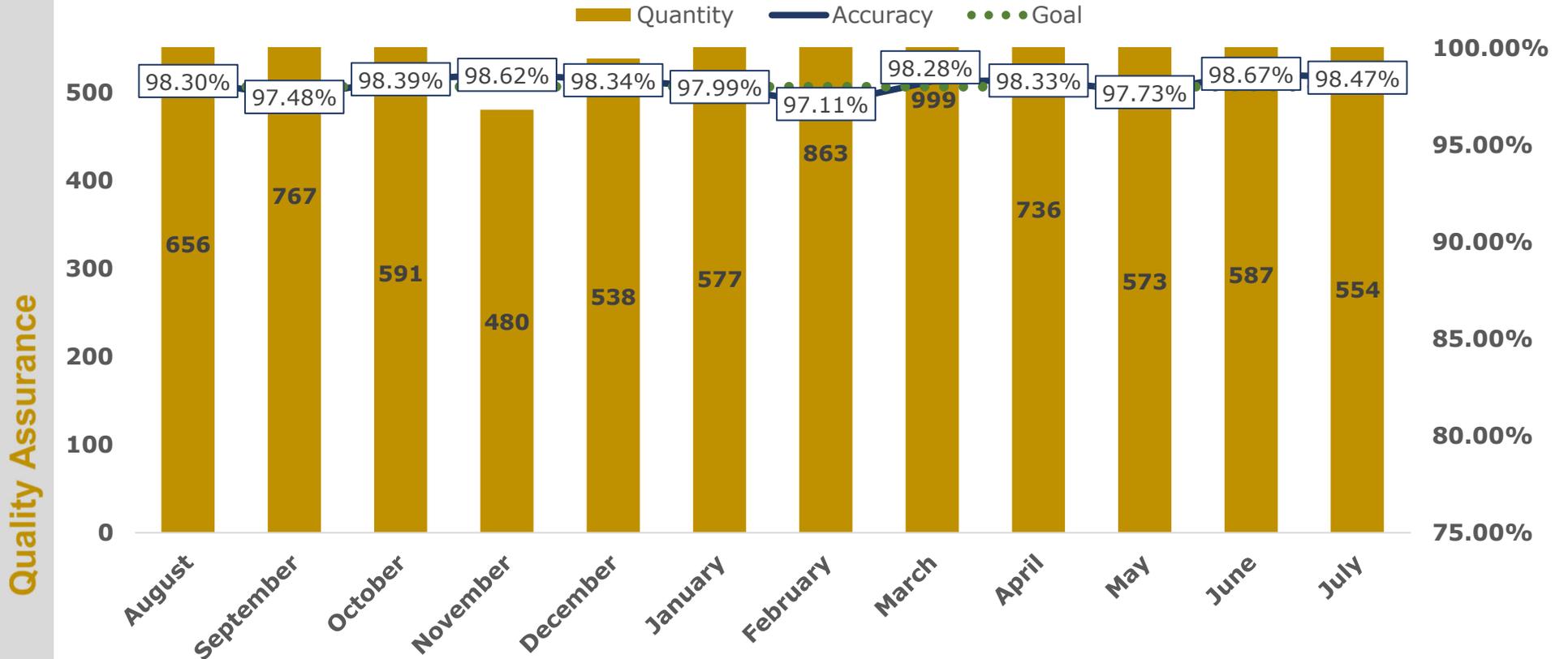
Disability



# Striving for Excellence in Quality

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: July 2023

## Audits of Retirement Elections, Payment Contracts, & Data Entry Completed by QA (Goal: 98%)



Quality Assurance

**July 2023**

**98.47%**



**Retirement Elections**

**208** Samples

**98.32%** Accuracy

**Payment Contracts**

**226** Samples

**98.62%** Accuracy

**Data Entry**

**120** Samples

**98.47%** Accuracy



# Service On-Line for All

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: July 2023

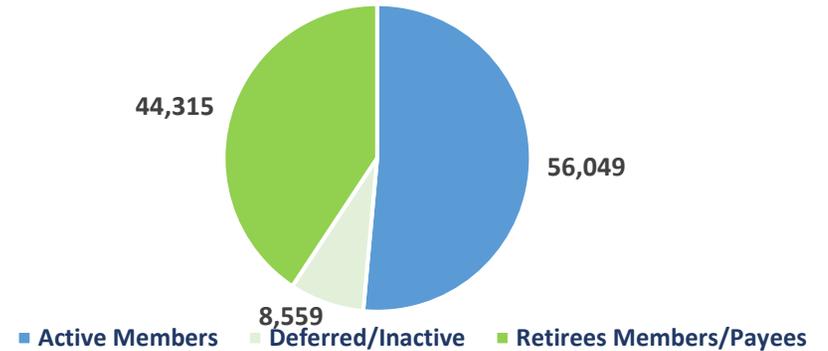
Serving Members Through LACERA.com and MyLACERA

## My LACERA Annual Registration (as of the 15th of the month prior to this report)

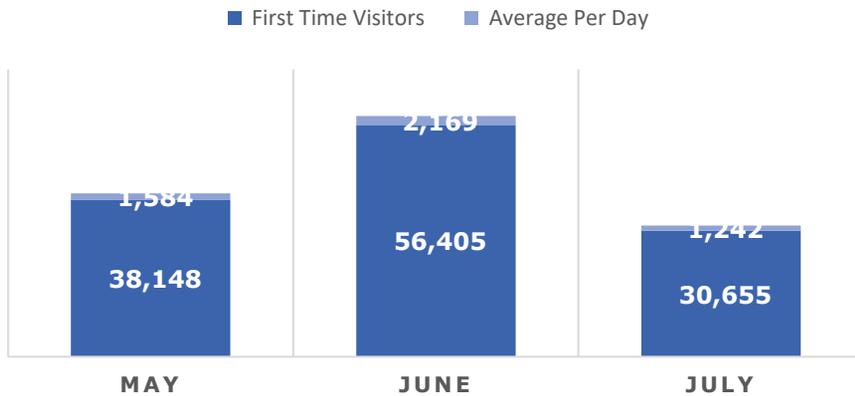


Registered Members / % Total **108,923** **57%**

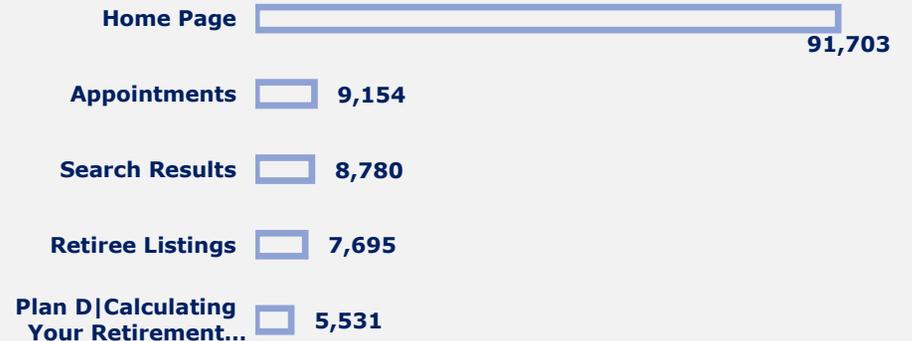
## Total Registrations By Member Type



## LACERA.com User Traffic



## Top Five LACERA.com Page Views



### Busiest Day of the Month:

Tuesday, 7/25/2023

### Home Page Tile Views

	Views	% of Change
Sign Up for My LACERA	4,560	10%
Board Meetings	3,373	-41%
Careers	2,683	4%
Pre-Retirement Workshops	2,457	-5%
Investments	1,842	7%
Forms & Publications	244	11%

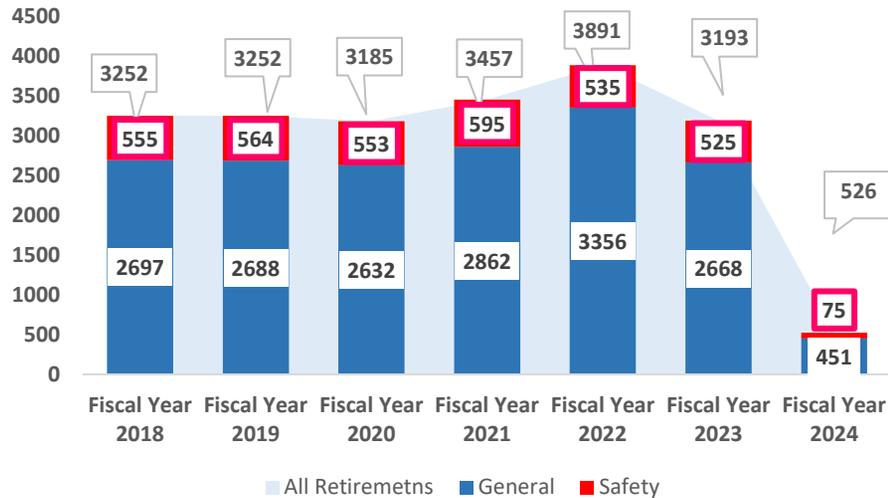


# Member Snapshot

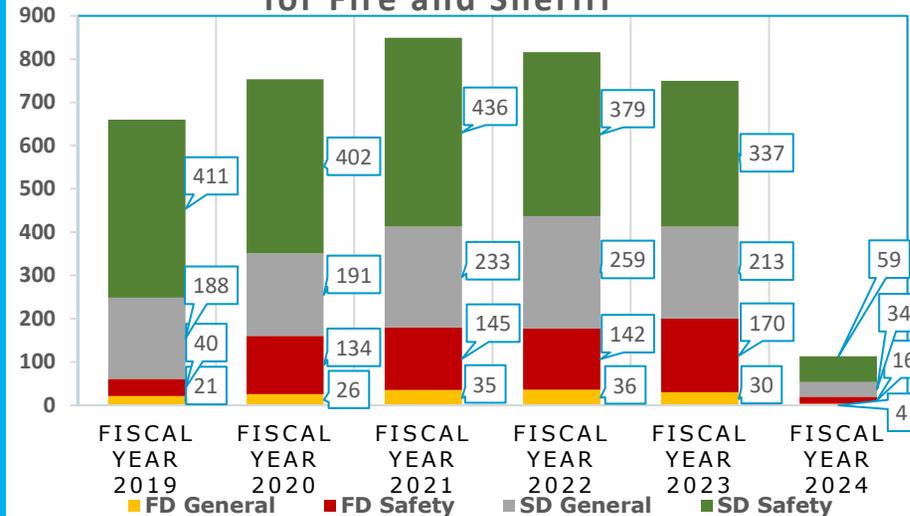
Membership Count as of: August 15, 2023

	PLAN	ACTIVE		INACTIVE		RETIRED				Totals by Plan/Type
		Vested	Non-Vested	Vested	Non-Vested	Service	SCD - Disability	NSCD - Disability	Survivors	
General	PLAN A	49	-	11	32	11,867	947	163	4,051	17,120
	PLAN B	12	-	5	3	565	40	7	74	706
	PLAN C	13	-	5	8	361	38	8	65	498
	PLAN D	33,743	121	4,492	3,304	18,868	1,997	448	2,002	64,975
	PLAN E	12,927	9	2,885	86	15,414	-	-	1,633	32,954
	PLAN G	18,780	18,624	1,644	6,672	256	25	7	22	46,030
	<b>TOTAL GENERAL</b>	<b>65,524</b>	<b>18,754</b>	<b>9,042</b>	<b>10,105</b>	<b>47,331</b>	<b>3,047</b>	<b>633</b>	<b>7,847</b>	<b>162,283</b>
Safety	PLAN A	-	-	2	2	1,824	2,417	26	1,635	5,906
	PLAN B	7,427	75	587	228	3,351	4,569	55	414	16,706
	PLAN C	2,553	2,536	124	521	12	17	-	2	5,765
	<b>TOTAL SAFETY</b>	<b>9,980</b>	<b>2,611</b>	<b>713</b>	<b>751</b>	<b>5,187</b>	<b>7,003</b>	<b>81</b>	<b>2,051</b>	<b>28,377</b>
	<b>TOTAL ALL TYPES</b>	<b>75,504</b>	<b>21,365</b>	<b>9,755</b>	<b>10,856</b>	<b>52,518</b>	<b>10,050</b>	<b>714</b>	<b>9,898</b>	<b>190,660</b>

Total Retirements Compared by Type



General vs. Safety Retirements for Fire and Sheriff





# Member Snapshot

## Average Monthly Benefit Allowance Distribution 08/24/2023

	General	Safety	Total	%
\$0 to \$3,999	29,995	1,337	31,332	49.6%
\$4,000 to \$7,999	14,742	3,441	18,183	28.8%
\$8,000 to \$11,999	4,364	4,296	8,660	13.7%
\$12,000 to \$15,999	1,245	2,432	3,677	5.8%
\$16,000 to \$19,999	428	547	975	1.5%
\$20,000 to \$23,999	129	154	283	0.4%
\$24,000 to \$27,999	34	51	85	0.1%
> \$28,000	30	8	38	0.1%
<b>Totals</b>	<b>50,967</b>	<b>12,266</b>	<b>63,233</b>	<b>100%</b>

## Average Monthly Benefit Amount:

\$ **4,870.00**

### Healthcare Program

(Mo. Ending: 07/31/2023)

	Employer	Member
Medical	\$53.6	\$3.8
Dental	\$4.2	\$0.4
Part B	\$7.7	\$0.0
<b>Total</b>	<b>\$65.5</b>	<b>\$4.2</b>

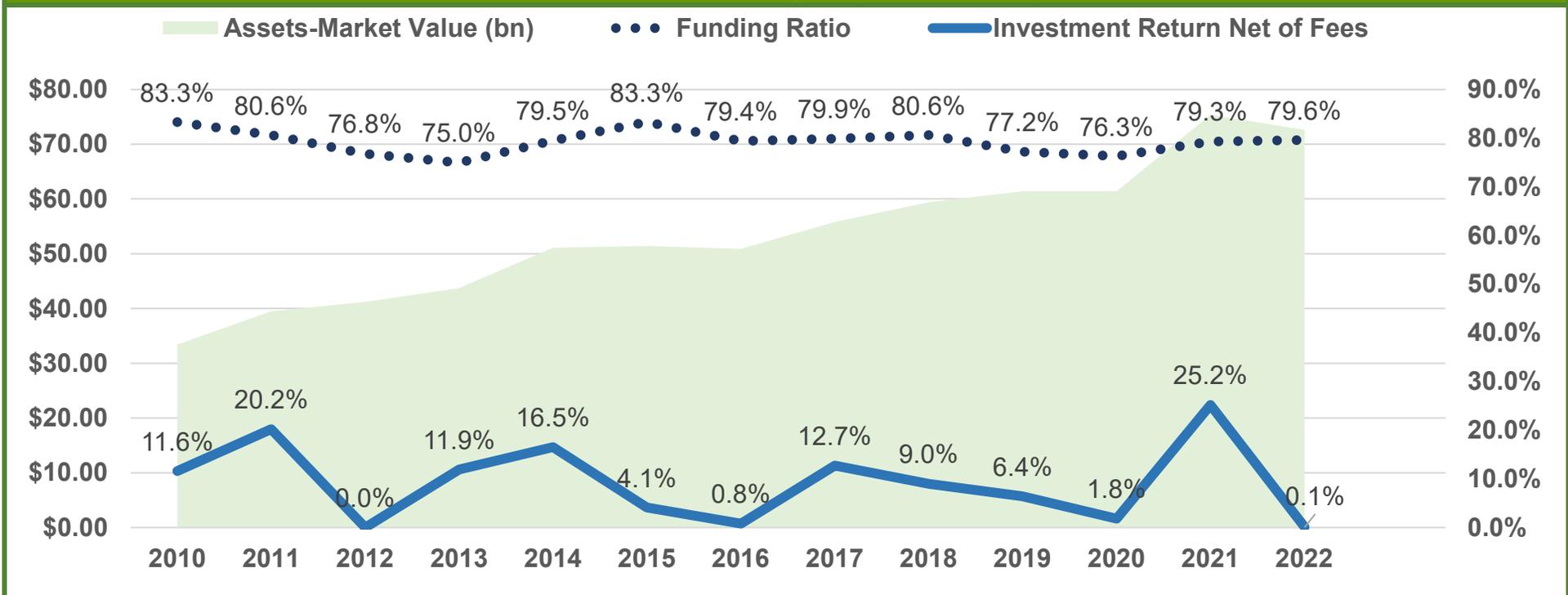
### Health Care Enrollments

(Mo. Ending: 07/31/2023)

Medical	55,361
Dental	57,271
Part B	38,048
LTC	491
<b>Total</b>	<b>151,171</b>

## KEY FINANCIAL METRICS

Fiscal Year End Financial Update (as of 06/30/2022)





# Key Financial Metrics

## LACERA

The Los Angeles County Employees Retirement Association  
Pension Dollar



**10¢**  
Employee  
Contributions

**69¢**  
LACERA  
Investment Earnings

**21¢**  
Employer (County)  
Contributions

### FUNDING METRICS (as of 6/30/22)

Employer NC	11.12%
UAAL	14.72%
Assumed Rate	7.00%
Star Reserve	\$614m
Total Assets	\$70.3b

### Contributions (as of 6/30/22)

	Employer	Member
Annual Add	\$2.2b	\$758.6m
% of Payroll	25.84%	8.21%

### Investment Returns (as of 6/30/22)

(Net of Fees)

**5 YR:** 8.1%      **10 YR:** 8.6%

### Retired Members Payroll

(As of 07/31/2023)

Monthly Payroll	\$370.56m
Payroll YTD	\$0.4b
New Retired Payees Added	310
Seamless %	96.13%
New Seamless Payees Added	310
Seamless YTD	96.13%
By Check %	2.00%
By Direct Deposit %	98.00%

### RETIREE PAYROLL BY YEAR





**QUIET PERIOD LIST  
FOR TRUSTEES AND  
STAFF**

Last Update 08/28/2023

**ADMINISTRATIVE/OPERATIONS**

<b>Solicitation Name</b>	<b>Issuing Division</b>	<b>Public Release Date</b>	<b>Solicitation Stage*</b>	<b>Bid Respondents*</b>
<b>RFP: Policy Management Solution</b>	Executive Office	2/3/2023	Contract Development	• Compass 365
<b>RFI: Death Audit and Data Cleansing Services</b>	Benefits	4/14/2023	Bid Review	• PBI
<b>RFP: External SOC Auditor</b>	Internal Audit	3/08/2023	Contract Development	• Eide Bailly LLP • Plante Moran • Moss Adams • Clifton Larsen Allen LLP • RSM US LLP • Eisner Amper LLP • Davis Farr LLP • Lazarus Alliance Inc
<b>RFP: Prepaid Debit Card Services</b>	Benefits	6/15/2022 ISD's Website 08/2022	Contract Execution	• Conduent

\*Subject to change



## INVESTMENTS

Solicitation Name	Public Release Date	Solicitation Stage*	Bid Respondents *
<b>RFP: Commercial Real Estate Brokers</b>	5/10/2023	Soliciting Process	<ul style="list-style-type: none"><li>• Avison</li><li>• CBRE Group</li><li>• Cushman and Wakefield</li><li>• Eastdil</li><li>• Higgenbotham</li><li>• JLL</li><li>• Newmark</li></ul>
<b>RFP: Real Assets Emerging Manager Program Discretionary Separate Account Manager</b>	1/30/2023	Vendor Selection	<ul style="list-style-type: none"><li>• ACRES Capital</li><li>• Aether Investment Partners</li><li>• ORG Portfolio Management</li><li>• Barings</li><li>• Belay Investment Group</li><li>• Encore Enterprises, Inc.</li><li>• Stable</li><li>• Cambridge Associates</li><li>• GCM Grosvenor</li><li>• The Townsend Group</li><li>• Cypress Creek Partners</li><li>• Hamilton Lane Advisors</li><li>• Neuberger Berman Group</li><li>• Wafra Inc.</li><li>• Artemis Real Estate Partners</li><li>• Hawkeye Partners, LP</li><li>• BlackRock</li><li>• Astarte Capital Partners</li><li>• Bentall Green Oak</li><li>• Clear Sky Advisers</li><li>• Clear Investment Group</li><li>• Poverni Sheikh Group</li><li>• Trilogy</li><li>• Stepstone</li><li>• Oak Street</li><li>• White Deer</li></ul>

\*Subject to change

Date	Conference
<b>September, 2023</b>	
11-13	Council of Institutional Investors (CII) Fall Conference Long Beach, CA
19-20	2023 Investment Diversity Advisory Council (IDAC) Global Summit Chicago, IL
<b>October, 2023</b>	
1-4	CRCEA (California Retired County Employees Association) Fall Conference Stockton, CA
1-4	IFEBP (International Foundation of Employment Benefit Plans) Annual Employee Benefits Conference Boston, MA
1-6	Prosper Africa U.S. Institutional Investors Delegation Trip and GEBF Thought Leadership Conference Johannesburg and Cape Town, South Africa
8-11	National Association of Corporate Directors (NACD) Summit 2023 Fort Washington, MD
16-20	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
18-20	PREA (Pension Real Estate Association) Annual Institutional Investor Conference Boston, MA
21-22	NCPERS (National Conference on Public Employee Retirement Systems) 2023 Program for Advanced Trustee Studies (PATS) Las Vegas, NV <i>(held prior to the FALL Conference)</i>
22-25	NCPERS (National Conference on Public Employee Retirement Systems) FALL (Financial, Actuarial, Legislative & Legal) Conference Las Vegas, NV
22-24	Pacific Pension Institute (PPI) Executive Seminar-Japan at a Crossroads Tokyo, Japan
25-27	Pacific Pension Institute (PPI) Asia Pacific Roundtable Tokyo, Japan
27	CALAPRS (California Association of Public Retirement Systems) Round Table – Trustees Virtual

Date	Conference
<b>November, 2023</b>	
6-7	2023 SuperReturn North America New York, NY
7-9	Institutional Limited Partners Association (ILPA) General Partner Summit New York, NY
7-10	SACRS Fall Conference Rancho Mirage, CA
14-17	2023 SuperInvestor International Zurich, Switzerland
<b>December, 2023</b>	
1	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual

August 21, 2023

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Joint Organizational Governance Committee  
Herman B. Santos (BOI), Chair  
David Green (BOI), Vice Chair  
Gina Sanchez (BOI)  
Onyx Jones (BOI)  
Shawn Kehoe (BOR)  
Alan Bernstein (BOR)  
Elizabeth Greenwood (BOR)  
Ronald Okum (BOR)

FOR: September 6, 2023 Board of Retirement Meeting  
September 13, 2023 Board of Investments Meeting

SUBJECT: **Revision of Trustee Education Policy—Preapproved External Educational Conferences**

## **RECOMMENDATION**

That the Board of Retirement and Board of Investments approve the deletion of the following conferences from the list of Approved External Educational Conferences, in Appendix B of the Trustee Education Policy:

1. Government Finance Officers Association (GFOA);
2. Milken Institute; and
3. Harvard Law School Labor and Worklife Program.

## **BACKGROUND**

The purpose of the Trustee Education Policy is to assist LACERA's Trustees in obtaining the necessary knowledge to enhance their understanding of issues that LACERA faces and thereby enable them to discharge their fiduciary duties for the benefit of LACERA's members and beneficiaries.

The Trustee Education Policy identifies a number of educational conferences as being preapproved, which enables the Trustees to pursue that external education without additional approval, subject to the Trustee Education Policy. These preapproved educational conferences are enumerated within the Trustee Education Policy to support required education, Trustee Competencies, and educational assessment and planning.

## **DISCUSSION**

Based on a review of the pre-approved conference list, and discussion amongst the Joint Organizational Governance Committee (JOGC) Trustees at the August 17, 2023, JOGC meeting, the following conferences are recommended for deletion as preapproved conferences in the Trustee Education Policy.

### *Government Finance Officers Association (GFOA)*

The GFOA conferences have generally been attended by staff in the Financial and Accounting Services Division (FASD) and are valuable to FASD staff. However, a review of travel records indicates that Trustees have not attended this conference in over eight years. Although the GFOA conferences directly relate to the subject-matter interests of FASD staff and should continue to be approved as an educational opportunity for staff, it is recommended that this conference be deleted as a preapproved conference for Trustees.

### *Milken Institute*

The Milken Institute hosts its annual Global Conference, which in the past has been attended by Trustees and staff. The membership rate has increased periodically in recent years. The current membership rate for the conference provides for 10 passes for \$80,000, which is \$8,000 per pass. Recently, we were informed that the Milken Institute will raise its membership rate in 2024 to the following:

- 5 passes at a discounted rate of \$15,000 per pass (\$75,000 total)
- 3 passes at the market rate of \$25,000 per pass (\$75,000 total)

The new membership rate is thus 8 passes for \$150,000, which is almost double in cost for 2 fewer passes. This rate can be locked in for 3 years starting in 2024.

The current budget allocates \$80,000 for the conference. Consequently, possible options can include purchasing 5 passes at the discounted rate of \$15,000 per pass to remain within budget or reallocating this budget item for other conferences. However, the sentiment among management and some of the trustees is that the reduced number of passes and increase in price may no longer provide the same value for trustee education as other conferences and thus should be removed from the preapproved list of educational conferences. Staff discussed LACERA's concerns with Milken; to date, no reduction in price has been offered.

### *Harvard Law School Labor and Worklife Program*

At the Joint Organizational Governance Committee (JOGC) meeting on August 17, 2023, the JOGC concurred with the staff recommendation to delete the GFOA and Milken Institute conferences from the list of preapproved conferences. The JOGC also

recommends that the Harvard Law School Labor and Worklife Program<sup>1</sup> be deleted as well.

The feedback from Trustees regarding this conference was that its curriculum no longer meets the needs of Trustees, and the Trustees are better served by the Harvard Kennedy School Trustee Leadership Forum for Retirement Security and Initiative for Responsible Investment, which currently remains on the preapproved list.

**IT IS THEREFORE RECOMMENDED THAT THE BOARDS** approve the deletion of the following conferences from the list of Approved External Educational Conferences in Appendix B of the Trustee Education Policy:

1. Government Finance Officers Association (GFOA);
2. Milken Institute; and
3. Harvard Law School Labor and Worklife Program.

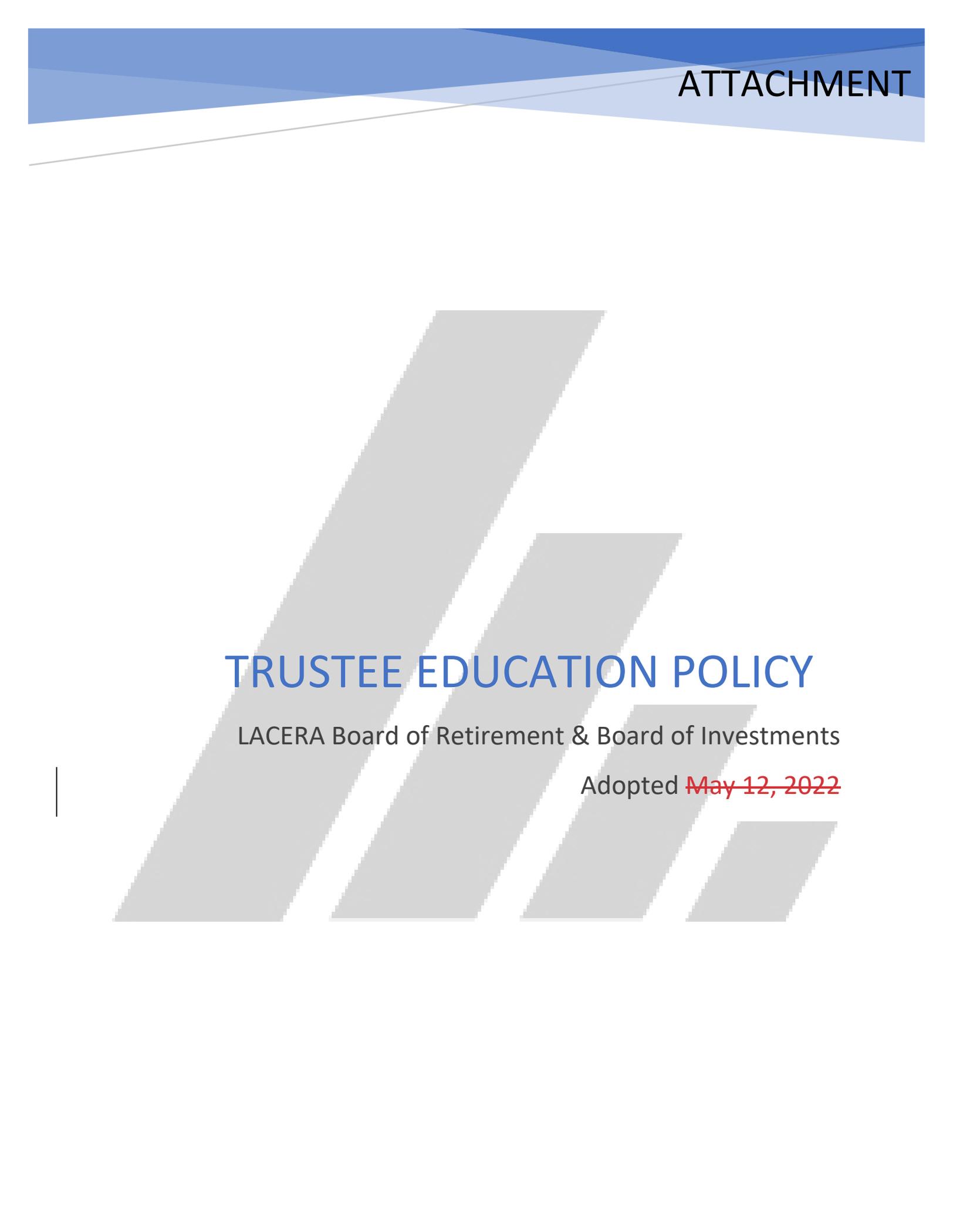
### **Attachment**

Trustee Education I Policy (redlined)

cc: Jon Grabel  
Luis Lugo  
JJ Popowich  
Laura Guglielmo  
Steven P. Rice  
Ted Granger

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<sup>1</sup> As of 2023, the Harvard Law School Labor & Worklife Program is now known as the Harvard Law School Center for Labor and a Just Economy. *About CLJE*. Retrieved August 21, 2023, from <https://clje.law.harvard.edu/about-us/>



# TRUSTEE EDUCATION POLICY

LACERA Board of Retirement & Board of Investments

Adopted ~~May 12, 2022~~

## TRUSTEE EDUCATION POLICY

### I. PURPOSE

The purpose of this policy is to align the elements of LACERA's Trustee education program with the Mission, Vision, Values, and work culture of the organization. More specifically, the program is intended to assist all Trustees to obtain knowledge and receive relevant information that will enhance their understanding of the issues facing LACERA and equip the Trustees to discharge and further their fiduciary duties for the sole benefit of active members, retirees, and their beneficiaries under a framework compliant with applicable law and policy, including the 24-hour biennial education requirement of Government Code Section 31522.8 and the beliefs set forth in LACERA's Investment Policy Statement. The program will be administered in a manner that can be overseen by the Board of Retirement and Board of Investments and understood by LACERA's members and other stakeholders as reasonable and cost-effective in fulfilling LACERA's Mission to Produce, Protect, and Provide the Promised Benefits. This policy applies to LACERA Trustees only.

"Educational Conferences" are those conferences, seminars, and meetings that have an educational purpose. "Administrative Meetings" are meetings attended by Trustees in their LACERA capacity and furthers LACERA's interests, including legislative advocacy, speaking engagements, including a domestic and international Educational Conference at which a Trustee gives a speech, positions in the administration of pension related organizations, and similar events.

### II. PRINCIPLES

The following principles shall govern what, why, when, where, and how Trustee education is obtained and the interpretation of this policy.

**A. *Performance of Fiduciary Duty.*** Education is necessary and should be encouraged and undertaken in order that Trustees may obtain knowledge relevant to the proper performance of their fiduciary duty under the California Constitution, the County Employees Retirement Law of 1937 (CERL), and other applicable laws by a reasonable method and at reasonable cost for the value received, and further LACERA's interests. Specifically:

1. Duty of Loyalty. Education must assist the Trustees to perform their fiduciary duty of loyalty to "discharge their duties with respect to the system solely in the interest of, and for the exclusive purposes of providing benefits to, participants and their beneficiaries, minimizing employer contributions thereto, and defraying reasonable expenses of administering the system. A retirement board's duty to its participants and their beneficiaries shall take precedence over any other duty." Cal. Const., art. XVI, § 17(b); see Cal. Gov't Code § 31595(a).
2. Duty of Prudence. Education must assist the Trustees to perform their fiduciary duty of prudence to "discharge their duties with respect to the system with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like

capacity and familiar with these matters would use in the conduct of an enterprise with a like character and like aims.” Const., art. XVI, § 17(c); see Cal. Gov’t Code § 31595(b).

- B. Further a Common Foundation of Knowledge.** A foundation of common knowledge, or Trustee Competencies, relevant to LACERA and its Mission is necessary among all Trustees to fulfill their fiduciary duty.
- C. Opportunities for Enrichment.** The fiduciary value of education includes alternatives and choices for individual Trustees to pursue enrichment in areas of interest and specialization related to LACERA and its Mission, and to stay abreast of current developments.
- D. Sharing of Information.** Because education a group effort as well as an individual endeavor, Trustees are encouraged to share information and perspectives concerning the education they separately pursue with fellow Trustees. For this reason, education should also include the flexibility and opportunities for Trustees to network with and obtain relevant knowledge from others in the public pension and investment communities.
- E. Leverage LACERA Resources.** A concerted effort should be made to present educational presentations in the boardroom to take advantage of the expertise of LACERA staff, LACERA consultants, and other outside experts to create a shared educational environment for all Trustees to interact, question, and receive common benefit.
- F. Annual Review of Education and Needs.** The fiduciary value of Trustee education is enhanced by each Trustee, on an individual basis, reviewing their past education each year and planning in advance when possible, for how to meet their educational goals in the coming year. An annual review process recognizes that Trustees and their individual educational needs evolve over time, and no single method of educating Trustees is optimal. Instead, the ability of Trustees to develop flexible education plans for themselves and to employ a variety of methods is necessary and appropriate and will assist staff to source and provide appropriate choices and opportunities that meet Trustee needs.
- G. Transparency and Monitoring.** Trustee education and its fiduciary value and cost should be transparent to LACERA’s members and other stakeholders. The Boards should be provided with information on a periodic and consistent basis to enable effective oversight of the Trustee education program.

### III. NEW TRUSTEE ORIENTATION AND SUPPORT

- A. Attendance.** Each new Trustee and alternate, including the Treasurer and Tax Collector’s Chief Deputy, shall attend orientation.
- B. Timing for Orientation.** Orientation should occur before a new Trustee attends their first Board meeting.
- C. Development and Content.** Orientation will be developed and overseen by the Chief Executive Officer. Orientation will, at a minimum, include an overview

of LACERA's independence, Mission, organizational structure, and key functions, Board and Trustee responsibilities and fiduciary duty, pension benefits and member services, retiree healthcare and the OPEB Trust, investments, legal issues, conflicts of interest and ethics, strategic planning, budget, and accounting, actuarial matters and contribution-setting, internal audit, Trustee education, and Trustee technology, resources, and support.

**D. Orientation Materials.** At or before orientation, the following materials shall be made available to new Trustees in electronic format or such other format as a Trustee request:

1. A confidential roster of names, addresses, and contact information for the Board Trustees.
2. A confidential roster of names, addresses, and contact information for the Executive Management team.
3. Board agendas, minutes, policies and procedures, the strategic plan, applicable law, and other available resources, and how to access them.
4. Other relevant material requested by the new Trustee or deemed appropriate by the Chief Executive Officer, including a binder of materials covering the orientation topics listed in Section III(C).

**E. Mentoring.** The Chief Executive Officer will establish a formal mentorship program to assist interested Trustees. Any new Trustee may request a mentor to assist them in becoming familiar with their responsibilities on the Board. If a request is made, the Board Chair(s) will designate one experienced Trustee to be a mentor to the new Trustee for a period of one year.

**F. Returning Trustees.** Trustees who have previously served non-consecutive terms on the Boards shall attend orientation to refamiliarize themselves with the content described in Section III.C and changes to the system during their absence. The content of returning Trustee orientation will be developed by the Chief Executive Officer in collaboration with each returning Trustee.

#### IV. ONGOING TRUSTEE EDUCATION

**A. Required Education.** CERL requires that all Trustees receive a minimum of 24 hours of Trustee education within the first two years of assuming office and for every subsequent two-year period the Trustee continues to serve on the Board. This requirement sets a minimum standard. Trustees may obtain additional education consistent with the provisions of this policy.

**B. Appropriate Subject Matter.** All education must be relevant to the duties and responsibilities of Trustees. In accordance with CERL, the Boards identify knowledge in the matters and areas set forth in the Trustee Competencies stated in Appendix A as appropriate for required education. All Trustees must seek education in and should strive to have knowledge in these areas to assist in the performance of their fiduciary duty and delivering on LACERA's Mission. In addition to these areas, Trustees may obtain education in other areas relevant to their fiduciary responsibilities. Members of Board committees are

encouraged to focus a portion of their education on the subject matter of their committee.

**C. *Methods of Education.*** Since no one method of education is optimal, a Trustee's annual education should include various methods. In considering the various methods, Trustees should weigh the costs and benefits of each method. Trustee education may be obtained through the following:

1. In-House Education. The Chief Executive Officer will obtain annual Board approval for a program of in-house education for Trustees during regularly scheduled Board meetings, offsites, and other settings as may be permissible under the Brown Act. Such education will be provided by staff, LACERA consultants, and outside experts, except that the Chief Investment Officer will be responsible to plan and oversee investment-related education. LACERA consultants will be required in their contracts to provide Trustee education.

In addition to such other in-house education as may be provided, the Trustees shall receive regular training from fiduciary counsel in (1) fiduciary duty, (2) ethics and conflicts of interest, (3) governance, and (4) the Brown Act and Public Records Act. The Chief Executive Officer will develop a fiduciary counsel training schedule.

2. In-Person External Educational Conferences. Trustees may pursue in-person external education as provided in this policy, including conferences, seminars, and meetings. The Chief Executive Officer will obtain annual Board approval, maintain, and update on a current basis, a list of external educational options, organized by subject matter, appropriate for Trustees. The conferences listed in Appendix B are pre-approved. Trustees may attend external education that meets the criteria of this policy without additional approval, subject to the Boards' Trustee Travel Policy, provided that all international education must be approved by the applicable Board. For purposes of this policy Mexico and Canada are not considered international locations.

Every Trustee is authorized to attend up to 4 in-person external education opportunities per fiscal year (of which no more than 1 may be international), and up to 6 if the Trustee is serving simultaneously on both Boards at any time during the fiscal year (of which no more than 1 may be international), except that a Board may approve education in excess of these limits upon good cause. External education must have at least 5 hours of educational content per day. "International" education is all education that takes place outside the United States, except Mexico and Canada. Two conferences separated by no more than one day, with no additional travel, count as one conference.

Conferences located in California are not subject to the hour and number limits stated in the preceding paragraph.

The Chief Executive Officer will maintain Domestic and International Education Priority Lists for each Board for use when attendance at an event is limited. Trustees will be offered the opportunity to attend based on their place on the appropriate priority list. Trustees on each Board initially will be placed on applicable lists in order of the start date of their earliest term of continuous service on the Board (for appointed Trustees, a gap of 18 months or less will not break continuity of service). Trustees with the same priority date will be given priority in alphabetical order. A Trustee who attends an event based on their priority will be placed at the bottom of the list. New Trustees with no prior Board service or a gap of more than 18 months will be placed at the top of the list to facilitate their education.

Prior to attending an international benefits conference, a Trustee is required to attend an American Health Insurance Plans (AHIP) National Policy Forum or World Health Care Congress. Prior to attending an international investment conference, a Trustee is required to attend the State Association of County Retirement Systems (SACRS) Public Pension Investment Management Program or the University of Pennsylvania Wharton School of Business Portfolio Concepts and Management course. These courses are within the limits described above in this Section IV.C.2.

3. Virtual Education and Self-Study. Trustees are encouraged to attend webinars and other forms of virtual education, self-study, and other forms of education that do not require travel relating to LACERA and the performance of a Trustee's duties, including the conferences described in Section IV.C.2 above and Appendix B when offered virtually. If attendance is limited at a such education, the same priority list as described in Section IV.C.2 will be used. Attendance at such education is exempt from the limits stated in Section IV.C.2 as to the number of in-person educational opportunities that may be attended. Virtual education and self-study are not limited by cost.
4. Periodicals. Trustees are encouraged to read periodicals related to the performance of their fiduciary duties as a valuable method of keeping current on relevant news and pension and investment trends, including but not limited to those selected from a list of pension and investment-related periodicals maintained by the Chief Executive Officer. All subscriptions must be arranged through the Executive Office, and LACERA will bear the expense. The Chief Executive Officer will annually review and update the periodical list with input from Trustees.
5. Evaluation. Trustees may complete and submit to the Chief Executive Officer for distribution to all Trustees, an evaluation or syllabus of all in-person external conferences and virtual education attended. A suggested sample evaluation form is attached as Appendix C. Trustees are also encouraged to share knowledge from education at Board meetings during a Report on Trustee Education agenda item or when relevant during specific agenda items.

**D. Assessment and Planning.** Trustees are encouraged to assess their educational status and needs against the Trustee Competencies in Appendix A at the beginning of each calendar year and to use such information as the basis for establishing the Trustee's own self-development goals and education plan for the year. A suggested sample education plan format is attached as Appendix D.

**E. Reporting and Monitoring.** All Trustee education will be reported to the Chief Executive Officer. The Chief Executive Officer shall provide the Boards quarterly reports concerning the amount and type of Trustee education and post them on lacera.com. In addition, in compliance with CERL, the Chief Executive Officer will annually provide the Boards and post on lacera.com a report of each Trustee's compliance with the education requirement described in Section IV.A of this policy.

## **V. ADMINISTRATIVE MEETINGS**

The relevant Board will be informed of a Trustee's need to attend Administrative Meetings and provide advance approval on such terms as deemed appropriate.

## **VI. BROWN ACT COMPLIANCE**

Attendance at external education and Administrative Meetings by more than four members of a Board is not a violation of this provision, provided that the members may not discuss any item of LACERA business.

## **VII. GIFTS AND CONFLICTS**

The Boards desire to avoid even the appearance of impropriety in connection with education, and related expenses. The Boards acknowledge that acceptance of gifts of education and related expenses, such as registration, transportation, meals, and lodging by a public agency, though permitted under certain circumstances by applicable law, can create the appearance that LACERA encourages "pay to play" and may, unwittingly, create opportunities for undue influence on Trustees. This policy therefore does not permit LACERA as an entity to accept gifts of education, and related expenses. This policy does not prohibit certain payments for education and/or related expenses as part of the negotiated consideration under agreements with vendors, consultants, and managers, although all such payments should be reviewed in advance with the Legal Division to ensure compliance with applicable law, regulations, and reporting.

Items provided during education may constitute reportable gifts.

Trustees should be familiar with the provisions of LACERA's Code of Ethical Conduct as it may apply to education and interaction with and items received from the sponsors or other attendees.

## **VIII. TRAVEL POLICY AND PROCEDURES**

This policy is subject to and will be read and interpreted in conjunction with the Trustee Travel Policy.

## IX. OTHER CHARTERS AND POLICIES

To reconcile this policy with the Board Charters and other Board policies:

- A. *Prevention of Sexual Harassment.*** Training will be obtained by Trustees as provided in the Boards' Policy on Sexual Harassment Prevention Training for Board Members.
- B. *Board Charters.*** This policy constitutes the development policy and addresses Trustee education programs, as referenced in Section 6.1.4 of the Board of Retirement Charter, and Reserve Power 5 of the Board of Investments Powers Reserved and Delegated Authorities and Powers Reserved Defined.
- C. *Prior Board Educational Requirements Policies.*** This policy supersedes and replaces the LACERA Board of Retirement Board Member Educational Requirements Policy and LACERA Board of Investments Board Member Educational Requirements Policy, which are of no further force or effect.

## X. POLICY PROVISIONS AND APPLICABLE LAW

- A. *Waiver of Policy Provisions.*** For good cause presented in writing, and in the exercise of its sound discretion, the Board of Retirement or the Board of Investments may waive compliance with specific requirements of this policy when in the best interest of LACERA.
- B. *Applicable Law.*** This policy is to be implemented in compliance with the relevant provisions of the California Government Code and other applicable law, and in harmony with existing philosophy, objectives, policies, and guidelines previously approved by the Board of Retirement and the Board of Investments.

## XI. REVIEW

This policy shall be reviewed by the Joint Organizational Governance Committee, the Board of Retirement, and the Board of Investments every three years or as needed and may be amended by both Boards at any time.

**Policy History:** Restated and Approved by the Board of Retirement and Board of Investments on December 16, 2020, and updated and approved by the Board of Retirement and Board of Investments on May 5, 2022 and May 12, 2022, respectively. Prior versions are superseded and of no effect as of the stated approval date.

## **APPENDIX A TRUSTEE COMPETENCIES**

- **Governance**
  - Understanding Board function, processes, committee structure, exercise of discretion, delegation of responsibilities and oversight role.
  - Understanding the organizational structure and roles of staff and consultants, including the actuary, auditors, healthcare consultant, investment consultants, and fiduciary counsel,
  - Understanding the laws and rules governing the system.
  - Understanding the Boards' governing documents.
  - Understanding the system's independence under applicable laws.
  - Understanding best practices for public pension board governance.
  - Understanding information technology and data security.
  - Understanding the meaning and role of diversity, equity, and inclusion.
  - Understanding Robert's Rules of Order.
  
- **Fiduciary Duties and Responsibilities**
  - Understanding the duty of loyalty.
  - Understanding the duty of prudence.
  - Understanding the paramount fiduciary duty to members and beneficiaries.
  - Understanding the fiduciary duty to minimize employer contributions.
  - Understanding the fiduciary duty to defray the reasonable costs of administering the system.
  - Understanding how to delegate authority while retaining appropriate oversight.
  
- **Benefits Administration**
  - Service Retirement
    - Understanding the different plans available to employees and retirees.
    - Understanding how the system communicates with members.
    - Understanding the difference between the responsibility for plan design (plan sponsor) and plan administration (LACERA).
    - Understanding the administrative appeal process.
  - Disability Retirement
    - Understanding the qualifications for a disability retirement and the benefits that are provided.
    - Understanding the process that is followed in disability applications, from intake through determination of eligibility.
    - Understand the medical and legal issues that are discussed during consideration of disability matters.
    - Understanding the disability hearing and appeal process.
    - Understanding fair hearings and decision-making standards.
  - Retiree Healthcare
    - Understanding the healthcare program structure.

- Understanding the history, agreements, and relationship with the County and other participating employers in connection with the funding and administration of the program.
- ***Ethics, Conflicts of Interest, and Disclosures***
  - Understanding the Form 700 process, and Conflict of Interest Code.
  - Understanding applicable conflict of interest laws and the duty to avoid participating in a decision that affects a Trustee's economic interests.
  - Understanding the LACERA Code of Ethical Conduct.
  - Understanding the RFP quiet period and Trustee disclosure obligations.
- ***Open Meeting and Public Records***
  - Understanding the importance of transparency to stakeholders.
  - Understanding the notice requirement for meetings, including teleconference meetings under the Brown Act.
  - Understanding the limitations on discussing matters that have not been noticed on the agenda.
  - Understanding the circumstances under which communications outside of noticed meetings can be deemed to be a prohibited meeting under the law.
  - Understanding what may and may not be discussed during a closed session.
  - Understanding what constitutes a “public record” under the law and circumstances under which records must be disclosed or withheld.
- ***Financial Controls and Audits***
  - Understanding the role of LACERA staff, Internal Audit, the outside financial auditor, and the Audit Committee.
  - Understanding the Comprehensive Annual Financial Report (CAFR).
  - Understanding the concepts of “risk assessment” and developing internal controls to address those risks.
  - Understanding the responsibility for maintaining the security of confidential information kept by the system, including privacy rights.
  - Understanding vendor selection policy and practices.
- ***Pension Funding and Actuarial Process***
  - Understanding of how assets and liabilities of the system are calculated on an actuarial basis, and the role of actuarial consultants.
  - Understanding the difference and relationship between the actuarial value of assets and the market value of assets and the asset smoothing process.
  - Understanding how changes in actuarial assumptions have an impact on system assets and liabilities.
  - Understanding the nature of the plan sponsors’ funding obligations and the responsibility of the Board of Investments to determine the annual required contribution and employee contributions and provide oversight of the actuarial process.
  - Understanding OPEB pay-as-you-go and trust funding mechanisms for retiree healthcare, and the Board of Retirement’s oversight role.

- **Investments**

- Understanding the comprehensive nature of the investment process.
- Understanding portfolio construction.
- Understanding different asset categories and portfolio complexity.
- Understanding responsible stewardship of LACERA's investments in a manner that promotes and safeguards the economic interests of LACERA and its members, including robust investor rights, strong corporate governance practices and policies at the firms in which LACERA invests, and sound public policies governing financial markets help generate long-term economic performance.



## **APPENDIX B APPROVED EXTERNAL EDUCATIONAL CONFERENCES**

The following list of approved external Educational Conferences is provided under Section IV.C.2 of the Trustee Education Policy as a resource to Trustees in selecting pre-approved education that will support required education, Trustee Competencies, and educational assessment and planning. Education is organized by primary subject matter, although some events may provide education in multiple areas. All conferences on this list are intended only to refer to domestic U.S. events.

### ***Governance***

National Association of Corporate Directors (NACD) conferences, seminars, and meetings

### ***Pension Benefits and System Administration***

California Association of Public Employee Retirement Systems (CALAPRS) conference, seminars, and meetings, including Principles of Pension Management Course

~~Government Finance Officers Association (GFOA) conferences, seminars, and meetings~~

~~Harvard Law School Labor and Worklife Program conferences, seminars, and programs~~

Koried conferences, seminars, and programs

National Conference on Public Employees Retirement Systems (NCPERS) conferences, seminars, and meetings

National Institute on Retirement Security (NIRS) conferences, seminars, and meetings

Public Retirement Journal conferences, seminars, and meetings

State Association of County Retirement Systems (SACRS) conferences, seminars, and meetings

### ***Retiree Healthcare***

America's Health Insurance Plans (AHIP) conferences, seminars, and meetings, including Annual Institute, Annual Medicare Conference, and Annual National Policy Forum

California Retired County Employees Association (CRCEA) semi-annual conferences

Federal and state legislative hearings on pension and retirement health care issues

International Foundation of Employee Benefit Plans (IFEBC) conferences, seminars, and meetings, including Annual Employee Benefits Conference, Annual Benefits Conference for Public Employees, Annual Health Care Cost Management Conference, Annual Investments Institute, and Annual Washington Legislative Update Conference

## ***Investments***

Association of Asian American Investment Managers conferences, seminars, and meetings

Association for Private Capital Investment in Latin America (LAVCA) conferences, seminars, and meetings

ColCapital educational conferences, seminars, and meetings

Council of Institutional Investors (CII) conferences, seminars, and meetings

Harvard Kennedy School, Trustee Leadership Forum for Retirement Security and Initiative for Responsible Investment

Harvard Law School Forum on Corporate Governance

Information Management Network (IMN) Beneficial Owners' International Securities Lending Summit Annual Conference

International Corporate Governance Network (ICGN) conferences, seminars, meetings

Institutional Limited Partners Association (ILPA) conferences, seminars, and meetings

~~Milken Institute conferences, seminars, and meetings~~

National Association of Investment Companies conferences, seminars, and meetings

National Association of Securities Professionals (NASP) conferences, seminars, and meetings, including Annual Pension and Financial Services Conference

New America Alliance conferences, seminars, and meetings

Pacific Pension & Investment Institute (PPI) conferences, seminars, and meetings

Pension Bridge conferences, seminars, and meetings

Pension Real Estate Association (PREA) annual spring and fall conferences and institute

United Nations Principals of Responsible Investing (UNPRI) conferences, seminars, and meetings

University of Pennsylvania Wharton School's Pension Fund and Investment Management and the Portfolio Concepts and Management courses

Women in Institutional Investments Network conferences, seminars, and meetings

**APPENDIX C  
SUGGESTED SAMPLE CONFERENCE EVALUATION FORM**

Under Section IV.C.5 of the Trustee Education Policy, Trustees are encouraged to complete an evaluation form or provide a syllabus for all in-person external conferences and virtual education attended.

**TRUSTEE NAME:**

**CONFERENCE NAME:**

**CONFERENCE DATE:**

**RANKING 1-10:**

1 (lowest)    2    3    4    5    6    7    8    9    10 (highest)

**DO YOU RECOMMEND THE COURSE TO OTHER TRUSTEES?    Yes    No**

**WHY?**

**DESCRIPTION OF SUBJECT MATTER (attach syllabus if available):**

**HIGHLIGHTS:**

**WEAKNESSES:**

**Return to:**

Board Offices

[BoardOffices@lacera.com](mailto:BoardOffices@lacera.com)

**APPENDIX D  
SUGGESTED TRUSTEE EDUCATION PLAN**

Under Section IV.D of the policy, Trustees are encouraged to assess their personal educational status and needs as against the Trustee Competencies in Appendix A at the beginning of each calendar year and to use such information as the basis for establishing the Trustee's own self-development goals and education for the year.

**TRUSTEE NAME:**

**PLAN FOR YEAR:** 20\_\_\_\_

**HAVE I COMPLETED MY 24 HOURS OF CERL-REQUIRED EDUCATION EVERY TWO YEARS?**    Yes    No

**FIVE AREAS WHERE I WOULD LIKE TO GET ADDITIONAL EDUCATION THIS YEAR TO HELP IN THE PERFORMANCE OF FIDUCIARY DUTY:**

- 1.
- 2.
- 3.
- 4.
- 5.

**SUGGESTIONS FOR INTERNAL EDUCATION I WOULD LIKE TO SEE THIS YEAR** (you may email them to the CEO, [skreimann@lacara.com](mailto:skreimann@lacara.com)):

**IDEAS FOR EXTERNAL EDUCATION I WOULD LIKE TO PURSUE THIS YEAR:**

**ARE THERE ANY ADDITIONAL EDUCATIONAL RESOURCES I NEED FROM THE EXECUTIVE OFFICE THIS YEAR** (you may email them to the CEO, [skreimann@lacara.com](mailto:skreimann@lacara.com)):



August 24, 2023

TO: Each Trustee,  
Board of Retirement  
Board of Investments

FROM: Joint Organizational Governance Committee  
Herman B. Santos (BOI), Chair  
David Green (BOI) Vice Chair  
Gina Sanchez (BOI)  
Onyx Jones (BOI)  
Shawn Kehoe (BOR)  
Alan Bernstein (BOR)  
Elizabeth Greenwood (BOR)  
Ronald Okum (BOR)

FOR: September 6, 2023 Board of Retirement Meeting  
September 13, 2023 Board of Investments Meeting

SUBJECT: LACERA's Revised *Mission, Vision, and Values*

**RECOMMENDATION:**

That the Board of Retirement and Board of Investments approve and adopt LACERA's revised *Mission, Vision, and Values*.

**EXECUTIVE SUMMARY**

As part of our 2022-2023 Strategic Planning process, LACERA also reviewed and revised its *Mission, Vision, and Values*. While LACERA's mission of producing, protecting, and providing the promised benefits for our members is unwavering, collaborating to build a better future relies on a singular commitment to our vision and shared values. They serve as the cornerstone for communicating our purpose, illuminating our future, and establishing a baseline for accountability at all levels of LACERA. The values include, as an integral part, the Organizational Guiding Principles that further inform and develop the underlying expectations to which we hold ourselves accountable.

Please review the attached LACERA *Mission, Vision, and Values* document to gain a better understanding on how our mission, vision, and values define what we do every day and is central to our commitment to serving our members in the coming years.

**CONCLUSION**

LACERA staff would like to thank all stakeholders involved in the development of our

Re: LACERA's Revised *Mission, Vision, and Values*

August 24, 2023

Page 2

revised *Mission, Vision, and Values*. With our mission, vision, and values directly fueling our sense of purpose and resolve, we are poised to empower our members while continuing to deliver exceptional service, now and in the years to come.

**IT IS THEREFORE RECOMMENDED THAT THE COMMITTEE:**

Approve and adopt LACERA's revised *Mission, Vision, and Values*.

cc: Santos H. Kreimann

Luis A. Lugo

Jon Grabel

Steven P. Rice

JJ Popowich

Laura Guglielmo

Attachment

*Attachment A: LACERA Mission, Vision, and Values*

*Attachment B: Presentation - LACERA Mission, Vision, and Values*

# L//CERA



A Brighter Future  
Built on Our Shared Purpose

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**Mission, Vision, and Values**

# Trustees

A special thank-you to the Trustees of both Boards for their service and guidance in shaping LACERA's vision, values, and guiding principles.

## Board of Retirement



**Shawn R. Kehoe**  
Chair

*Elected by Safety Members*



**Alan J. Bernstein**  
Vice Chair

*Appointed by Board of Supervisors*



**Vivian H. Gray**  
Secretary

*Elected by General Members*



**Elizabeth B. Ginsberg**

Chief Deputy County Treasurer And Tax Collector  
*Acting Ex-Officio Trustee\**



**Jason E. Green**

*Elected by Safety Members*



**Elizabeth Greenwood**

*Appointed by Board of Supervisors*



**James P. Harris**

*Elected by Retired Members*



**Keith Knox**

County Treasurer and Tax Collector  
*Ex-Officio Trustee*



**Ronald Okum**

*Appointed by Board of Supervisors*



**Les Robbins**

*Elected by Retired Members*



**Antonio Sanchez**

*Appointed by Board of Supervisors*



**Herman B. Santos**

*Elected by General Members*

## Board of Investments



**Gina V. Sanchez**  
Chair

*Appointed by Board of Supervisors*



**Herman B. Santos**  
Vice Chair

*Elected by General Members*



**Joseph Kelly**  
Secretary

*Elected by Retired Members*



**Elizabeth B. Ginsberg**

Chief Deputy County Treasurer And Tax Collector  
*Acting Ex-Officio Trustee\**



**David Green**

*Elected by General Members*



**Jason E. Green**

*Elected by Safety Members*



**Onyx Jones**

*Appointed by Board of Supervisors*



**Patrick L. Jones**

*Appointed by Board of Supervisors*



**Keith Knox**

County Treasurer and Tax Collector  
*Ex-Officio Trustee*



**David E. Ryu**

*Appointed by Board of Supervisors*

*\* When ex-officio trustee is absent*

# A Message From the CEO



I'm pleased to present LACERA's updated mission, vision, and values statements, which were revisited and revised as part of our 2022–2023 strategic planning process.

While LACERA's mission of producing, protecting, and providing the promised benefits for our members is unwavering, collaborating to build a better future relies on a singular commitment to our vision and shared organizational values—elements that evolve over time as we adapt to new circumstances, advancements in technology, shifting cultural dynamics, and changing member expectations.

Through introspection, open dialogue, and a willingness to embrace diverse viewpoints, LACERA's Board of Retirement and Board of Investments have reshaped our vision and values and laid out guiding principles to foster innovation, boost organizational resilience, and meet the challenges of the future.

With our mission, vision, and values directly fueling our sense of purpose and resolve, we are poised to empower our members while continuing to deliver exceptional service, now and in the years to come.

Santos H. Kreimann  
Chief Executive Officer



## Our Mission

To produce, protect, and provide the promised benefits to our members

## Our Vision

Empowering our members to enjoy a healthy and secure retirement

Our mission defines what we do everyday and is central to our commitment to serving our members. “Members” include active and retired members and, for the purposes of this document, their beneficiaries and survivors.

Our vision statement is inspirational and aspirational for improving how we will serve our members in the coming years. While we continue delivering secure, sustainable, and sound services, we will be highly focused on additional ways to educate our members so they can make informed planning decisions, use improved technology to access our services, and fulfill their retirement dreams.

# Our Values

Our core values serve as our cultural guide and foundation in meeting our mission. As a member-focused government agency, we abide by our core values to ensure the public's trust, operate efficiently and cost effectively, and provide our members their promised benefits.



## Accountability

We take responsibility for our actions and operate with the highest standards of professionalism and respect in fulfilling our mission and duty as prudent stewards of the pension funds.



## Innovation

We cultivate a creative, forward-thinking approach in seeking out new ideas and novel solutions to continually improve our operations and the member experience.



## Collaboration

We are One LACERA. We promote unity by successfully working together across all levels of the organization to deliver on our strategic priorities and objectives.



## Integrity

We earn trust by our dedication to honesty, fairness, and ethical conduct in the service of our members and each other.



## Inclusivity

We welcome all individuals, honoring and respecting their unique stories and perspectives, and celebrating the value that diversity adds to the organization in meeting our mission and strategic priorities.



## Transparency

We clearly communicate our knowledge, ideas, and expertise in an open, fair, and honest environment, resulting in better organizational outcomes and decision-making.

# Our Organizational Guiding Principles



## ACCOUNTABILITY

We take responsibility for our actions and operate with the highest standards of professionalism and respect in fulfilling our mission and duty as prudent stewards of the funds.



## COLLABORATION

We are One LACERA. We promote unity by successfully working together across all levels of the organization to deliver on our strategic priorities and objectives.



## INCLUSIVITY

We welcome all individuals, honoring and respecting their unique stories and perspectives, and celebrating the value that diversity adds to the organization in meeting our mission and strategic priorities.

## LACERA's Guiding Organizational Principles Linked to Our Values

We follow through on our promises to provide high-quality, efficient, and accurate service to our members.

We recognize that we are human and make errors. When we make an error we recognize it, correct it, and look to find ways to prevent future errors.

We work together to support each other when an error is made, working as a team to make it right.

We provide timely, honest, and impartial performance evaluations. When evaluating staff, we consider the totality of their actions and provide appropriate constructive feedback and accurate ratings. Our employees are entitled to a clear explanation of performance expectations and professional development and promotional opportunities.

We address performance, inappropriate conduct, or actions not in line with our values in a timely manner.

We take the initiative to develop our skills to get the job done.

We seek out the opinions of others when approaching a challenge.

We recognize that almost no task can be accomplished alone, and seek out those with knowledge and skills to help us be successful in our work.

We share information freely and openly across team and divisional lines.

We encourage and expect cross-functional teams and teamwork.

We work together to reach common goals—the essence of LACERA'S success.

We do not judge others based on how they talk, look, or dress. We measure people on their actions.

We seek out others' opinions to ensure we have a well-rounded perspective.

We are considerate and tolerant of different views, creating a safe environment to share our thoughts.

We take the time to actively listen to each other.

Our communication materials reflect our community; imagery is representative of those we serve.

We choose nonbiased language.

We seek to appropriately challenge behaviors that are exclusive, seeking to educate to encourage better behaviors.

We seek to create balanced teams.

We seek to understand each other and take each other's needs into account when making decisions or planning events.

We base our actions on the belief that our members and coworkers deserve to be treated with courtesy, patience, and empathy.

# Our Organizational Guiding Principles



## INNOVATION

We cultivate a creative, forward-thinking approach in seeking out new ideas and novel solutions to continually improve our operations and the member experience.



## INTEGRITY

We earn trust by our dedication to honesty, fairness, and ethical conduct in the service of our members and each other.



## TRANSPARENCY

We clearly communicate our knowledge, ideas, and expertise in an open, fair, and honest environment, resulting in better organizational outcomes and decision-making.

## LACERA's Guiding Organizational Principles Linked to Our Values

We listen to everyone's ideas and look for those that benefit our members, our organization, and our plan sponsors.

We provide everyone a safe space to share ideas without judgment.

We are judicious but willing to take measured risks to test out new ideas.

We are not afraid to fail, understanding that failure is a step toward better solutions.

We make an effort to seek out new knowledge, remaining aware of what is happening in our industry and similar industries.

We seek to develop solutions with others, taking advantage of diverse knowledge and perspectives.

Integrity guides all of our work relationships.

We inspire confidence by our high standards for member services and sound investment practices.

We are reliable, ethical, and honest. We choose to do the right thing even when no one is looking.

When presented with two or more valid choices on how to address a challenge or issue, we choose the one that is most beneficial to the member or staff member.

When we see or hear something wrong or inappropriate, we speak up.

We make decisions based on facts and the law.

When we make an error, we recognize the error, and work to correct it.

We build trust by ensuring we credit the work of others, publicly recognizing their ideas and contributions.

When we are struggling, going to miss a deadline, or need help, we discuss the challenges with our teams, peers, or leaders, allowing time and opportunity to receive help to meet deadlines and commitments.

We foster a common understanding of purpose-quality service to our members- through frank and straightforward expression of ideas.

We create a healthy work environment by sharing information, listening to each others' ideas, and giving constructive feedback.

We create a nurturing work environment that promotes fairness and trust by listening to and supporting each other.

We recognize that good decisions are made based on knowledge and data, and seek to share and provide both freely.

We do not hesitate to speak up when we have information that may be useful to a peer or business partner.

We create open knowledge repositories that are appropriately accessible.

We recognize that we are a public institution and freely share knowledge (appropriately) with our peer organizations.



# LACERA Mission, Vision, and Values

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**Timeline and  
Review Current Values and Vision**

**Overview of proposed  
Mission, Vision, and Values**

**Q & A**



## Title slide



# LACERA's Current Values and Vision



## LACERA VALUES

### *Professionalism*

We take the initiative to develop our skills to get the job done. We are accountable for providing quality service to our members that is efficient and accurate.

### *Respect*

Our members and coworkers deserve to be treated with courtesy, patience, and empathy. When we listen to and support each other, we create a nurturing work environment that promotes fairness and trust.

### *Open Communications*

Our frank and straightforward expression of ideas fosters a common understanding of purpose — quality service to our members. We create a healthy work environment by sharing information, listening to each others' ideas, and giving constructive feedback.

### *Fairness*

Our employees are entitled to a clear explanation of performance expectations. Performance evaluations are timely, honest, and impartial; personal improvement plans are reasonable and constructive; and we provide opportunities for professional development and promotion.

### *Integrity*

We inspire confidence by our high standards for member services and sound investment practices. We are reliable, ethical, and honest. Loyalty to LACERA means loyalty to members. Integrity guides all of our work relationships.

### *Teamwork*

We are committed to teamwork and we openly share information and ideas. Working together to reach common goals is the essence of success.



Achieving our MISSION through  
shared VALUES and a collective VISION.

## LACERA VISION

### *Excellence*—our members deserve the best.

Therefore, we choose to be the best. We choose excellence through innovation. We choose to become unparalleled experts in retirement law, pension administration, and benefit solutions. We choose to be preeminent masters of portfolio management.

### *Commitment*—we are the best.

We will work together to provide the best service. We will continually strengthen our commitment to effective teamwork by contributing our individual strengths, learning new methods and skills, and anticipating the demands of the future.

### *Trust*—Our members place trust in LACERA.

Everyday, we will earn this trust by placing their interest first, by giving them easy-to-understand answers, by solving their problems quickly, and by safeguarding and maximizing their investment assets.

### *Service*—Our members deserve the best.

We pledge to improve our member service until 100 percent of our members making inquiries receive courteous, professional, accurate answers with just one call. We have the ability to achieve this if each one of us reaches deep into our strengths and lends a hand. Our strengths are individual; collectively they are unstoppable.

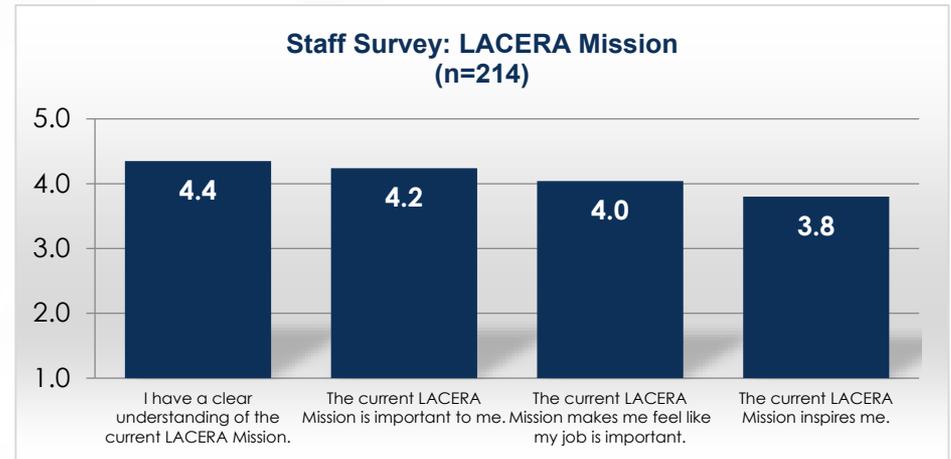
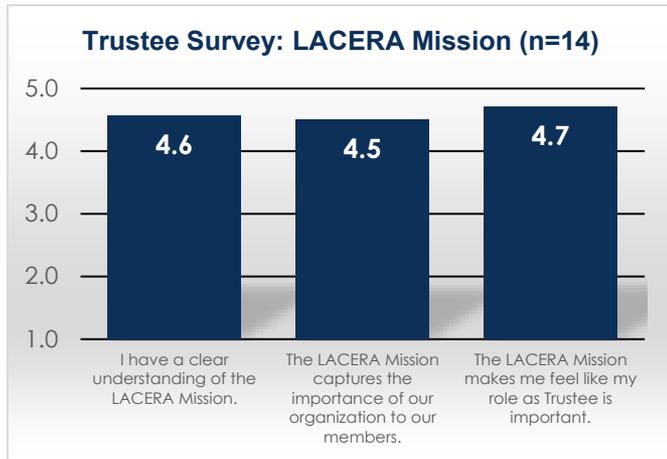


Because members deserve the best.



To produce, protect, and provide the promised benefits to our members.

As evidenced through our stakeholder engagement, our mission continues to stand the test of time. Our mission defines what we do everyday and is central to our commitment to serving our members, both active and retired.



# Building Visionary Framework



## Our Vision

Empowering our members to enjoy a healthy and secure retirement.



OUR vision statement is inspirational and aspirational for improving how we will serve our members into the future.



# Our Core Values



Our **Core Values** serve as our cultural guide and foundation in meeting our **Mission**. As a member-focused government agency, we abide by our core values to ensure the public's trust, operate efficiently and cost effectively, and provide our members their promised benefits



## Accountability

We take responsibility for our actions and operate with the highest standards of professionalism and respect in fulfilling our mission and duty as prudent stewards of the pension fund.



## Innovation

We cultivate a creative, forward-thinking approach in seeking out new ideas and novel solutions to continually improve our operations and the member experience.



## Collaboration

We are One LACERA. We promote unity by successfully working together across all levels of the organization to deliver on our strategic priorities and objectives.



## Integrity

We earn trust by our dedication to honesty, fairness, and ethical conduct in the service of our members and each other.



## Inclusivity

We welcome **all** individuals, honoring and respecting their unique stories and perspectives, and celebrating the value that diversity adds to the organization in meeting our mission and strategic priorities.



## Transparency

We clearly communicate our knowledge, ideas, and expertise in an open, fair, and honest environment, resulting in better organizational outcomes and decision-making.

# LACERA Organizational Guiding Principles



## ACCOUNTABILITY

We take responsibility for our actions and operate with the highest standards of professionalism and respect in fulfilling our mission and duty as prudent stewards of the funds.



## COLLABORATION

We are One LACERA. We promote unity by successfully working together across all levels of the organization to deliver on our strategic priorities and objectives.



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We recognize that we are a public institution and freely share knowledge (appropriately) with our peer organizations.



# Questions / Comments

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August 29, 2023

TO: Each Trustee,  
Board of Retirement  
Board of Investments

FROM: Joint Organizational Governance Committee  
Herman B. Santos (BOI), Chair  
David Green (BOI), Vice Chair  
Gina Sanchez (BOI)  
Onyx Jones (BOI)  
Shawn Kehoe (BOR)  
Alan Bernstein (BOR)  
Elizabeth Greenwood (BOR)  
Ronald Okum (BOR)

FOR: September 6, 2023 Board of Retirement Meeting  
September 13, 2023 Board of Investments Meeting

SUBJECT: Revised Joint Organizational Governance Committee Charter

## **Recommendation**

That the Board of Retirement and Board of Investments separately review and approve and adopt the revised Joint Organizational Governance Committee Charter.

## **Discussion**

When the Joint Organizational Governance Committee (JOGC) Charter was revised last year, a substantial task assigned to the JOGC was the development and recommendation of a system-wide strategic plan.

Since that time, the initial draft of the Board of Retirement's (BOR) Strategic Plan was distributed, comments were received, and the plan was approved by BOR during their July 6, 2023 meeting. The general response can best be summarized as an expressed mutual desire by each Board to separately develop their own strategic plans which focus on their discrete spheres of control.

The primary tasks which the Boards are required by law to accomplish collectively are joint adoption of the budget, approval of classifications and salaries, CEO selection and oversight, and certain other tasks as set forth in CERL and other law. This memo addresses the budget function. As the Boards are aware, a strategic plan without connection to hard budget dollars is aspirational rather than operational.

The JOGC Charter as revised last year, which assigned development of a strategic plan

Re: Revisions to JOGC Charter

August 29, 2023

Page 2 of 3

to the JOGC, no longer makes sense in the follow up from the BOR strategic plan. The JOGC still has a substantial role in developing a system-wide budget which will be necessary to meet the specific needs of each Board. The JOGC also has a role in recommending LACERA's mission, vision, and values for joint approval by both Boards. The mission, vision, and values are core principles that will be jointly approved by the Board to drive the budgeting process as well as day-to-day operations.

As a result, fiduciary counsel Robert Klausner revised the JOGC Charter to reflect that changed approach. As can be seen from the clean and redlined drafts accompanying this memo, the development of strategic plans has now been delegated back to each Board. Once the separate plans are developed and adopted, the JOGC can perform its role in facilitating budgetary support to each plan's implementation needs and in recommending the mission, vision, and values to the Board for review and approval.

Given that each Board will have the responsibility to outline and prioritize its initiatives for the coming year, the JOGC's role in giving economic life to those plans through budgeting support for needed resources remains a vital function of the committee. As the revised Charter shows, senior staff will have a much clearer picture of the goals of each Board and the priorities believed by the Boards to warrant the appropriate budgetary support. This will make the development of a system-wide budget, as required by CERL, consistent with the distinct needs of both the Board of Retirement and the Board of Investments.

Having Board-specific strategic plans will also facilitate mid-year analysis of the budget as related to the execution of the stated aims of each plan. Having a clear distinction between each Board's initiatives will also have the salutary effect of eliminating "mission drift" which can cause confusion for the senior staff tasked with executing the Boards' respective strategies.

The JOGC will also retain one additional critical responsibility. LACERA is a single system with two separate and distinct Boards. Nonetheless, good fiduciary practice is to have a common mission, vision, and set of values. Just like the budget, these overarching aspirational guidelines for LACERA are best developed with the joint participation of members from each Board. How that process will develop will be through actual practice, as opposed to trying to articulate the process in the abstract. For that reason, the Charter does not at this time contain a strict protocol which could end up placing process ahead of substance.

The Boards' attention is respectfully directed to the attached current and proposed language of the committee Charter as shown by both additions and deletions. Fiduciary counsel's May 31, 2023, memorandum is also attached summarizing his earlier

Re: Revisions to JOGC Charter  
August 29, 2023  
Page 3 of 3

discussion with the respective Board Chairs and Vice-Chairs.

**Conclusion**

At its August 17, 2023, meeting, the JOGC voted to recommend that both Boards approve and adopt the revised Charter.

Attachments

c: Santos H. Kreimann  
Jonathan Grabel  
Luis A. Lugo  
JJ Popowich  
Laura Guglielmo  
Robert L. Klausner



# LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

## Joint Organizational Governance Committee Charter

Revised and Restated  
Adopted by Board of Retirement on September xx,  
2023~~January 5, 2022~~  
Adopted by the Board of Investments on September xx,  
2023~~January 12, 2022~~

**LACERA**  
**Joint Organizational Governance Committee Charter**

Contents

1	Overview of the LACERA Board of Retirement and the Board of Investments.....	2
2	Purpose of this Document .....	3
3	Purpose of the JOGC .....	3
4	Scope.....	3
5	Powers Reserved for the BOR and BOI .....	3
6	Authority .....	4
7	Responsibilities .....	4
7.1	<a href="#">Application of BOR and BOI Strategic Plans as they relate to Budgeting</a> 4	
	<a href="#">Strategic Planning and Budgeting</a>	
7.2	Joint Policies .....	6
7.3	Litigation and Claims.....	6
7.4	Chief Executive Officer and Chief Legal Officer.....	7
7.5	Miscellaneous Matters .....	7
8	Membership, Quorum, and Rules .....	7
9	Leadership .....	8
10	Meeting Frequency and Dates .....	8
10.1	Frequency.....	8
10.2	Dates .....	8
11	Charter Review.....	8

**LACERA**  
**Joint Organizational Governance Committee Charter**

## 1 Overview of the LACERA Board of Retirement and the Board of Investments<sup>1</sup>

The Los Angeles County Employees Retirement Association (LACERA) is a public pension system formed in 1937 in accordance with the County Employees Retirement Law of 1937 (the '37 Act or CERL) and administered pursuant to the '37 Act, the California Public Employees' Pension Reform Act of 2013 (PEPRA), and the California Constitution. LACERA also administers the Retiree Healthcare Benefits Program for the County and outside districts, through contractual agreements with the County, and the Other Postemployment Benefits Program (OPEB) trusts formed by the County, LACERA, and the Los Angeles Superior Court to provide support for the retiree health program in the future.

LACERA is an independent governmental entity. LACERA is the largest county retirement system in America. LACERA is funded by the County, participating employers, employees, and investment earnings.

LACERA is governed by two Boards. Both Boards include a mix of trustees that are appointed and elected members and an ex-officio member, the sitting County Treasurer and Tax Collector. The Board of Retirement (BOR) is responsible for the overall management of the retirement system and the LACERA-administered Retiree Healthcare Benefits Program. The Board of Investments (BOI) is responsible for determining LACERA's investment objectives, strategies, and policies, as well as exercising authority and control over the investment management of the Fund. The BOI also invests and manages the OPEB trust assets for participating employers. In addition, the BOI is responsible for obtaining pension actuarial valuations that measure the funded status and serve as the basis for setting employer and employee contribution rates required to fund the system. The BOR is responsible for obtaining actuarial valuations for the OPEB Program as part of its responsibility for administration of the OPEB Program. [Each Board is responsible for development of its own separate strategic plan.](#)

The BOR and BOI have joint authority under CERL over certain shared responsibilities, including: classification and compensation of personnel; adoption of LACERA's administrative budget; the appointment and evaluation of the Chief Executive Officer (CEO), [consistent with each Board's respective strategic plan](#); and other matters as specified in CERL. [The Boards also jointly set LACERA's mission, vision, and values.](#)

Under the California Constitution, the Boards have plenary authority over administration of the pension fund.

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<sup>1</sup> For a detailed analysis of the statutory duties of each board and their joint duties, please review the memorandum from Chief Legal Officer Steven Rice dated March 27, 2018, and the concurrence from then fiduciary counsel Harvey Leiderman dated June 15, 2018.

**LACERA**  
**Joint Organizational Governance Committee Charter**

## 2 Purpose of this Document

The purpose of this document is to describe:

- the purpose, scope, responsibilities, meetings, and structure of the Joint Organizational Governance Committee (JOGC);
- the committee's membership and leadership; and
- meeting frequency and dates.

## 3 Purpose of the JOGC

The purpose of the JOGC is to:

- serve and facilitate the work of both Boards when the two boards duties intersect; make recommendations, not decisions.

## 4 Scope

- The scope of the JOGC's responsibilities, as explained and defined in Section 7, includes: recommendation to the Boards for approval of a System-wide mission statement and statement of vision and values and application of each Board's respective Strategic Plan in the annual and mid-year budget processesing;
- Budgeting to the extent of recommending an annual budget and mid-year budget adjustments to the Boards for their approval;
- Joint Board Policy Development for system-wide policies such as ethics, conflict of interest, media, and education and travel;
- Senior Staff Related Employment Litigation and other litigation affecting the interests of both Boards ;
- Assist in recommending Search Consultant for Chief Executive Officer and Chief Legal Officer;
- Such other assistance as may be jointly requested by the Boards; and Classification and salaries of staff.

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## 5 Powers Reserved for the BOR and BOI

The BOR reserves for itself all powers related to (i) retirement and healthcare benefits including policy, legislation, litigation, operations, and administration, ~~and~~ (ii) actuarial valuations of the OPEB Program, and (iii) a BOR strategic plan.

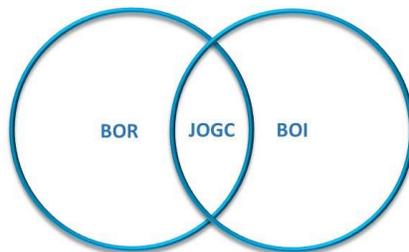
## LACERA

### Joint Organizational Governance Committee Charter

The BOI reserves for itself all powers related to (i) investments, including policy, legislation, litigation, operations, and administration, (ii) actuarial valuations of the pension fund, ~~and~~ (iii) oversight of the OPEB Trusts, and (iv) a BOI strategic plan.

## 6 Authority

The JOGC will only make recommendations to each Board on matters that intersect and affect both the BOR and BOI as described in Section 7, Responsibilities of this Charter. The following Venn diagram visually highlights the JOGC role to facilitate the work of both Boards when the Boards' duties intersect.



## 7 Responsibilities

### 7.1 Application of BOR and BOI Strategic Plans as they relate to ~~ning and~~ Budgeting

Each Board is expected to adopt a strategic plan and those plans will pProvide guidance on the development of a three-year strategic plan and the associated annual budgeting process for the Administrative, Retiree Healthcare, OPEB Program, and Non-Administrative budgets and make recommendations to the Boards, including the following:

- Joint Mission Statement and Statement of Vision and Values : While each Board will adopt its own strategic plan, it is vital that LACERA have a well-developed mission statement and statement of vision and values applicable to the System as a whole. These statements should be reflected in and guide each Board's individual strategic plans and objectives. Strategic Plan: Provide oversight and guidance on the development of a three-year strategic plan that will guide the annual budgeting process, including resources needed to achieve organizational objectives.

In providing developing each annual and mid-year input and guidance on the development of the strategic plan, and associated budget plans, the JOGC will take into account, but will not reconsider, actions taken by the Boards within the areas of their separate jurisdiction as reflected in their individual strategic plans, including the Board of Retirement for

## LACERA

### Joint Organizational Governance Committee Charter

~~pension, healthcare, and administrative matters and the Board of Investments for investment-related strategic planning.~~ The JOGC's role reflects an understanding that the entire budget process for LACERA, under Government Code Section 31580.2, is subject to the approval of both Boards, ~~and that~~ ~~therefore,~~ ~~oversight and~~ guidance for the development of the budget is a joint Board responsibility, based in part upon actions taken by the Boards separately, including the details of their respective strategic plans, vendor selections, and other matters.

Additionally, the JOGC's role reflects an understanding that each Board's three-year strategic plan ~~is a rolling plan and~~ will also take into account past strategic plan initiatives that have already been set in motion and for which resources have already been allocated and expended as they provide input on new expectations and initiatives.

- Staffing Needs.
  - Staff Classifications: Review and make recommendations on staff requests to create all new Staff Member classifications.
  - Staff Compensation: Review and make recommendations on Staff Member requests related to:
    - Negotiation and approval of collective bargaining agreements;
    - Approval of initial compensation levels and ranges applicable to new positions to be added to the County Code;
    - Approval of compensation level and range changes for existing positions that require changes to the County Code; and
    - Budgeting for compensation to be provided for existing positions within existing County Code ranges.
- Budget Development: Provide guidance during the annual budget development and mid-year budget review and adjustment cycle for the Administrative, Retiree Healthcare, OPEB Program, and Non-Administrative budgets. The staff will develop preliminary budget plans that take into account and support the approved strategic plans and general operating needs. The JOGC will review and provide a recommendation regarding the proposed budgets which will in turn be presented to the Boards during budget hearings. Both Boards will then independently ~~take action~~ act on the JOGC's recommended proposed budget.

Staff will present to each Board separately a ~~three-year~~ strategic plan developed for their unique needs and mission for the system as a whole incorporating and assist the JOGC with applying the strategic plan of each Board in the ~~and~~ annual budget plan development and mid-year budget review and adjustment process. This will include ~~ing~~ a proposed JOGC meeting schedule

## LACERA

### Joint Organizational Governance Committee Charter

with respect to planning and budget issues, for the JOGC's approval. This process will govern how the organization will ~~implement the respective~~ ~~conduct the~~ strategic plans ~~in the and annual~~ budgeting process ~~on an annual basis~~. Once approved the process will remain in effect until reviewed and modified by the JOGC and staff, with a mandatory review every six years. In this process, the JOGC will not change the strategic plans developed by each Board but rather simply address budget issues to support the Boards' separate plans.

The JOGC will complete ~~its strategic planning and~~ the joint budgeting responsibilities on an ~~agreed timetable~~ which will enable timely ~~outlined in adoption of the budget as required by CERL~~ ~~the approved annual strategic planning and budgeting process~~. All budget plans will include presentation of the budget to the Boards for final approval no later than June of each year and a mid-year budget adjustment, as needed, in December.

On-going Oversight Review: Once each Board has adopted a a three-year strategic plan and an annual budget is approved, the JOGC will provide on-going oversight review of the budget-to-actual results, make recommendations to the Boards with respect to the budget-to-actual results and the mid-year budget review and adjustment process, and the progress made towards fulfilling the Strategic Plan initiatives of each Board and assurance review consistency with the stated mission, vision, and values ~~the combined Strategic Plan~~ for the system as a whole, during the fiscal year according to a schedule approved by the Committee in consultation with the staff.

By this section, the JOGC does not assume and will not exercise any responsibility as Appointing Authority not granted to the Boards under the Los Angeles County Code, including Section 5 (Personnel) and Section 6 (Salaries), or otherwise in conflict with the County Code and LACERA Policy.

#### 7.2 Joint Policies

When not otherwise reserved to either the BOR or the BOI, assist in the development of and make recommendations with respect to all joint policies, such as ethics, conflict of interest, media, and education and travel.

#### 7.3 Litigation and Claims

Make recommendations about employment related and other Litigation and Claims affecting the interests of both Boards as described in Section 4. In matters specifically related to employment litigation concerning senior staff that serve both Boards, the CEO and Chief Legal Officer shall participate in the Committee's deliberations.

They may also include any other Litigation and Claims, including one that each Board is generally expected to separately manage, that the Board Chairs, the CEO, or Chief Counsel reasonably believe justify the involvement of this Committee because of mutual interest and concern to both Boards.

## LACERA

### Joint Organizational Governance Committee Charter

Litigation and Claims are defined as court actions, pre-litigation demands or claims, potential court actions, demands, or claims, and other forms of dispute resolution, such as arbitration and mediation.

Each Board is generally expected to separately manage:

- (1) As to the Board of Retirement, Litigation and Claims relating to the regular course of business regarding retirement, disability, and healthcare benefits, all LACERA personnel (other than the Chief Executive Officer, and all those reporting directly to them or as to whom the Boards or any of their committees have an Appointing Authority role as stated in this section), and the general operations and administration of the retirement system and the OPEB Program (including actuarial services for the OPEB Program),
- (2) As to the Board of Investments, Litigation and Claims relating to the regular course of business regarding investments, pension actuarial services, and the OPEB Trusts, and
- (3) Litigation and Claims concerning contracts approved only by that Board.

By this section, the JOGC does not assume any responsibility as Appointing Authority not granted to the Boards under the Los Angeles County Code, including Section 5 (Personnel) and Section 6 (Salaries) or otherwise in conflict with the County Code.

#### 7.4 Chief Executive Officer and Chief Legal Officer

Should a vacancy occur:

- Make a recommendation for a search consultant; and
- Provide such additional assistance in the selection process as the Boards may determine at the time.

#### 7.5 Miscellaneous Matters

Miscellaneous matters that may need to be brought before the JOGC will be determined on a case-by-case basis by the respective Board Chairs and the Chair of the JOGC in consultation with the CEO. Additionally, miscellaneous matters may be brought before the JOGC by any JOGC member.

## 8 Membership, Quorum, and Rules

There will be eight (8) members with no designated alternates. The JOGC will be comprised of the BOR and BOI Chairs and Vice-Chairs plus one member appointed by each Chair and one member elected by each Board. In making their appointment, each Chair will endeavor to include an overall mix of trustees who are appointed by the Board of Supervisors, elected by active employees (general and safety), elected by retired members, and who serve in an ex officio capacity. The Chairs will also consider continuity of service when appointing members, so that

## LACERA

### Joint Organizational Governance Committee Charter

development of expertise and familiarity with the subject matters jurisdictional to the JOGC are encouraged, and to benefit the JOGC's goals.

If there is one JOGC member who represents both Boards (one overlap), then an additional appointment will be made by the BOR Chair in even years and by the BOI Chair in odd years. If there is more than one overlap, the BOR and BOI Chairs will make an equal number of additional appointments; if there are an odd number of overlaps, the final appointment, after the Board Chairs make their separate appointments, will be made following the rule as stated in the preceding sentence that applies in the case of one overlap.

A quorum exists when a majority of the members are present, without regard to the Board ~~from~~ ~~which~~ ~~from~~ ~~which~~ individual members were appointed.

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The JOGC is subject to the Ralph M. Brown Act (Brown Act), and its meetings will be noticed, agendized, and conducted in accordance with the Brown Act. The JOGC may meet in closed session as provided in the Brown Act.

Robert's Rules of Order will also apply in the JOGC's meetings. A motion may be made or seconded by any member. A motion passes if a majority of the members present, without regard to the Board from which they were appointed, vote in favor of the motion.

## 9 Leadership

The Chair and Vice Chair of the JOGC will be elected by members of the JOGC at the first meeting of each year.

## 10 Meeting Frequency and Dates

### 10.1 Frequency

The Committee shall meet in ~~February, the first quarter~~ for the purpose of electing Committee officers and to review policies applicable to the System as a whole. The Committee shall meet in April for budget review for the System. Further meetings shall be scheduled as needed with the concurrence of the Board Chairs or the committee Chair. All meetings shall be noticed in accordance with the Ralph M. Brown Act.

### 10.2 Dates

~~To the extent possible, meetings will alternate between scheduled BOR and BOI meetings, and as needed.~~

## 11 Charter Review

The BOR and BOI shall review and update this Charter, based on recommendations from the JOGC, at least once every three years.

**LACERA**  
**Joint Organizational Governance Committee Charter**

HISTORY:

Revised and Restated by the Board of Retirement on ~~September xx, 2023~~January 5, 2022 and by the Board of Investments on ~~September xx, 2023~~January 12, 2022.



**LOS ANGELES COUNTY  
EMPLOYEES RETIREMENT  
ASSOCIATION**

**Joint Organizational Governance Committee Charter**

Revised and Restated  
Adopted by Board of Retirement on September xx,  
2023  
Adopted by the Board of Investments on September xx,  
20232

**LACERA**  
**Joint Organizational Governance Committee Charter**

**Contents**

<b>1</b>	<b>Overview of the LACERA Board of Retirement and the Board of Investments.....</b>	<b>2</b>
<b>2</b>	<b>Purpose of this Document .....</b>	<b>3</b>
<b>3</b>	<b>Purpose of the JOGC .....</b>	<b>3</b>
<b>4</b>	<b>Scope .....</b>	<b>3</b>
<b>5</b>	<b>Powers Reserved for the BOR and BOI .....</b>	<b>3</b>
<b>6</b>	<b>Authority .....</b>	<b>4</b>
<b>7</b>	<b>Responsibilities .....</b>	<b>4</b>
	<b>7.1 Application of BOR and BOI Strategic Plans as they relate to Budgeting .....</b>	<b>4</b>
	<b>7.2 Joint Policies .....</b>	<b>6</b>
	<b>7.3 Litigation and Claims.....</b>	<b>6</b>
	<b>7.4 Chief Executive Officer and Chief Legal Officer.....</b>	<b>7</b>
	<b>7.5 Miscellaneous Matters .....</b>	<b>7</b>
<b>8</b>	<b>Membership, Quorum, and Rules .....</b>	<b>7</b>
<b>9</b>	<b>Leadership .....</b>	<b>8</b>
<b>10</b>	<b>Meeting Frequency and Dates .....</b>	<b>8</b>
	<b>10.1 Frequency.....</b>	<b>Error! Bookmark not defined.</b>
	<b>10.2 Dates .....</b>	<b>Error! Bookmark not defined.</b>
<b>11</b>	<b>Charter Review .....</b>	<b>8</b>

**LACERA**  
**Joint Organizational Governance Committee Charter**

## 1 Overview of the LACERA Board of Retirement and the Board of Investments<sup>1</sup>

The Los Angeles County Employees Retirement Association (LACERA) is a public pension system formed in 1937 in accordance with the County Employees Retirement Law of 1937 (the '37 Act or CERL) and administered pursuant to the '37 Act, the California Public Employees' Pension Reform Act of 2013 (PEPRA), and the California Constitution. LACERA also administers the Retiree Healthcare Benefits Program for the County and outside districts, through contractual agreements with the County, and the Other Postemployment Benefits Program (OPEB) trusts formed by the County, LACERA, and the Los Angeles Superior Court to provide support for the retiree health program in the future.

LACERA is an independent governmental entity. LACERA is the largest county retirement system in America. LACERA is funded by the County, participating employers, employees, and investment earnings.

LACERA is governed by two Boards. Both Boards include a mix of trustees that are appointed and elected members and an ex-officio member, the sitting County Treasurer and Tax Collector. The Board of Retirement (BOR) is responsible for the overall management of the retirement system and the LACERA-administered Retiree Healthcare Benefits Program. The Board of Investments (BOI) is responsible for determining LACERA's investment objectives, strategies, and policies, as well as exercising authority and control over the investment management of the Fund. The BOI also invests and manages the OPEB trust assets for participating employers. In addition, the BOI is responsible for obtaining pension actuarial valuations that measure the funded status and serve as the basis for setting employer and employee contribution rates required to fund the system. The BOR is responsible for obtaining actuarial valuations for the OPEB Program as part of its responsibility for administration of the OPEB Program. Each Board is responsible for development of its own separate strategic plan.

The BOR and BOI have joint authority under CERL over certain shared responsibilities, including: classification and compensation of personnel; adoption of LACERA's administrative budget; the appointment and evaluation of the Chief Executive Officer (CEO), consistent with each Board's respective strategic plan; and other matters as specified in CERL. The Boards also jointly set LACERA's mission, vision, and values.

Under the California Constitution, the Boards have plenary authority over administration of the pension fund.

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<sup>1</sup> For a detailed analysis of the statutory duties of each board and their joint duties, please review the memorandum from Chief Legal Officer Steven Rice dated March 27, 2018, and the concurrence from then fiduciary counsel Harvey Leiderman dated June 15, 2018.

**LACERA**  
**Joint Organizational Governance Committee Charter**

## 2 Purpose of this Document

The purpose of this document is to describe:

- the purpose, scope, responsibilities, meetings, and structure of the Joint Organizational Governance Committee (JOGC);
- the committee's membership and leadership; and
- meeting frequency and dates.

## 3 Purpose of the JOGC

The purpose of the JOGC is to:

- serve and facilitate the work of both Boards when the two boards duties intersect; make recommendations, not decisions.

## 4 Scope

- The scope of the JOGC's responsibilities, as explained and defined in Section 7, includes: recommendation to the Boards for approval of a System-wide mission statement and statement of vision and values and application of each Board's respective Strategic Plan in the annual and mid-year budget processes;
- Budgeting to the extent of recommending an annual budget and mid-year budget adjustments to the Boards for their approval;
- Joint Board Policy Development for system-wide policies such as ethics, conflict of interest, media, and education and travel;
- Senior Staff Related Employment Litigation and other litigation affecting the interests of both Boards ;
- Assist in recommending Search Consultant for Chief Executive Officer and Chief Legal Officer;
- Such other assistance as may be jointly requested by the Boards; and Classification and salaries of staff.

## 5 Powers Reserved for the BOR and BOI

The BOR reserves for itself all powers related to (i) retirement and healthcare benefits including policy, legislation, litigation, operations, and administration, (ii) actuarial valuations of the OPEB Program, and (iii) a BOR strategic plan.

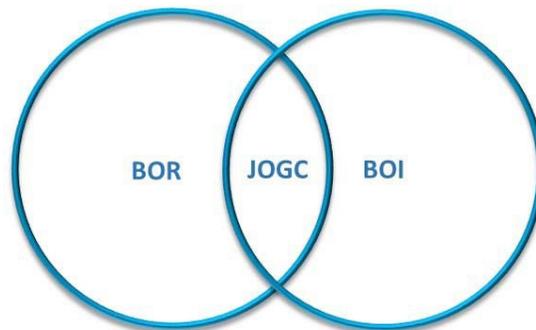
## LACERA

### Joint Organizational Governance Committee Charter

The BOI reserves for itself all powers related to (i) investments, including policy, legislation, litigation, operations, and administration, (ii) actuarial valuations of the pension fund, (iii) oversight of the OPEB Trusts, and (iv) a BOI strategic plan.

## 6 Authority

The JOGC will only make recommendations to each Board on matters that intersect and affect both the BOR and BOI as described in Section 7, Responsibilities of this Charter. The following Venn diagram visually highlights the JOGC role to facilitate the work of both Boards when the Boards' duties intersect.



## 7 Responsibilities

### 7.1 Application of BOR and BOI Strategic Plans as they relate to Budgeting.

Each Board is expected to adopt a strategic plan and those plans will provide guidance on the annual budgeting process for the Administrative, Retiree Healthcare, OPEB Program, and Non-Administrative budgets and make recommendations to the Boards, including the following:

- Joint Mission Statement and Statement of Vision and Values : While each Board will adopt its own strategic plan, it is vital that LACERA have a well-developed mission statement and statement of vision and values applicable to the System as a whole. These statements should be reflected in and guide each Board's individual strategic plans and objectives. .

In developing each annual and mid-year budget plans, the JOGC will take into account, but will not reconsider, actions taken by the Boards within the areas of their separate jurisdiction as reflected in their individual strategic plans.. The JOGC's role reflects an understanding that the entire budget process for LACERA, under Government Code Section 31580.2, is subject to the approval of both Boards. Therefore, guidance for the development of the budget is a joint Board responsibility, based in part upon actions taken by the Boards separately, including the details of their respective strategic plans, vendor selections, and other matters.

Additionally, the JOGC's role reflects an understanding that each Board's strategic plan

## LACERA

### Joint Organizational Governance Committee Charter

will take into account past strategic plan initiatives that have already been set in motion and for which resources have already been allocated and expended as they provide input on new expectations and initiatives.

- Staffing Needs.
  - Staff Classifications: Review and make recommendations on staff requests to create all new Staff Member classifications.
  - Staff Compensation: Review and make recommendations on Staff Member requests related to:
    - Negotiation and approval of collective bargaining agreements;
    - Approval of initial compensation levels and ranges applicable to new positions to be added to the County Code;
    - Approval of compensation level and range changes for existing positions that require changes to the County Code; and
    - Budgeting for compensation to be provided for existing positions within existing County Code ranges.
- Budget Development: Provide guidance during the annual budget development and mid-year budget review and adjustment cycle for the Administrative, Retiree Healthcare, OPEB Program, and Non-Administrative budgets. The staff will develop preliminary budget plans that take into account and support the approved strategic plans and general operating needs. The JOGC will review and provide a recommendation regarding the proposed budgets which will in turn be presented to the Boards during budget hearings. Both Boards will then independently act on the JOGC's recommended proposed budget.

Staff will present to each Board separately a strategic plan developed for their unique needs and mission and assist the JOGC with applying the strategic plan of each Board in the annual budget plan development and mid-year budget review and adjustment process. This will include a proposed JOGC meeting schedule with respect to planning and budget issues, for the JOGC's approval. This process will govern how the organization will implement the respective strategic plans in the annual budgeting process. Once approved the process will remain in effect until reviewed and modified by the JOGC and staff, with a mandatory review every six years. In this process, the JOGC will not change the strategic plans developed by each Board but rather simply address budget issues to support the Boards' separate plans.

The JOGC will complete the joint budgeting responsibilities on an agreed timetable which will enable timely adoption of the budget as required by CERL. All budget plans will include presentation of the budget to the Boards for final approval no later than June of each year and a mid-year budget adjustment, as needed, in December.

**LACERA**  
**Joint Organizational Governance Committee Charter**

On-going Review: Once each Board has adopted a strategic plan and an annual budget is approved, the JOGC will provide on-going review of the budget-to-actual results, make recommendations to the Boards with respect to the budget-to-actual results and the mid-year budget review and adjustment process, and review consistency with the stated mission, vision, and values for the system as a whole, during the fiscal year according to a schedule approved by the Committee in consultation with the staff.

By this section, the JOGC does not assume and will not exercise any responsibility as Appointing Authority not granted to the Boards under the Los Angeles County Code, including Section 5 (Personnel) and Section 6 (Salaries), or otherwise in conflict with the County Code and LACERA Policy.

## 7.2 Joint Policies

When not otherwise reserved to either the BOR or the BOI, assist in the development of and make recommendations with respect to all joint policies, such as ethics, conflict of interest, media, and education and travel.

## 7.3 Litigation and Claims

Make recommendations about employment related and other Litigation and Claims affecting the interests of both Boards as described in Section 4. In matters specifically related to employment litigation concerning senior staff that serve both Boards, the CEO and Chief Legal Officer shall participate in the Committee's deliberations.

They may also include any other Litigation and Claims, including ones that each Board is generally expected to separately manage, that the Board Chairs, the CEO, or Chief Counsel reasonably believe justify the involvement of this Committee because of mutual interest and concern to both Boards.

Litigation and Claims are defined as court actions, pre-litigation demands or claims, potential court actions, demands, or claims, and other forms of dispute resolution, such as arbitration and mediation.

Each Board is generally expected to separately manage:

- (1) As to the Board of Retirement, Litigation and Claims relating to the regular course of business regarding retirement, disability, and healthcare benefits, all LACERA personnel (other than the Chief Executive Officer, and all those reporting directly to them or as to whom the Boards or any of their committees have an Appointing Authority role as stated in this section), and the general operations and administration of the retirement system and the OPEB Program (including actuarial services for the OPEB Program),
- (2) As to the Board of Investments, Litigation and Claims relating to the regular course of

## LACERA

### Joint Organizational Governance Committee Charter

business regarding investments, pension actuarial services, and the OPEB Trusts, and

(3) Litigation and Claims concerning contracts approved only by that Board.

By this section, the JOGC does not assume any responsibility as Appointing Authority not granted to the Boards under the Los Angeles County Code, including Section 5 (Personnel) and Section 6 (Salaries) or otherwise in conflict with the County Code.

#### 7.4 Chief Executive Officer and Chief Legal Officer

Should a vacancy occur:

- Make a recommendation for a search consultant; and
- Provide such additional assistance in the selection process as the Boards may determine at the time.

#### 7.5 Miscellaneous Matters

Miscellaneous matters that may need to be brought before the JOGC will be determined on a case-by-case basis by the respective Board Chairs and the Chair of the JOGC in consultation with the CEO. Additionally, miscellaneous matters may be brought before the JOGC by any JOGC member.

## 8 Membership, Quorum, and Rules

There will be eight (8) members with no designated alternates. The JOGC will be comprised of the BOR and BOI Chairs and Vice-Chairs plus one member appointed by each Chair and one member elected by each Board. In making their appointment, each Chair will endeavor to include an overall mix of trustees who are appointed by the Board of Supervisors, elected by active employees (general and safety), elected by retired members, and who serve in an ex officio capacity. The Chairs will also consider continuity of service when appointing members, so that development of expertise and familiarity with the subject matters jurisdictional to the JOGC are encouraged, and to benefit the JOGC's goals.

If there is one JOGC member who represents both Boards (one overlap), then an additional appointment will be made by the BOR Chair in even years and by the BOI Chair in odd years. If there is more than one overlap, the BOR and BOI Chairs will make an equal number of additional appointments; if there are an odd number of overlaps, the final appointment, after the Board Chairs make their separate appointments, will be made following the rule as stated in the preceding sentence that applies in the case of one overlap.

A quorum exists when a majority of the members are present, without regard to the Board from which individual members were appointed.

The JOGC is subject to the Ralph M. Brown Act (Brown Act), and its meetings will be noticed,

## LACERA

### Joint Organizational Governance Committee Charter

agendized, and conducted in accordance with the Brown Act. The JOGC may meet in closed session as provided in the Brown Act.

Robert's Rules of Order will also apply in the JOGC's meetings. A motion may be made or seconded by any member. A motion passes if a majority of the members present, without regard to the Board from which they were appointed, vote in favor of the motion.

## 9 Leadership

The Chair and Vice Chair of the JOGC will be elected by members of the JOGC at the first meeting of each year.

## 10 Meeting Frequency and Dates

The Committee shall meet in the first quarter for the purpose of electing Committee officers and to review policies applicable to the System as a whole. The Committee shall meet in April for budget review for the System. Further meetings shall be scheduled as needed with the concurrence of the Board Chairs or the committee Chair. All meetings shall be noticed in accordance with the Ralph M. Brown Act.

## 11 Charter Review

The BOR and BOI shall review and update this Charter, based on recommendations from the JOGC, at least once every three years.

### HISTORY:

Revised and Restated by the Board of Retirement on September xx, 2023 and by the Board of Investments on September xx, 2023.



August 29, 2023

**TO:** Each Trustee,  
Board of Retirement  
Board of Investments

**FROM:** Joint Organizational Governance Committee  
Herman B. Santos (BOI), Chair  
David Green (BOI) Vice Chair  
Gina Sanchez (BOI)  
Onyx Jones (BOI)  
Shawn Kehoe (BOR)  
Alan Bernstein (BOR)  
Elizabeth Greenwood (BOR)  
Ronald Okum (BOR)

**FOR:** September 6, 2023 Board of Retirement  
September 13, 2023 Board of Investments

**SUBJECT:** Staff Assistant Classification and Compensation Study

## **RECOMMENDATION**

It is recommended that the proposed classification and compensation changes be approved for implementation:

- Title change, description revision and salary change for the Disability Retirement Support Specialist I, LACERA classification; and
- Delete the Disability Retirement Support Specialist II, LACERA classification.

## **BACKGROUND**

On April 27, 2023, LACERA Human Resources (HR) presented to the Joint Organizational Governance Committee (JOGC) recommendations to implement classification and compensation changes resulting from a June 2019 Study completed by Koff & Associates (Koff) on LACERA's Document Processing and Staff Assistant positions. The Committee Members directed the Executive Office to refresh the market data and reassess the compensation study recommendations. The updated information was presented at the August 17, 2023 JOGC meeting.

The study was precipitated by:

- the Side Letter Agreement with SEIU Local 721 (SEIU), dated February 14, 2019, to conduct a classification and compensation study of LACERA represented Document Processing Assistant, LACERA and Staff Assistant II, LACERA positions;

August 29, 2023

Re: Staff Assistant Classification and Compensation Study

Page 2 of 7

- the goal to ensure that class descriptions reflect current assignments, programs, responsibilities, and technology; and
- the desire to update LACERA's classification plan that will support LACERA's business and operational needs for the foreseeable future.

As part of the study, Koff reviewed the class specifications and compared the salary levels of LACERA's positions to a diverse peer group consistent with past studies, which included California-based public pension funds, Los Angeles County (LA County), and the private sector.

The Study included eighteen (18) positions in four (4) existing classifications. The current recommendations address ten (10) positions in two (2) classifications. The two classifications are represented by SEIU.

1. Staff Assistant II, LACERA
2. Staff Assistant I, LACERA

This memo is to recommend implementation of classification and compensation changes to the Disability Retirement Support Specialist I, LACERA and Disability Retirement Support Specialist II, LACERA classifications, as a result of study findings related to the Staff Assistant II, LACERA classification.

## **CLASSIFICATION AND COMPENSATION CHANGES**

### Classification Recommendations

Civil Service Rule 5.01 requires that a class specification be developed and maintained for each class in the classification service to meet the needs of the service for the allocation of new positions and the reallocation of existing positions. A fundamental principle in classification is that the class specification should describe and define the nature and scope of responsibilities, work activities, qualifications, and other level defining characteristics of the class so that it is properly classified within the classification structure.

Classes, and jobs within them, evolve for many reasons and under many influences. A classification may undergo gradual growth that results in additional or changed duties and responsibilities and thereby require a corresponding class specification be amended or a position be reclassified to a new or existing classification. To keep current, a class specification should be reviewed when significant duties and level of responsibilities change.

Koff based its comparative analysis on essential job functions, level of responsibility, and reporting relationships. Koff recommendations for reclassification to new titles are generally aligned within the current series of the studied positions. Koff created new classifications and made revisions to current classification titles and specifications to more accurately reflect current duties and responsibilities performed, based on detailed interviews and Position Description Questionnaires (PDQ) completed by study participants and their supervisors. In December 2019,

August 29, 2023

Re: Staff Assistant Classification and Compensation Study

Page 3 of 7

the newly created classifications were reviewed by LACERA supervisors and managers to ensure relevance.

Based on the study findings, revisions were recommended to the Staff Assistant I, LACERA, Staff Assistant II, LACERA and Disability Retirement Support Specialist I, LACERA classification specification. The classification description revisions to update the Staff Assistant I, LACERA and Staff Assistant II, LACERA do not require Committee or Board approval. These updates can be approved internally by the Chief Executive Officer. The changes were presented in the April JOGC recommendations and in this memo as an outcome of the study. The proposed class specification revisions are shown in **Attachment A**.

Koff's recommendations for reclassification to new titles are generally accepted; however, there are two (2) instances in which it would be benefit LACERA to deviate:

- The study found two (2) Staff Assistant II, LACERA positions in the Disability Retirement Services Division performing specialized clerical work at the lower-level of Senior Typist Clerk, LACERA. LACERA intends to budget at the level of Disability Retirement Support Specialist I, LACERA, to allow for growth as Disability Retirement Services Division foresees the need for work performed at this more specialized level. Current incumbents will be assigned work commensurate with their Staff Assistant II, LACERA payroll titles.
- One (1) budgeted Staff Assistant II, LACERA position allocated to Disability Retirement Services Division, was found to be performing at the level of Disability Retirement Support Specialist I, LACERA, was vacated by the previous study participant and has since been filled at the level of Staff Assistant II, LACERA. The incumbent currently performs duties at the level Staff Assistant II, LACERA. Therefore, there is no recommended change to this budgeted position.

Recommended reclassification changes for implementation per position are shown in **Attachment B**.

In addition, it was found that the existing classification of Disability Retirement Support Specialist II, LACERA, a Unit Head position, is obsolete. The classification has not been used since April 2015, there are no incumbents, and it was not included with the study. Due to changes in organizational structure, the studied positions found to be performing at the level of Disability Retirement Specialist I, LACERA positions currently report to individual teams supervised by Senior Disability Retirement Specialists. There is no longer a centralized Disability Retirement Support Unit and there are no Disability Retirement Support Specialist II, LACERA positions budgeted. Therefore, it is recommended to delete the Disability Retirement Support Specialist II, LACERA classification and revise the title for Disability Retirement Support Specialist I, LACERA to Disability Retirement Support Specialist, LACERA.

August 29, 2023

Re: Staff Assistant Classification and Compensation Study

Page 4 of 7

LACERA Existing Classification Title Map to Proposed New Classification Titles,  
Bargaining Unit, and FLSA Exempt Status

<u>Current Classification Title</u>	<u>New Classification Title</u>	<u>BU</u>	<u>FLSA Exempt?</u>
Disability Retirement Support Specialist I, LACERA	Disability Retirement Support Specialist, LACERA	850	No
Staff Assistant II, LACERA	No Change	850	No
Staff Assistant I, LACERA	No Change	850	No
Disability Retirement Support Specialist II, LACERA	DELETE	-	-

Compensation Recommendations

LACERA recommends aligning the compensation for the studied positions to market rates while taking into consideration internal equity and sufficient salary differentials between positions. In the 2019 and 2023 Koff market data it was found that existing compensation levels are generally higher than the market and LA County comparable classifications identified by Koff.

Revisions were made to the Disability Retirement Support Specialist I, LACERA class specification that reduce the complexity and scope of the position which should be considered. It is recommended to reduce the compensation for Disability Retirement Support Specialist, LACERA to align with the current Staff Assistant II, LACERA compensation. Current incumbents found to be performing at the level can be administratively reassigned to the Disability Retirement Support Specialist, LACERA title and there will be no change in compensation that may negatively impact positions identified for reclassification.

Based on the information reviewed, the following is recommended:

- Salary decrease for Disability Retirement Support Specialist, LACERA to align with the current compensation for Staff Assistant II, LACERA.
- No change in the salary for Staff Assistant I, LACERA and Staff Assistant II, LACERA because reducing the compensation will negatively impact current incumbents and existing LACERA salary relationships.

2023 Koff Market Findings for 75<sup>th</sup> Percentile

<u>Classification Title</u>	<u># of Matches</u>	<u>Current Max Salary</u>	<u>75<sup>th</sup> Percentile Salary</u>	<u>Top Monthly Salary % Above or (Below) 75<sup>th</sup> Percentile</u>
Disability Retirement Support Specialist (SA II)	8	\$7,402	\$7,191	2.9%
Staff Assistant I	13	\$6,122	\$5,943	2.9%
Staff Assistant II	10	\$7,402	\$6,907	6.7%

August 29, 2023

Re: Staff Assistant Classification and Compensation Study

Page 5 of 7

### Summary of Proposed Compensation Changes

Current Classification Title	Current Salary Schedule	Current Sal Max	Proposed Classification Title	Proposed Salary Schedule	Proposed Sal Max	% Change
Disability Retirement Support Specialist I, LACERA	96C NMO	\$7,662.18	Disability Retirement Support Specialist, LACERA	<b>94L NMO</b>	<b>\$7,401.91</b>	<b>-3.52%</b>
<b>Disability Retirement Support Specialist II, LACERA</b>	107K NMO		<b>DELETE</b>	-		-

\*Note: LACERA Compensation effective 1/1/2023. Proposed compensation will be adjusted based on future MOU Agreements.

### Implementation and Budget Impact

Based on the study findings and organizational changes since completion of the study, the following is the budget impact of the below recommended changes:

- No Salary change for six (6) budgeted Staff Assistant II, LACERA positions being reclassified to the Disability Retirement Support Specialist I, LACERA
- No budget impact related to the following:
  - No change to one (1) budgeted Staff Assistant I, LACERA position allocated to Communications Division
  - No change to one (1) budgeted Staff Assistant II, LACERA position allocated to the Disability Retirement Services Division
  - No change to one (1) budgeted Staff Assistant II, LACERA position allocated to the Quality Assurance Division (this position was added after the study was completed, during FY19-20)
  - No change to one (1) budgeted Staff Assistant I, LACERA position allocated to Systems Division
  - No change to one (1) budgeted Staff Assistant II, LACERA position allocated to the Quality Assurance Division.
  - Deletion of the Disability Retirement Support Specialist II, LACERA classification as there are no budgeted positions.

Implementation of the study findings as recommended will result in no change to the budget.

August 29, 2023

Re: Staff Assistant Classification and Compensation Study

Page 6 of 7

No. of Pos	Budgeted Position Title	SALARY (1/1/23)			Proposed Position Title	PROPOSED SALARY			TOTAL ANNUAL TOTAL BUDGET IMPACT
		Sch	Max Salary	Annual		Sch	Max Salary	Annual	w/Benefits @ 55%
6	Staff Assistant II	94L NMO	\$7,401.91	\$88,822.92	Disability Retirement Support Specialist I	94L NMO	\$7,401.91	\$88,822.92	0
<b>TOTAL</b>									<b>\$0</b>

The organizational charts for the Disability Retirement Services Divisions showing proposed reclassifications are shown in **Attachment C**.

### PROCEDURE FOR ESTABLISHING CLASSIFICATIONS AND PAY RANGES

The authority to implement proposed title changes and proposed salary adjustments for the above classifications rest jointly with the Board of Retirement and Board of Investments. Such authority is provided in the California Government Code Sections 31522.1, 31522.2, and 31522.4, and will require the Board of Supervisors to amend the Salary Ordinance.

Upon approval from the Board of Retirement and Board of Investments, Human Resources (HR) will prepare a memorandum to the Los Angeles County's Chief Executive Office (LACCEO) which will include the class specification and salary schedule. The LACCEO Class and Compensation staff will review the submitted documents to assure all necessary information is provided in order to revise the classification title and salary schedule in the County's Payroll System. HR staff, with the LACERA Legal Office's oversight, will prepare and submit an ordinance amending Sections 6.28.050 and 6.127.010 of LACERA's Salary Code to the Los Angeles County Counsel's Office and the Board of Supervisors for adoption. These actions will modify the Disability Retirement Support Specialist, LACERA classification title, class descriptions, and compensation, and delete the Disability Retirement Support Specialist II, LACERA classification.

LACERA provides SEIU notice and consultation regarding new classifications of which the primary duties are derived from represented classifications. The LACERA classifications currently addressed are represented; therefore, SEIU was notified of our intended changes on November 29, 2022. On December 22, 2023, SEIU provided verbal concurrence on classification changes for Staff Assistant I, LACERA and Staff Assistant II, LACERA; classification and compensation changes proposed for Disability Retirement Support Specialist I, LACERA; and deletion of the Disability Retirement Support Specialist II, LACERA. On April 14, 2023, SEIU provided a written concurrence for the classification and compensation changes for Disability Retirement Support Specialist I, LACERA. Therefore, it is recommended that LACERA move forward with implementing the classification and compensation changes for Disability Retirement Support Specialist I, LACERA and the deletion of the Disability Retirement Support Specialist II, LACERA since no objection was raised.

August 29, 2023

Re: Staff Assistant Classification and Compensation Study

Page 7 of 7

## **RECOMMENDATION**

That the Boards approve the proposed classification and compensation changes to the Boards for adoption:

- Title change, description revision and salary change for the Disability Retirement Support Specialist, LACERA classification; and
- Delete the Disability Retirement Support Specialist II, LACERA classification.

CN:cc

cc: Santos H. Kreimann

Steven P. Rice

Luis Lugo

Laura Guglielmo

JJ Popowich

Carly Ntoya

Attachments

**CLASSIFICATION TITLE:** Disability Retirement Support Specialist-I, LACERA

**ITEM NO:** 0790

**DEFINITION:**

Provides administrative support to managers, supervisors, disability retirement specialists, investigators and legal staff in reviewing, researching, locating and obtaining, and maintaining pertinent records from County of Los Angeles employees, County of Los Angeles departments, other entities and the courts, applicable to the processing of disability retirement claims and appeals under general supervision infor the Los Angeles County Employees Retirement Association (LACERA).

**POSITION INFORMATION:**

Positions allocable to this class under the general supervision of a Disability Retirement Specialist Supervisor, are assigned in—to LACERA's Disability Retirement Services ~~Investigation~~ Division. This is a fully qualified journey-level classification, which is responsible for independently performing specialized duties in support of division operations. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit. Incumbents must exercise initiative and independent judgment within defined LACERA policies and procedures.

Incumbents review application documents, research, locate and obtain employment, medical, workers' compensation and other records required by disability ~~investigators~~ retirement specialists, staff and attorneys for the timely processing of disability claims and administrative appeal cases. Work requires knowledge of medical terminology and methods for obtaining discoverable records applicable to the processing of disability retirement claims. Incumbents must be proficient in prioritizing a high volume of requests to complete work within time standards. ~~Incumbents must exercise initiative and independent judgment within defined LACERA policies and procedures.~~

**EXAMPLES OF ESSENTIAL JOB FUNCTIONS:**

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Intakes, reviews, and processes disability retirement applications; ensures applications are complete and members meet minimum eligibility requirements for disability benefits; guides members throughout the process via telephone, e-mail, in-person, and through written correspondence; advises members regarding documents received and/or missing; obtains authorization from members to access confidential records; provides

guidance to departments applying for disability retirement benefits on behalf of their employees.

Researches and locates employment, medical, workers' compensation, legal, and other pertinent records applicable to a member's disability retirement application or appeal, as directed; arranges for copy service vendor to obtain requested records from outside entities; contacts and obtains records from other County departments and medical providers as needed; ensures all records ordered have been received; verifies records are accurate, complete, and apply to the individual whose claim is being processed; follows up to expedite the acquisition of records; notifies supervisors of delays, other issues, and potential need for subpoenas to obtain records.

Reviews, sorts, indexes, organizes, and maintains files of records received; copies, mails, and distributes letters and records to applicants, applicant attorneys, disability litigation staff, and others as required.

Receives and processes member appeals for disability retirement benefits which have been denied by the Board of Retirement; guides members through the disability appeals process via telephone, e-mail, in-person, and through written correspondence; responds to questions and concerns raised by applicants and others throughout the disability retirement application and appeals processes; ensures deadlines are met throughout the process.

Prepares administrative record related to applicant's disability; schedules medical examinations with applicants and medical providers as required.

Assigns a referee to oversee appeals processes; provides records to referees including exhibits, transcripts, affidavits, reports, and medical records; scans all records and provides to the Board and other parties as required.

Prepares correspondence including transcript memos, Board decision letters, declarations, appeal agendas, appeal transmittals, affidavits, medical request and supplemental request letters, and medical appointment letters; prepares documents and packets for Retirement Board; ensures reports and other information submitted is accurate, complete, and timely; edits and generates final reports to be submitted to the Board; copies and distributes reports and packets as needed.

Maintains electronic records and statistics of applications received, appeals received, records ordered, records received, status of assignments, applications processed, appeals processed, medical appointments scheduled, demographics of applicants, and other relevant information as directed.

Processes invoices from panel physicians and third-party copy vendor; checks medical fee schedules to ensure medical bills are charged correctly; adjusts invoices as necessary; seeks approval for invoices; submits invoices for payment. Performs Internet and other research to locate sources of records required for processing disability retirement claims and administrative appeal cases; verifies that records apply to the individual whose claim is being processed; locates employment, medical, workers' compensation and court records applicable to the case; arranges for copy service vendors to obtain requested records from outside entities; obtains records from other County departments.

~~Utilizes specialized software to track task requests and document status and completion of assignments; follows up with entities to expedite the acquisition of records; notifies supervisors of delays, other problems and potential need for subpoenas to obtain records.~~

~~Obtains sub-rosa and other discoverable information through private entities and carriers.~~

Performs special projects; prepares specialized ad hoc reports.

May handle a small disability retirement case load; interview applicants and witnesses; write evaluation reports; refer applicants to panel physicians; and make recommendations to the Board of Retirement.

May be required to perform other related duties as assigned.

#### **REQUIREMENTS:**

~~One (1) year of experience at the level of Staff Assistant II, LACERA maintaining medical and other records and data required for disability retirement processing~~

~~-OR-~~

Three (3) years of experience at the level of Senior Typist Clerk, LACERA or higher that provides experience in maintaining records related to and/or processing workers' compensation, insurance, retirement or related claims ~~or a class at a higher level that provides the requisite experience.~~

**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 II -- Light** physical effort which may include occasional light lifting to a 10 pound limit, and occasional bending, walking, stooping or squatting. Incumbents sit for extended periods of time. Work is performed in an office environment in a controlled climate

**CLASSIFICATION TITLE:** Disability Retirement Support Specialist, LACERA

**ITEM NO:** 0790

**DEFINITION:**

Provides administrative support to managers, supervisors, disability retirement specialists, and legal staff in reviewing, researching, locating, obtaining, and maintaining pertinent records from County of Los Angeles employees, County of Los Angeles departments, other entities and the courts, applicable to the processing of disability retirement claims and appeals for the Los Angeles County Employees Retirement Association (LACERA).

**POSITION INFORMATION:**

Positions allocable to this class, under the general supervision of a Disability Retirement Specialist Supervisor, are assigned to LACERA's Disability Retirement Services Division. This is a fully qualified journey-level classification, which is responsible for independently performing specialized duties in support of division operations. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit. Incumbents must exercise initiative and independent judgment within defined LACERA policies and procedures.

Incumbents review application documents, research, locate and obtain employment, medical, workers' compensation and other records required by disability retirement specialists, staff and attorneys for the timely processing of disability claims and administrative appeal cases. Work requires knowledge of medical terminology and methods for obtaining discoverable records applicable to the processing of disability retirement claims. Incumbents must be proficient in prioritizing a high volume of requests to complete work within time standards.

**EXAMPLES OF ESSENTIAL JOB FUNCTIONS:**

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Intakes, reviews, and processes disability retirement applications; ensures applications are complete and members meet minimum eligibility requirements for disability benefits; guides members throughout the process via telephone, e-mail, in-person, and through written correspondence; advises members regarding documents received and/or missing; obtains authorization from members to access confidential records; provides guidance to departments applying for disability retirement benefits on behalf of their employees.

Researches and locates employment, medical, workers' compensation, legal, and other pertinent records applicable to a member's disability retirement application or appeal, as directed; arranges for copy service vendor to obtain requested records from outside entities; contacts and obtains records from other County departments and medical

providers as needed; ensures all records ordered have been received; verifies records are accurate, complete, and apply to the individual whose claim is being processed; follows up to expedite the acquisition of records; notifies supervisors of delays, other issues, and potential need for subpoenas to obtain records.

Reviews, sorts, indexes, organizes, and maintains files of records received; copies, mails, and distributes letters and records to applicants, applicant attorneys, disability litigation staff, and others as required.

Receives and processes member appeals for disability retirement benefits which have been denied by the Board of Retirement; guides members through the disability appeals process via telephone, e-mail, in-person, and through written correspondence; responds to questions and concerns raised by applicants and others throughout the disability retirement application and appeals processes; ensures deadlines are met throughout the process.

Prepares administrative record related to applicant's disability; schedules medical examinations with applicants and medical providers as required.

Assigns a referee to oversee appeals processes; provides records to referees including exhibits, transcripts, affidavits, reports, and medical records; scans all records and provides to the Board and other parties as required.

Prepares correspondence including transcript memos, Board decision letters, declarations, appeal agendas, appeal transmittals, affidavits, medical request and supplemental request letters, and medical appointment letters; prepares documents and packets for Retirement Board; ensures reports and other information submitted is accurate, complete, and timely; edits and generates final reports to be submitted to the Board; copies and distributes reports and packets as needed.

Maintains electronic records and statistics of applications received, appeals received, records ordered, records received, status of assignments, applications processed, appeals processed, medical appointments scheduled, demographics of applicants, and other relevant information as directed.

Processes invoices from panel physicians and third-party copy vendor; checks medical fee schedules to ensure medical bills are charged correctly; adjusts invoices as necessary; seeks approval for invoices; submits invoices for payment.

Performs special projects; prepares specialized ad hoc reports.

May handle a small disability retirement case load; interview applicants and witnesses; write evaluation reports; refer applicants to panel physicians; and make recommendations to the Board of Retirement.

May be required to perform other related duties as assigned.

#### **REQUIREMENTS:**

Three (3) years of experience at the level of Senior Typist Clerk, LACERA or higher

maintaining records related to and/or processing workers' compensation, insurance, retirement or related claims.

**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 II - Light** physical effort which may include occasional light lifting to a 10 pound limit, and occasional bending, walking, stooping or squatting. Incumbents sit for extended periods of time. Work is performed in an office environment in a controlled climate

LAST UPDATE: ~~7/10/2020~~5/24/2021

**CLASSIFICATION TITLE:** Staff Assistant I, LACERA

**ITEM NO:** 0426

**DEFINITION:**

Provides administrative support to assigned division with ~~Has~~ responsibility for ~~the housekeeping and record-keeping functions,~~ ~~and conducts~~ provides administrative studies of internal operations and procedures as an assistant to the manager of a line operation in the Los Angeles County Employees Retirement Association (LACERA).

**POSITION INFORMATION:**

Positions allocable to this class work under supervision and are assigned in multiple LACERA divisions. Incumbents work for managers of line organizations and perform assignments, which are heavily oriented toward coordination and liaison activities related to administrative, technical and fiscal support~~clerical supervision, procurement, procedures,~~ report preparation and records maintenance, ~~and~~ intradepartmental services. This is a fully qualify journey-level class responsible for independently performing administrative duties in support of department and division operations. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of operating procedures and policies of the work unit.

Incumbents provide administrative support to management and staff related to departmental programs, projects, and services, including analyzing and making recommendations for the solution of problems of organization, procedure, program, budget or personnel. ~~the consequences~~ Consequences of action are generally restricted to the operating unit/division served. ~~Incumbents function independently within general guidelines.~~ Incumbents must have a working knowledge of personal computer operations, records maintenance, and general office operations.

The Staff Assistant, LACERA series is distinguished from the Administrative Assistant, LACERA series in that the latter provides a broad array of routine and non-routine office support to management, supervisors, and staff to ensure the division is organized, provides good customer service, and runs smoothly.

The Staff Assistant, LACERA series is distinguished from the Clerk, LACERA and Typist-Clerk, LACERA series in that the latter perform primarily clerical duties requiring highly specialized knowledge of a particular function, with or without skilled typing.

**EXAMPLES OF ESSENTIAL JOB FUNCTIONS:**

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Provides administrative, programmatic, and technical support for assigned division in the daily management of operations.

Maintains accurate and detailed databases, files, and records; verifies accuracy of information; researches discrepancies; records information; ensures compliance with established records retention schedules.

Performs a variety of administrative office support duties such as maintaining, sorting, and distributing mail; processes reimbursements and vendor invoices; schedules and coordinates meetings, conferences, and trainings; coordinates travel arrangements; orders and maintains office and other related supplies.

Performs various accounting and financial support work such as determining and calculating required fees; processes, reconciles, and verifies receipts and credit card statements; processes purchase orders, payment requests, and invoices.

Analyzes and makes recommendations to the unit manager for the resolution of problems of work procedures, procurement, programs, and space allocation; may participate in the implementation of changes resulting from recommendations.

Coordinates and resolves problems between the unit served and housekeeping, payroll, personnel, and reproduction services.

Performs special projects; prepares specialized ad hoc reports.

~~Analyzes and makes recommendations to the unit manager for the resolution of problems of work procedure and space allocation; and may participate in the implementation of changes resulting from recommendations. Prepares reports and projections of workload and staffing for the manager of the unit.~~

~~Coordinates and resolves problems between the unit served and housekeeping, payroll, personnel, and reproduction services. Has responsibility for evaluating, ordering maintaining, loaning, and inventorying supplies and equipment, and for resolving procurement problems with procurement services.~~

~~May supervise clerical personnel with responsibility for assigning and reviewing work, orientation, training, development and evaluation of work performance.~~

May be required to perform other duties as assigned.

#### **REQUIREMENTS:**

OPTION 1: One (1) year's year of experience in either (1) a staff capacity analyzing and making recommendations for the solution of problems of organization, procedure, program, budget or personnel, or.

OPTION 2: One (1) year of experience in (2) a highly responsible administrative/secretarial capacity performing routine and occasionally complex assignments in support of an office, or.

OPTION 3: One (1) year of experience in or (3) a responsible supervisory clerical capacity.

**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 II - Light** physical effort which may include occasional light lifting to a 10 pound limit, and occasional bending, walking, stooping or squatting. Incumbents sit for extended periods of time. Work is performed in an office environment in a controlled climate

DRAFT

**CLASSIFICATION TITLE:** Staff Assistant I, LACERA

**ITEM NO:** 0426

**DEFINITION:**

Provides administrative support to assigned division with responsibility for recordkeeping functions; provides administrative studies of internal operations and procedures as an assistant to the manager of a line operation in the Los Angeles County Employees Retirement Association (LACERA).

**POSITION INFORMATION:**

Positions allocable to this class work under supervision and are assigned in multiple LACERA divisions. Incumbents work for managers of line organizations and perform assignments, which are heavily oriented toward coordination and liaison activities related to administrative, technical and fiscal support; report preparation and records maintenance; and intradepartmental services. This is a fully qualified journey-level class responsible for independently performing administrative duties in support of department and division operations. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of operating procedures and policies of the work unit.

Incumbents provide administrative support to management and staff related to departmental programs, projects, and services, including analyzing and making recommendations for the solution of problems of organization, procedure, program, budget or personnel. Consequences of action are generally restricted to the division served. Incumbents must have a working knowledge of personal computer operations, records maintenance, and general office operations.

The Staff Assistant, LACERA series is distinguished from the Administrative Assistant, LACERA series in that the latter provides a broad array of routine and non-routine office support to management, supervisors, and staff to ensure the division is organized, provides good customer service, and runs smoothly.

The Staff Assistant, LACERA series is distinguished from the Clerk, LACERA and Typist-Clerk, LACERA series in that the latter perform primarily clerical duties requiring highly specialized knowledge of a particular function, with or without skilled typing.

**EXAMPLES OF ESSENTIAL JOB FUNCTIONS:**

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Provides administrative, programmatic, and technical support for assigned division in the daily management of operations.

Maintains accurate and detailed databases, files, and records; verifies accuracy of information; researches discrepancies; records information; ensures compliance with established records retention schedules.

Performs a variety of administrative office support duties such as maintaining, sorting, and distributing mail; processes reimbursements and vendor invoices; schedules and coordinates meetings, conferences, and trainings; coordinates travel arrangements; orders and maintains office and other related supplies.

Performs various accounting and financial support work such as determining and calculating required fees; processes, reconciles, and verifies receipts and credit card statements; processes purchase orders, payment requests, and invoices.

Analyzes and makes recommendations to the unit manager for the resolution of problems of work procedures, procurement, programs, and space allocation; may participate in the implementation of changes resulting from recommendations.

Coordinates and resolves problems between the unit served and housekeeping, payroll, personnel, and reproduction services.

Performs special projects; prepares specialized ad hoc reports.

May be required to perform other duties as assigned.

**REQUIREMENTS:**

OPTION 1: One (1) year of experience in a staff capacity analyzing and making recommendations for the solution of problems of organization, procedure, program, budget or personnel.

OPTION 2: One (1) year of experience in a highly responsible administrative capacity performing routine and occasionally complex assignments in support of an office.

OPTION 3: One (1) year of experience in a responsible supervisory clerical capacity.

**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 II - Light** physical effort which may include occasional light lifting to a 10 pound limit, and occasional bending, walking, stooping or squatting. Incumbents sit for extended periods of time. Work is performed in an office environment in a controlled climate

LAST UPDATE: 5/24/2021

**CLASSIFICATION TITLE:** Staff Assistant II, LACERA

**ITEM NO:** 0426

**DEFINITION:**

Provides administrative support to Assists the manager of a major assigned division for the Los Angeles County Employees Retirement Association (LACERA) by with responsibility for analyzing and making recommendations for the solution of a variety of complex problems of organization, budget, procedures, systems, program, general management and human resources as an assistant to the manager of a major line operation in the Los Angeles County Employees Retirement Association (LACERA).

**POSITION INFORMATION:**

Positions allocable to this class function as an assistant to managers of major line divisions analyzing and making recommendations for the solution of a variety of administrative problems having relatively significant consequences in terms of cost and effectiveness or member service in the division. Incumbents work independently within established guidelines and procedures with latitude on the means required to complete a task. Incumbents must have a working knowledge of general office procedures, personal computer operations, and general records maintenance. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and participate in the development and improvement of operating procedures and policies of the work unit.

Incumbents provide administrative support to management and staff related to departmental programs, projects, and services, including analyzing and making recommendations for the solution of complex problems of organization, procedure, program, budget or personnel. Consequences of action are generally restricted to the division served. Incumbents must have a working knowledge of personal computer operations, records maintenance, and general office operations.

The Staff Assistant, LACERA series is distinguished from the Administrative Assistant, LACERA series in that the latter provides a broad array of routine and non-routine office support to management, supervisors, and staff to ensure the division is organized, provides good customer service, and runs smoothly.

The Staff Assistant, LACERA series is distinguished from the Clerk, LACERA and Typist-Clerk, LACERA series in that the latter perform primarily clerical duties requiring highly specialized knowledge of a particular function, with or without skilled typing.

**EXAMPLES OF ESSENTIAL JOB FUNCTIONS:**

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Prepares justification for division ~~or bureau salaries and employee benefit~~budget, including personnel, fixed assets, services and supplies ~~budgets~~.

Analyzes and makes recommendations on organizational problems or work procedures in the division and may participate in the implementation of changes resulting from the studies.

Participates in the divisional human resources program by assisting the manager in the recruitment, selection, and placement of qualified employees; and providing interpretation, advice and guidance to line managers on all aspects of personnel administration.

~~Collects and analyzes data, and makes recommendations on the purchase, replacement, renting operation and repair of motor vehicles.~~

Collects and researches data for ~~selected items of equipment~~ or external consultants, and writes requests for proposals, scopes of work, and/or equipment specifications.

Provides administrative, programmatic, and technical support for assigned division in the daily management of operations.

Maintains accurate and detailed databases, files, metrics, and records; verifies accuracy of information; researches discrepancies; records information; ensures compliance with established records retention schedules.

Performs special projects and studies; prepares specialized ad hoc reports.

Performs a variety of administrative office support duties such as maintaining, sorting, and distributing mail; processes reimbursements and vendor invoices; schedules and coordinates meetings, conferences, and trainings; coordinates travel arrangements; orders and maintains office and other related supplies.

Coordinates and resolves problems between the division served and housekeeping, payroll, personnel, and reproduction services.

Performs various accounting and financial support work such as determining and calculating required fees; processes, reconciles, and verifies receipts and credit card statements; processes purchase orders, payment requests, and invoices.

May ~~supervise direct~~ a small clerical staff in the preparation and maintenance of administrative reports and records.

May be required to perform other duties as assigned.

**REQUIREMENTS:**

OPTION 1: Two (2) years' experience in a general administrative staff or specialized staff capacity analyzing and making recommendations for the solution of problems of organization, systems and procedure, program, facility planning, budget or personnel.

~~-OR-~~

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OPTION 2: ~~One-Two~~ (12) years' experience as an Administrative Services Analyst I, LACERA or Assistant I, LACERA ~~ora~~ -Staff Assistant I, LACERA.

**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 II - Light** physical effort which may include occasional light lifting to a 10 pound limit, and occasional bending, walking, stooping or squatting. Incumbents sit for extended periods of time. Work is performed in an office environment in a controlled climate

**CLASSIFICATION TITLE:** Staff Assistant II, LACERA

**ITEM NO:** 0426

**DEFINITION:**

Provides administrative support to assigned division with responsibility for analyzing and making recommendations for the solution of a variety of complex problems of organization, budget, procedures, systems, program, general management and human resources as an assistant to the manager of a major line operation in the Los Angeles County Employees Retirement Association (LACERA).

**POSITION INFORMATION:**

Positions allocable to this class function as an assistant to managers of major line divisions analyzing and making recommendations for the solution of a variety of administrative problems having relatively significant consequences in terms of cost and effectiveness or member service in the division. Incumbents work independently within established guidelines and procedures with latitude on the means required to complete a task. Incumbents must have a working knowledge of general office procedures, personal computer operations, and general records maintenance. Positions at this level receive only occasional instruction or assistance as new or unusual situations arise and participate in the development and improvement of operating procedures and policies of the work unit.

Incumbents provide administrative support to management and staff related to departmental programs, projects, and services, including analyzing and making recommendations for the solution of complex problems of organization, procedure, program, budget or personnel. Consequences of action are generally restricted to the division served. Incumbents must have a working knowledge of personal computer operations, records maintenance, and general office operations.

The Staff Assistant, LACERA series is distinguished from the Administrative Assistant, LACERA series in that the latter provides a broad array of routine and non-routine office support to management, supervisors, and staff to ensure the division is organized, provides good customer service, and runs smoothly.

The Staff Assistant, LACERA series is distinguished from the Clerk, LACERA and Typist-Clerk, LACERA series in that the latter perform primarily clerical duties requiring highly specialized knowledge of a particular function, with or without skilled typing.

**EXAMPLES OF ESSENTIAL JOB FUNCTIONS:**

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Prepares justification for division budget, including personnel, fixed assets, services and supplies.

Analyzes and makes recommendations on organizational problems or work procedures in the division and may participate in the implementation of changes resulting from the studies.

Participates in the divisional human resources program by assisting the manager in the recruitment, selection, and placement of qualified employees; and providing interpretation, advice and guidance to line managers on all aspects of personnel administration.

Collects and researches data for equipment or external consultants, and writes requests for proposals, scopes of work, and/or equipment specifications.

Provides administrative, programmatic, and technical support for assigned division in the daily management of operations.

Maintains accurate and detailed databases, files, metrics, and records; verifies accuracy of information; researches discrepancies; records information; ensures compliance with established records retention schedules.

Performs special projects and studies; prepares specialized ad hoc reports.

Performs a variety of administrative office support duties such as maintaining, sorting, and distributing mail; processes reimbursements and vendor invoices; schedules and coordinates meetings, conferences, and trainings; coordinates travel arrangements; orders and maintains office and other related supplies.

Coordinates and resolves problems between the division served and housekeeping, payroll, personnel, and reproduction services.

Performs various accounting and financial support work such as determining and calculating required fees; processes, reconciles, and verifies receipts and credit card statements; processes purchase orders, payment requests, and invoices. May direct a small clerical staff in the preparation and maintenance of administrative reports and records.

May be required to perform other duties as assigned.

**REQUIREMENTS:**

OPTION 1: Two (2) years' experience in a general administrative staff or specialized staff capacity analyzing and making recommendations for the solution of problems of organization, systems and procedure, program, facility planning, budget or personnel.

OPTION 2: Two (2) years' experience as an Administrative Services Analyst I, LACERA or Staff Assistant I, LACERA.

**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 II - Light** physical effort which may include occasional light lifting to a 10 pound limit, and occasional bending, walking, stooping or squatting. Incumbents sit for extended periods of time. Work is performed in an office environment in a controlled climate

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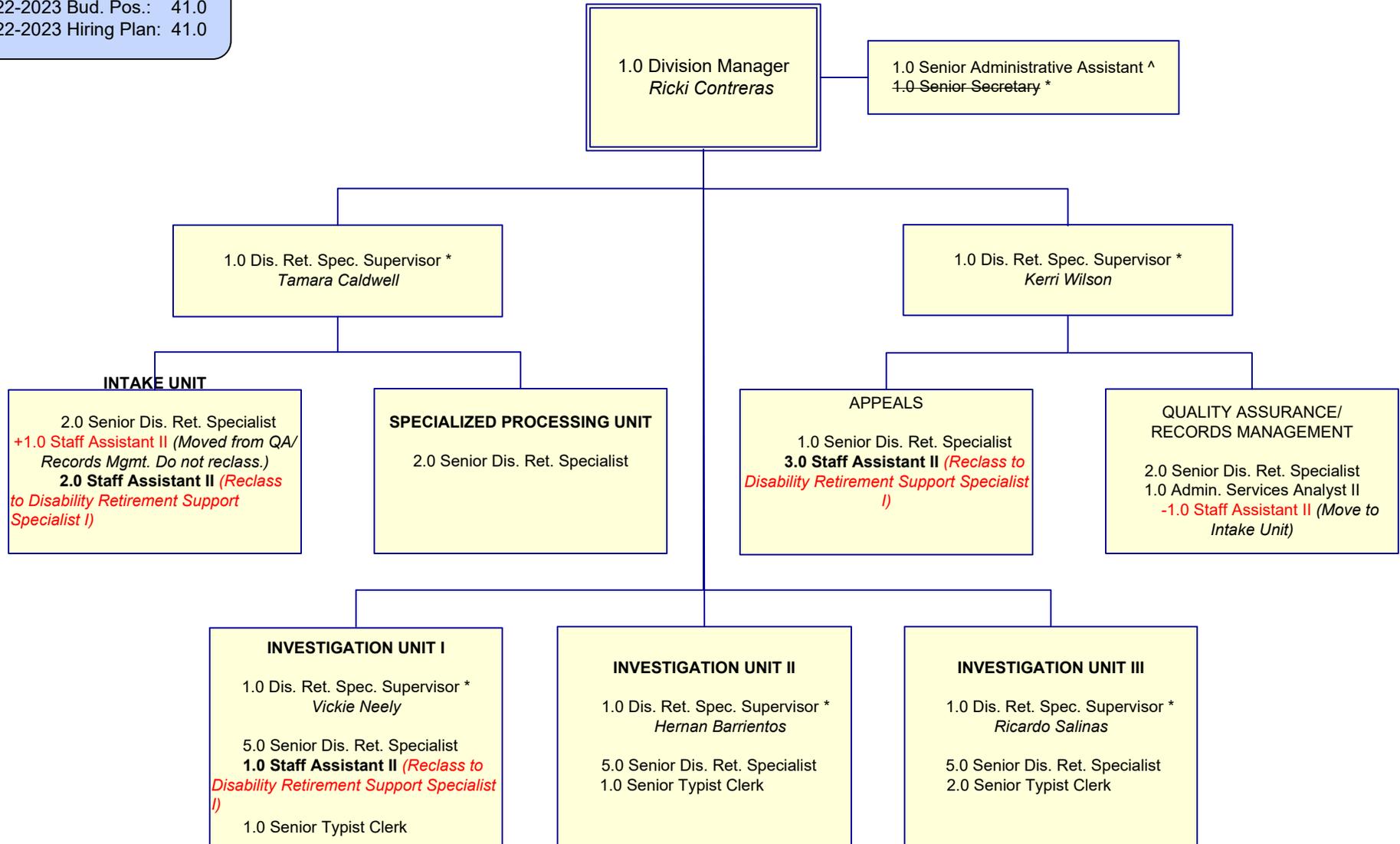
Division/Department	Current Classification Title	Recommended Classification Title	Action	Comments
Systems	Staff Assistant I	Staff Assistant I	No Change	Appropriate title
Communications	Staff Assistant I	Staff Assistant I	No Change	Appropriate title
Quality Assurance	Staff Assistant II	Staff Assistant II	No Change	Position added in FY 19-20. Not part of the study.
Disability Retirement	Staff Assistant II	Disability Retirement Support Specialist I (Budget at the level of Staff Assistant II)	No Change	Study participant is no longer with LACERA. Current incumbent performs Staff Assistant II work.
Disability Retirement	Staff Assistant II	Disability Retirement Support Specialist I	Reclassification	Incumbents are performing most of the duties of LACERA's current "Disability Retirement Support Specialist I" level classification.
Disability Retirement	Staff Assistant II	Disability Retirement Support Specialist I	Reclassification	Incumbents are performing most of the duties of LACERA's current "Disability Retirement Support Specialist I" level classification.
Disability Retirement	Staff Assistant II	Disability Retirement Support Specialist I	Reclassification	Incumbents are performing most of the duties of LACERA's current "Disability Retirement Support Specialist I" level classification.
Disability Retirement	Staff Assistant II	Senior Typist Clerk (Budget at the level of Disability Retirement Support Specialist I)	Reclassification	Incumbent does not handle many of the duties as her colleagues allocated to the Disability Retirement Support Specialist I class; primarily not ordering medical, Workers' Comp, employment, and other records for disability retirement determinations.
Disability Retirement	Staff Assistant II	Senior Typist Clerk (Budget at the level of Disability Retirement Support Specialist I)	Reclassification	Incumbent does not handle many of the duties as her colleagues allocated to the Disability Retirement Support Specialist I class; types numerous letters and address labels; mails and e-mails documents and packets; answers calls and e-mails; maintains file folders and tracks files. Study participant is no longer with LACERA. Position is vacant.
Disability Retirement	Staff Assistant II	Disability Retirement Support Specialist I	Reclassification	Incumbent is temporarily performing Senior Typist-Clerk work due to accomodation.

# DISABILITY RETIREMENT

## FISCAL YEAR 2022-2023

2021-2022 Bud. Pos.: 41.0  
 2021-2022 Hiring Plan: 41.0

2022-2023 Bud. Pos.: 41.0  
 2022-2023 Hiring Plan: 41.0



\* Classification and/or compensation study requested.

^ Position upgrade from Senior Secretary to Senior Administrative Assistant as a result of classification study (Pending Board of Supervisors' approval).



August 29, 2023

**TO:** Trustees, Board of Retirement

**FOR:** Board of Retirement Meeting on September 6, 2023

**SUBJECT:** Ratification of Service Retirement and Survivor Benefit Application Approvals

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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 SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MIGUEL CAMPOS	SHERIFF Dept.#SH	10-30-2023	26 YRS 10 MOS
RAYMUNDO CASTANEDA JR	SHERIFF Dept.#SH	08-01-2023	25 YRS 08½ MOS
JUAN CASTRO JR	SHERIFF Dept.#SH	09-28-2023	33 YRS 03 MOS
DANA A. CHEMNITZER	SHERIFF Dept.#SH	07-29-2023	34 YRS 03 MOS
RYAN J. CORBETT	LA COUNTY FIRE DEPT Dept.#FR	08-30-2023	36 YRS ½ MOS
DAWN M. CROSBY	SHERIFF Dept.#SH	10-31-2023	25 YRS 08 MOS
JOHN C. DENTON	LA COUNTY FIRE DEPT Dept.#FR	10-01-2023	27 YRS 06½ MOS
WILLIAM D. EDWARDS III	SHERIFF Dept.#SH	09-30-2023	21 YRS 00 MOS
SCOTT GRIGSBY	LA COUNTY FIRE DEPT Dept.#FR	09-30-2023	26 YRS 01 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ARLIN S. KAHAN	L A COUNTY FIRE DEPT Dept.#FR	10-31-2023	36 YRS 08 MOS
EDUARDO Y. LABAYNA	SHERIFF Dept.#SH	09-28-2023	31 YRS 01 MOS
KENNETH LEYVA	SHERIFF Dept.#SH	09-30-2023	31 YRS 03 MOS
DAVID J. MENDIOLA	L A COUNTY FIRE DEPT Dept.#FR	09-30-2023	29 YRS 05 MOS
DOREEN MUNOZ	SHERIFF Dept.#SH	09-30-2023	32 YRS 08 MOS
PAMELA A. NELSON	SHERIFF Dept.#SH	10-31-2023	29 YRS 05½ MOS
TERISA M. RIVER	SHERIFF Dept.#SH	09-27-2023	33 YRS 09 MOS
ADOLFO E. RODRIGUEZ	L A COUNTY FIRE DEPT Dept.#FR	08-30-2023	32 YRS 10 MOS
CODY X. SIGNATER	SHERIFF Dept.#SH	09-30-2023	37 YRS 02 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ARMINEH ABCARIANS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-31-2023	33 YRS ½ MOS
GLORIA D. ABIOG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2023	34 YRS 08½ MOS
MA MARJORIE D. ACADEMIA	SHERIFF Dept.#SH	10-31-2023	28 YRS 02 MOS
ELIZABETH ADAM	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	08-31-2023	33 YRS 01½ MOS
ROMEO C. AGDEPPA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-30-2023	38 YRS 11 MOS
DIANA D. AGUILAR	PUBLIC HEALTH PROGRAM Dept.#PH	10-31-2023	50 YRS 04½ MOS
LILIA ALFARO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-31-2023	18 YRS 05½ MOS
FARYAD H. ALI	JUVENILE COURT HEALTH SERVICES Dept.#HJ	08-31-2023	25 YRS 02½ MOS
JOSE L. AMADOR	CHILDREN & FAMILY SERVICES Dept.#CH	09-30-2023	37 YRS 02 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RICARDO A. AMARILLA	SHERIFF Dept.#SH	09-30-2023	39 YRS 02 MOS
SERITA J. AMOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2023	39 YRS 00 MOS
ADORACION P. ANCHO	JUVENILE COURT HEALTH SERVICES Dept.#HJ	09-30-2023	17 YRS 01 MOS
LISA L. ANDERSON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	26 YRS 00 MOS
CAROLINE N. ANIH	CHILDREN & FAMILY SERVICES Dept.#CH	08-31-2023	33 YRS 04½ MOS
DEBRA A. APARICIO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2023	43 YRS 11 MOS
ADOLFO APOLINAR	INTERNAL SERVICES Dept.#IS	08-11-2023	14 YRS 03½ MOS
ANNA ARROYO	MENTAL HEALTH Dept.#MH	07-26-2023	17 YRS 04 MOS
FERDINAND R. BANAYOS	SHERIFF Dept.#SH	08-31-2023	33 YRS ½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
FERNANDO A. BARRERA	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	09-29-2023	33 YRS 04 MOS
RAFAT S. BASHI	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-28-2023	25 YRS 00 MOS
JOANNE BENAVIDEZ	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	10-27-2023	44 YRS ½ MOS
ROCK BILODEAU	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	08-31-2023	38 YRS 04½ MOS
CHERYL L. BOSWELL	SHERIFF Dept.#SH	09-30-2023	42 YRS 11 MOS
JENNIFER K. BRADLEY	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	08-28-2023	24 YRS 09 MOS
JOHN H. BRILLINGER	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-28-2023	10 YRS 00 MOS
TAISHA L. BROOKS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-24-2023	18 YRS 04 MOS
CLAIRE D. BROWN	PROBATION DEPARTMENT Dept.#PB	09-30-2023	25 YRS 01 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CARL L. BROWN	PROBATION DEPARTMENT Dept.#PB	10-28-2023	35 YRS 01 MOS
THOMAS BROWN I II	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-20-2023	35 YRS 04½ MOS
ERNEST CAMPOS	PUBLIC HEALTH PROGRAM Dept.#PH	09-29-2023	29 YRS 00 MOS
BLAINE P. CARHART	MENTAL HEALTH Dept.#MH	10-28-2023	21 YRS 02 MOS
SHARON CARPENTER	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-22-2023	37 YRS 01 MOS
MARIA C. CASTELLANOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-30-2023	25 YRS 00 MOS
LUIS E. CASTILLO	SHERIFF Dept.#SH	07-29-2023	22 YRS 08 MOS
GLORIA CERDA	AMBULATORY CARE NETWORK Dept.#HN	09-30-2023	18 YRS 06½ MOS
MONIQUE D. CHANAIWA	PROBATION DEPARTMENT Dept.#PB	09-25-2023	39 YRS 03 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TIENTIEN G. CHANG	CHILDREN & FAMILY SERVICES Dept.#CH	09-30-2023	16 YRS 03 MOS
MARLENE CHAVEZ	DISTRICT ATTORNEY Dept.#DA	09-30-2023	41 YRS 05 MOS
ZEN-HSIN CHEN	CHILDREN & FAMILY SERVICES Dept.#CH	08-31-2023	15 YRS 10½ MOS
EDWIN C. CHENG	AGING DEPARTMENT Dept.#AG	09-30-2023	22 YRS 08 MOS
HUNG CHIEN	INTERNAL SERVICES Dept.#IS	10-31-2023	29 YRS 04 MOS
VERGINIA L. CHIU	SHERIFF Dept.#SH	09-30-2023	31 YRS 07 MOS
VERONICA CHRISTIAN	HEALTH SERVICES ADMINISTRATION Dept.#HS	08-31-2023	34 YRS 04½ MOS
SHU-FANG CHU	HEALTH SERVICES ADMINISTRATION Dept.#HS	09-30-2023	31 YRS 01 MOS
DAVID A. COLE	PROBATION DEPARTMENT Dept.#PB	08-31-2023	34 YRS 05½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
WENDY M. COLE	SHERIFF Dept.#SH	09-30-2023	37 YRS 00 MOS
LISA R. COLEMAN	SHERIFF Dept.#SH	09-01-2023	35 YRS 05½ MOS
MARK A. COLTON	INTERNAL SERVICES Dept.#IS	10-31-2023	23 YRS ½ MOS
JOAQUIN G. CONTRERAS	PARKS AND RECREATION Dept.#PK	08-14-2023	22 YRS 03½ MOS
DESIREE D. CORTEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-17-2023	23 YRS 11 MOS
GLORIA R. D'ORAZI	SHERIFF Dept.#SH	09-30-2023	25 YRS 00 MOS
TRAM N. DAM	SHERIFF Dept.#SH	10-27-2023	19 YRS 01 MOS
SUSAN DAO	HEALTH SERVICES ADMINISTRATION Dept.#HS	09-30-2023	34 YRS 06 MOS
CYNTHIA E. DAVISON	PUBLIC HEALTH PROGRAM Dept.#PH	09-30-2023	24 YRS 05 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ELIZABETH DELA PENA	CHILD SUPPORT SERVICES Dept.#CD	07-25-2023	22 YRS 08 MOS
VIVIAN R. DELGADILLO	PUBLIC LIBRARY Dept.#PL	08-31-2023	35 YRS 02½ MOS
KAISER J. DEN	SHERIFF Dept.#SH	10-28-2023	21 YRS 08 MOS
CAROL J. DI SABATINO	PUBLIC DEFENDER Dept.#PD	09-29-2023	26 YRS 01 MOS
EVAN G. DICKER	ALTERNATE PUBLIC DEFENDER Dept.#AD	10-10-2023	32 YRS 11½ MOS
WILLIAM DILLARD	PROBATION DEPARTMENT Dept.#PB	09-30-2023	42 YRS 02 MOS
MAGGIE P. DIXON	SHERIFF Dept.#SH	09-29-2023	31 YRS 09 MOS
BERTHA ENCISO	HEALTH SERVICES ADMINISTRATION Dept.#HS	10-01-2023	10 YRS 01½ MOS
LILIA M. ERVITI	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-27-2023	44 YRS 07 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
YVONNE M. ESTRADA	HEALTH SERVICES ADMINISTRATION Dept.#HS	09-20-2023	22 YRS 06 MOS
VERA F. FAISON	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	08-30-2023	42 YRS 08 MOS
ROSAMARIA FINE	PUBLIC HEALTH PROGRAM Dept.#PH	10-31-2023	43 YRS 03 MOS
ANTHONY FRANCISCO	DISTRICT ATTORNEY Dept.#DA	08-16-2023	28 YRS 11 MOS
TODD K. FRANKLIN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-15-2023	30 YRS 11½ MOS
THOMAS E. FRASER	CHILDREN & FAMILY SERVICES Dept.#CH	09-30-2023	38 YRS ½ MOS
ELVIA A. FRIAS	REG-RECORDER/COUNTY CLERK Dept.#RR	07-31-2023	29 YRS 03½ MOS
PATRICIA J. FUJIWARA WOO	CHILD SUPPORT SERVICES Dept.#CD	08-31-2023	15 YRS ½ MOS
JESSICA GAMA	PROBATION DEPARTMENT Dept.#PB	08-31-2023	27 YRS 00 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROY GANUELAS	ASSESSOR Dept.#AS	10-28-2023	37 YRS 09 MOS
JOHNNY S. GARCIA	PROBATION DEPARTMENT Dept.#PB	08-14-2023	36 YRS 08½ MOS
SILVIA GARCIA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	08-31-2023	28 YRS 05 MOS
YOLANDA R. GARCIA	DISTRICT ATTORNEY Dept.#DA	09-30-2023	42 YRS 04 MOS
MARIA N. GARCIA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	08-07-2023	34 YRS 02½ MOS
MARK P. GARCIA	PROBATION DEPARTMENT Dept.#PB	08-31-2023	32 YRS 01½ MOS
STEVEN R. GARCIA	INTERNAL SERVICES Dept.#IS	10-14-2023	22 YRS ½ MOS
VERONICA GARCIA ESPIN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	25 YRS 03 MOS
JOYCE A. GIBSON	PARKS AND RECREATION Dept.#PK	10-28-2023	37 YRS 08 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CATHELEEN N. GLASS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	09-30-2023	24 YRS 05 MOS
JIMMY A. GOMEZ	PROBATION DEPARTMENT Dept.#PB	09-30-2023	29 YRS 08½ MOS
PRISCILLA R. GONZALEZ	CHILDREN & FAMILY SERVICES Dept.#CH	08-16-2023	38 YRS 11 MOS
JOSEFA A. GRANDE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-27-2023	25 YRS 00 MOS
BENJAMIN G. GRIGGS III	MENTAL HEALTH Dept.#MH	09-30-2023	10 YRS 00 MOS
ANAHIT GRIGORYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-28-2023	16 YRS 05 MOS
CONNIE B. GRISSOM	CHILDREN & FAMILY SERVICES Dept.#CH	10-31-2023	37 YRS 04 MOS
LYDIA J. GROVER	AMBULATORY CARE NETWORK Dept.#HN	10-27-2023	38 YRS 09 MOS
JUAN A. GUERRERO	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	09-30-2023	34 YRS 01 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
QUITZIA D. GUERRERO	PROBATION DEPARTMENT Dept.#PB	10-31-2023	25 YRS 03 MOS
JANIE HAN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-14-2023	31 YRS 01½ MOS
CLOFAR J. HANKINS	INTERNAL SERVICES Dept.#IS	08-05-2023	08 YRS 03½ MOS
ROBBIE HARDAWAY	PROBATION DEPARTMENT Dept.#PB	10-27-2023	08 YRS 05 MOS
DEBBIE L. HARRIS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2023	20 YRS 06½ MOS
SHARON M. HAZZARD	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	27 YRS 00 MOS
LUIS S. HERNANDEZ	PROBATION DEPARTMENT Dept.#PB	08-31-2023	30 YRS 08½ MOS
RACHEL A. HERNANDEZ	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	10-28-2023	15 YRS 01 MOS
MARTHA HERRERA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	08-31-2023	11 YRS 02 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
AARON HICKS	ASSESSOR Dept.#AS	09-29-2023	44 YRS 05½ MOS
VICKI L. HILL PEARSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-05-2023	28 YRS 03½ MOS
TIMOTHY HINGER	LA COUNTY FIRE DEPT Dept.#FR	09-29-2023	34 YRS 01 MOS
MARIE D. HINOJOSA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-05-2023	31 YRS 07½ MOS
PATRICK W. HOLLEY	MENTAL HEALTH Dept.#MH	09-30-2023	23 YRS 04 MOS
RONNIE L. HOLMAN	PARKS AND RECREATION Dept.#PK	08-31-2023	24 YRS 05 MOS
SANDRA B. HUDSON	AMBULATORY CARE NETWORK Dept.#HN	09-30-2023	33 YRS 03 MOS
ROSETTE C. ISIP	PUBLIC DEFENDER Dept.#PD	10-02-2023	27 YRS 01½ MOS
RAMIRO JACINTO	PUBLIC DEFENDER Dept.#PD	09-30-2023	44 YRS 07 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LILLIAN JIMENEZ	PROBATION DEPARTMENT Dept.#PB	09-08-2023	25 YRS 04½ MOS
DIMITRA JONES	SHERIFF Dept.#SH	09-29-2023	43 YRS 07 MOS
BETTY JUAREZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-28-2023	33 YRS 00 MOS
ROSE MARIE JUPITER	AMBULATORY CARE NETWORK Dept.#HN	09-30-2023	25 YRS 08 MOS
LESLIE KELLEY	ALTERNATE PUBLIC DEFENDER Dept.#AD	09-30-2023	32 YRS 04½ MOS
OMID A. KHORRAM	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-31-2023	29 YRS 01½ MOS
SUSAN M. KING	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	38 YRS 00 MOS
DAVID C. KRAPP	PROBATION DEPARTMENT Dept.#PB	09-01-2023	25 YRS ½ MOS
LAURENE KWOK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	08-31-2023	47 YRS 01½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MIA H. LAM	INTERNAL SERVICES Dept.#IS	08-18-2023	10 YRS 09 MOS
RANDAL L. LATER	PUBLIC DEFENDER Dept.#PD	07-31-2023	06 YRS 08½ MOS
SUSAN LAVIS-LOPEZ	AMBULATORY CARE NETWORK Dept.#HN	08-31-2023	31 YRS 11½ MOS
ZEGERGIS LEBSEKAL	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-29-2023	25 YRS 01 MOS
JANET J. LEE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-30-2023	14 YRS 05 MOS
KINGSTON LEE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	08-31-2023	11 YRS 09 MOS
MARIA D. LEMAY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	08-31-2023	22 YRS 09 MOS
KIMBERLY P. LEVI	CHILD SUPPORT SERVICES Dept.#CD	10-28-2023	31 YRS 04½ MOS
PAULETTE LEWIS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	21 YRS 06 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOAN R. LEWIS-ARCIGA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	08-31-2023	17 YRS 03½ MOS
REBECCA LEWTHWAITE	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	10-27-2023	31 YRS 07 MOS
KENNY LIM	INTERNAL SERVICES Dept.#IS	07-29-2023	13 YRS 07 MOS
CYNTHIA M. LINAM	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	25 YRS 00 MOS
CARLA D. LITTLE	BOARD OF SUPERVISORS Dept.#BS	09-30-2023	30 YRS 00 MOS
NELLIE J. LIZARRAGA-ES	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	08-31-2023	12 YRS 09 MOS
PAM M. LLOYD	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-31-2023	27 YRS 07 MOS
ELLEN G. LOCSIN	AMBULATORY CARE NETWORK Dept.#HN	10-30-2023	18 YRS 03 MOS
PETER K. LOO	CHIEF EXECUTIVE OFFICE Dept.#AO	10-31-2023	17 YRS 03 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RICHARD LOPEZ	PUBLIC LIBRARY Dept.#PL	09-30-2023	31 YRS 10 MOS
TRINI LOPEZ	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	09-29-2023	32 YRS 02 MOS
IRMA LOPEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-28-2023	28 YRS 05 MOS
HUE K. LY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-31-2023	34 YRS 09 MOS
GWYNDOLYN C. MACEREN	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	10-31-2023	15 YRS 04 MOS
VICENTE MARTE	CORRECTIONAL HEALTH Dept.#HC	09-30-2023	12 YRS 00 MOS
HUGO E. MARTINEZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	07-31-2023	25 YRS 09½ MOS
MARY I. MARTYN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	08-30-2023	26 YRS 02 MOS
JONATHAN P. MC ISAAC	PROBATION DEPARTMENT Dept.#PB	08-31-2023	34 YRS 02½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CHARLES R. MCKAY	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-02-2023	23 YRS ½ MOS
DEBRA C. MENDOZA	PUBLIC HEALTH PROGRAM Dept.#PH	07-27-2023	32 YRS 06½ MOS
BELINDA D. MIXON	CHILDREN & FAMILY SERVICES Dept.#CH	09-30-2023	25 YRS 00 MOS
KUNIKO MIYAGI	MENTAL HEALTH Dept.#MH	10-31-2023	25 YRS ½ MOS
MARIE MORENO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-31-2023	45 YRS 08 MOS
LARRY D. MOSLEY	INTERNAL SERVICES Dept.#IS	08-09-2023	29 YRS 03½ MOS
ALEJANDRA MUNOZ	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	08-31-2023	17 YRS 00 MOS
LUCIA M. MUNOZ	PROBATION DEPARTMENT Dept.#PB	09-05-2023	12 YRS 10½ MOS
ANN-MARIE MURPHY	MENTAL HEALTH Dept.#MH	09-01-2023	14 YRS 04½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANTHONY J. MYLES	PARKS AND RECREATION Dept.#PK	09-30-2023	39 YRS 11 MOS
ESPERANZA P. NASTOS	CHILD SUPPORT SERVICES Dept.#CD	09-29-2023	37 YRS 05½ MOS
BERJUHI NAZARIAN	DISTRICT ATTORNEY Dept.#DA	09-30-2023	15 YRS 02 MOS
SALLY NG	MENTAL HEALTH Dept.#MH	08-31-2023	18 YRS 04 MOS
HUNG V. NGUYEN	INTERNAL SERVICES Dept.#IS	08-31-2023	09 YRS 04½ MOS
JOSEPH P. O'CONNELL	SHERIFF Dept.#SH	09-29-2023	31 YRS 02 MOS
JANICE E. OGLESBY	CHILDREN & FAMILY SERVICES Dept.#CH	10-28-2023	38 YRS 00 MOS
VIVIAN B. ORTIZ	CHILDREN & FAMILY SERVICES Dept.#CH	09-29-2023	49 YRS 05 MOS
ASUNCION OTERO	REG-RECORDER/COUNTY CLERK Dept.#RR	08-31-2023	37 YRS 01½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARIA PALOMINO	DISTRICT ATTORNEY Dept.#DA	09-30-2023	33 YRS 09 MOS
EVELYN V. PANGILINAN	PUBLIC WORKS Dept.#PW	10-31-2023	23 YRS 05½ MOS
ANTHONY D. PAPPALARDO	INTERNAL SERVICES Dept.#IS	08-31-2023	01 YRS 09½ MOS
JUNGYEE H. PARK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-28-2023	14 YRS 07½ MOS
BARBARA PARKER	PROBATION DEPARTMENT Dept.#PB	10-31-2023	36 YRS 08 MOS
DONNA M. PEALE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	08-31-2023	34 YRS 08½ MOS
BELINDA M. PEREZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-30-2023	25 YRS 10 MOS
MICHAEL D. PETERSON	LACERA Dept.#NL	09-29-2023	31 YRS 09 MOS
SHERRY NOREN F. PIERCE	PROBATION DEPARTMENT Dept.#PB	08-24-2023	15 YRS 05 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
FRANCISCO B. PLASCENCIA-B	AMBULATORY CARE NETWORK Dept.#HN	09-30-2023	21 YRS 00 MOS
ESTRELLIETA POLICARPIO	REG-RECORDER/COUNTY CLERK Dept.#RR	11-30-2023	21 YRS 00 MOS
OLIVIA M. PRADO	CHILD SUPPORT SERVICES Dept.#CD	10-28-2023	26 YRS 03 MOS
IRMA J. PRICE	INTERNAL SERVICES Dept.#IS	10-27-2023	36 YRS 11 MOS
LOUISE M. RAMIREZ	SHERIFF Dept.#SH	10-28-2023	37 YRS 00 MOS
MARTHA S. REYES	L A COUNTY FIRE DEPT Dept.#FR	10-31-2023	08 YRS 07 MOS
KAREN D. RICHARDSON	CHILDREN & FAMILY SERVICES Dept.#CH	10-31-2023	35 YRS 08½ MOS
MARK H. ROCKENMACHER	SHERIFF Dept.#SH	09-30-2023	44 YRS 04 MOS
SHAKEH SAHAKIAN	PUBLIC WORKS Dept.#PW	09-29-2023	23 YRS 02½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOSEPH SALCIDO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2023	31 YRS 01 MOS
DIANE SANCHEZ	PUBLIC HEALTH PROGRAM Dept.#PH	09-29-2023	37 YRS 01 MOS
YVETTE SANCHEZ	PROBATION DEPARTMENT Dept.#PB	10-28-2023	41 YRS 10 MOS
OLIVIA D. SANDOVAL	INTERNAL SERVICES Dept.#IS	09-29-2023	40 YRS 01 MOS
BERTHA A. SANTIAGO	CHILDREN & FAMILY SERVICES Dept.#CH	10-28-2023	33 YRS 02 MOS
AIDA D. SANTOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	22 YRS 09 MOS
CASSANDRA SEGURA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2023	33 YRS 00 MOS
TSIGEREDA SELASSIE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-29-2023	17 YRS 03½ MOS
BILLIE VIRGI SHABAZZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	08-03-2023	37 YRS 11½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GEORGE D. SILLMAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	18 YRS 09 MOS
WILLIE M. SMITH	PUBLIC LIBRARY Dept.#PL	08-31-2023	25 YRS 03 MOS
NITHA SOM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	24 YRS 05 MOS
LIAN H. SOO	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-31-2023	18 YRS 04½ MOS
SANDRA I. SORIANO ROBL	PUBLIC DEFENDER Dept.#PD	10-31-2023	44 YRS ½ MOS
MAYARI SOTO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-31-2023	06 YRS 01 MOS
HELEN J. STRAIT-BANKS	PROBATION DEPARTMENT Dept.#PB	09-30-2023	32 YRS 08 MOS
CAROLYN SUDDS	CHILD SUPPORT SERVICES Dept.#CD	09-30-2023	22 YRS 07 MOS
GEORGE L. SURI	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-28-2023	28 YRS 00 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CAROLE B. SUZUKI	COUNTY COUNSEL Dept.#CC	10-28-2023	21 YRS 06 MOS
KATIE SZETO	AUDITOR - CONTROLLER Dept.#AU	09-30-2023	35 YRS 10½ MOS
CHIN HUEY S. TANG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	17 YRS 06 MOS
MONA W. TEEBAY	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	09-29-2023	19 YRS 11 MOS
VICTOR THRASH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-01-2023	23 YRS 02½ MOS
JOYCE E. THURMAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-29-2023	32 YRS 08 MOS
RANDI D. TOLKSDORF	PROBATION DEPARTMENT Dept.#PB	09-01-2023	08 YRS 07 MOS
DEEDEE TRAN	PUBLIC HEALTH PROGRAM Dept.#PH	10-31-2023	24 YRS 02 MOS
CONCEPCION C. UY	PUBLIC HEALTH PROGRAM Dept.#PH	10-28-2023	26 YRS 05 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
USANEE VANIJJAKORNV	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	10-28-2023	36 YRS 02 MOS
MARIA ELENA M. VARGAS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-31-2023	10 YRS 00 MOS
JOSE VEGA	PARKS AND RECREATION Dept.#PK	09-30-2023	13 YRS 01 MOS
MERCEDES VERDIN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	36 YRS 10 MOS
MARIE J. VILLA-LOVOS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-28-2023	30 YRS 10 MOS
RODNEY J. WALKER	PROBATION DEPARTMENT Dept.#PB	08-31-2023	14 YRS 04½ MOS
DAVID K. WARREN	PROBATION DEPARTMENT Dept.#PB	07-31-2023	46 YRS 06½ MOS
ROBERT L. WILLIAMS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-28-2023	26 YRS 10 MOS
KEITH R. WILLIAMS	SHERIFF Dept.#SH	10-27-2023	33 YRS 00 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROGER J. WONG	PUBLIC HEALTH PROGRAM Dept.#PH	09-30-2023	33 YRS 03 MOS
VERONICA WYCOFF	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	46 YRS 00 MOS
ISAO B. YAMADA	MENTAL HEALTH Dept.#MH	10-15-2023	08 YRS 05½ MOS
MELISA L. YANG	SHERIFF Dept.#SH	09-30-2023	10 YRS 04 MOS
BARBARA K. YAU	MENTAL HEALTH Dept.#MH	09-30-2023	19 YRS 00 MOS
ZEWDITU YEWONDATER	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	31 YRS 07 MOS
KATHERINE K. YU	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	09-16-2023	32 YRS 02 MOS
LETICIA ZAPATA	PUBLIC HEALTH PROGRAM Dept.#PH	10-30-2023	16 YRS 00 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RHONDA E. HOYT  WIFE of CHESTER HOYT dec'd on 03-04-2023, Sect. #31781.3	MENTAL HEALTH Dept.#MH	03-05-2023	18 YRS 05½ MOS
MONIQUE T. HUYNH  SPOUSE of SINGAPORE HUYNH dec'd on 06-23-2023, Sect. #31781.1	PROBATION DEPARTMENT Dept.#PB	06-24-2023	17 YRS 08½ MOS
LISA JAMISON  WIFE of GLEN A JAMISON dec'd on 05-06-2023, Sect. #31781.1	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-07-2023	07 YRS 07½ MOS
DAWN RYAN  WIFE of JOHN RYAN dec'd on 06-23-2023, Sect. #31781.3	ASSESSOR Dept.#AS	06-24-2023	23 YRS 01 MOS
SANTOS NELSO TORRES HERRE  SON of BLANCA E TORRES dec'd on 09-24-2022, Sect. #31781.3	PUBLIC DEFENDER Dept.#PD	09-25-2022	18 YRS 04 MOS
WARREN K. WAN  HUSBAND of GRACE LAW dec'd on 02-13-2023, Sect. #31781.1	PUBLIC HEALTH PROGRAM Dept.#PH	02-14-2023	17 YRS 05½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RILEY A. WASHINGTON	CHILDREN & FAMILY SERVICES Dept.#CH	11-20-2021	28 YRS 02½ MOS
DAUGHTER of LAWANDA R BRASWELL dec'd on 11-19-2021, Sect. #31781.3			

**BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023**

**BENEFIT APPROVAL LIST**

**SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARQUETTE OLIVER	SHERIFF Dept.#SH	09-10-2023	17 YRS 10½ MOS
STEVE A. OOSTERHOF	SHERIFF Dept.#SH	09-28-2023	23 YRS ½ MOS
ANTHONY RAMIREZ	SHERIFF Dept.#SH	06-17-2023	06 YRS 02 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LANI H. AITKEN	CHILDREN & FAMILY SERVICES Dept.#CH	07-31-2023	06 YRS 04 MOS
MATTHEW S. ANDERSON	PUBLIC DEFENDER Dept.#PD	08-22-2023	02 YRS 00 MOS
MANUEL BANUELOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-13-2023	04 YRS 00 MOS
FRANKIE K. BOYD	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	08-31-2023	15 YRS 08½ MOS
CHRISTINE CANDELARIA	PUBLIC WORKS Dept.#PW	07-11-2023	44 YRS 01 MOS
KENNETH R. CARROLL	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-11-2023	18 YRS 03 MOS
BARBARA CHARLESTON	CHILD SUPPORT SERVICES Dept.#CD	07-12-2023	24 YRS 01 MOS
GEORGIANNE CIAVIRELLA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-01-2023	01 YRS 08 MOS
SEAN D. COEN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-07-2023	12 YRS 08½ MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RHONDA S. COWEN	PROBATION DEPARTMENT Dept.#PB	07-28-2023	12 YRS 09 MOS
BETH FARESTVEIT	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-27-2023	24 YRS 10 MOS
HIRUT FIKRE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-31-2023	08 YRS 09 MOS
LA RAE Y. FRERS	PROBATION DEPARTMENT Dept.#PB	09-18-2023	38 YRS 04 MOS
TIMOTHY L. GARNER	CHILDREN & FAMILY SERVICES Dept.#CH	07-20-2023	10 YRS 02½ MOS
PATRICIA A. GOLSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-01-2023	11 YRS 06 MOS
KIMBERLY J. HARDAWAY	SHERIFF Dept.#SH	08-31-2023	44 YRS 01 MOS
ROSALBA HERNANDEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-12-2023	23 YRS 02 MOS
ERMELINDA HERNANDEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-28-2023	05 YRS 10 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JENNIFER A. KEIR	SHERIFF Dept.#SH	08-26-2023	13 YRS 01 MOS
KEVIN J. LANE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	13 YRS 04 MOS
FRANCESCA M. LE RUE	CHILDREN & FAMILY SERVICES Dept.#CH	09-23-2023	27 YRS 03½ MOS
ANNA M. MADRID	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-26-2023	07 YRS 08 MOS
ANGELA R. MANGILIT	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	08-30-2023	11 YRS 06 MOS
DIANE MARQUEZ	CHILDREN & FAMILY SERVICES Dept.#CH	09-06-2023	15 YRS 06 MOS
CHRISANNA M. MINK	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	09-05-2023	10 YRS 02½ MOS
PASCHAL C. OZOEMENA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	08-03-2023	29 YRS 08½ MOS
ANNA M. PALIZA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-05-2023	08 YRS 01 MOS

# BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DIANA M. PARRA	SHERIFF Dept.#SH	08-23-2023	13 YRS 07 MOS
SHOREH ROSTAMI-TEHR	PUBLIC HEALTH PROGRAM Dept.#PH	08-24-2023	16 YRS 05 MOS
AMPARO P. VAZQUEZ	PUBLIC LIBRARY Dept.#PL	09-07-2023	05 YRS 10 MOS
EDMUND E. WILLIAMS	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	09-01-2023	05 YRS 08 MOS
STEPHENIE WINTER-SERME	SHERIFF Dept.#SH	07-30-2023	06 YRS 00 MOS

**BOARD OF RETIREMENT MEETING OF SEPTEMBER 6, 2023  
RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST  
APPROVED ON AUGUST 2, 2023**

**SAFETY MEMBER APPLICATIONS FOR SERVICE RETIREMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
JOEY B VENTIGAN	SHERIFF	CHANGE OF DATE TO September 29, 2023
MARCIA DE ANDA	SHERIFF	CHANGE OF DATE TO July 29, 2023
STEVE A OOSTERHOF	SHERIFF	CHANGE OF DATE TO September 28, 2023

**GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
CELIA R PENA	TREASURER AND TAX COLLECTOR	CHANGE OF DATE TO June 9, 2023
CYNTHIA A KAMIMURA	SHERIFF	CHANGE OF DATE TO September 9, 2023
DON M TAMURA	DISTRICT ATTORNEY	RESCISSION OF RETIREMENT
YAW WU	COASTAL CLUSTER- HARBOR/UCLA MC	CHANGE OF DATE TO August 4, 2023
GEORGE E WILLIAMS JR	PROBATION DEPARTMENT	RESCISSION OF RETIREMENT
TIMOTHY J VALLEZ	PROBATION DEPARTMENT	RESCISSION OF RETIREMENT
LIBBY BROWN	DISTRICT ATTORNEY	CHANGE OF DATE TO September 29, 2023
MARY SANCHEZ	SUPERIOR COURT/COUNTY CLERK	RESCISSION OF RETIREMENT
ARMINEH STEPHAN	AGING DEPARTMENT	RESCISSION OF RETIREMENT
FAYE L HERNDON	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO September 30, 2023

August 25, 2023

TO: Trustees – Board of Retirement

FROM: Elaine K. Salon *EKS*  
Interim Senior Staff Counsel

DATE: Board of Retirement Meeting of September 6, 2023

SUBJECT: **COMPENSATION EARNABLE AND PENSIONABLE COMPENSATION**

### **INTRODUCTION**

The Board of Retirement is charged with determining which items of compensation qualify as pensionable earnings includable in the member's retirement allowance. The County of Los Angeles and the Superior Court requested determination of several items of compensation. Based on our review, we have included recommendations regarding inclusion or exclusion within the definition of "final compensation" when calculating a member's benefit. Our analysis of these items is attached as Exhibit A.

### **COMPENSATION EARNABLE**

In January of 1998, the Board determined that, pursuant to the California Supreme Court's decision in Ventura County Deputy Sheriff's Association v. County of Ventura (1997) 16 Cal. 4<sup>th</sup> 483, certain items of remuneration must be included in the definition of "compensation earnable." The Board then adopted Resolution 98-001 identifying those items. Since that time, other Resolutions have been adopted when new items of compensation are determined to be included in or excluded from the definition of "compensation earnable." In making those determinations, the Board reviewed analysis of all items of compensation and adopted recommendations from the Legal Office regarding the definition of "compensation earnable."

Section 31461 defines "compensation earnable." It states:

- (a) "Compensation earnable" by a member means the average compensation as determined by the board, for the period under consideration upon the basis of

the average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate of pay. The computation for any absence shall be based on the compensation of the position held by the member at the beginning of the absence. Compensation, as defined in Section 31460, that has been deferred shall be deemed “compensation earnable” when earned, rather than when paid.

- (b) “Compensation earnable” does not include, in any case, the following:
- (1) Any compensation determined by the board to have been paid to enhance a member’s retirement benefit under that system. That compensation may include:
    - (A) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member, and which was converted to and received by the member in the form of a cash payment in the final average salary period.
    - (B) Any one-time or ad hoc payment made to a member, but not to all similarly situated members in the member’s grade or class.
    - (C) Any payment that is made solely due to the termination of the member’s employment, but is received by the member while employed, except those payments that do not exceed what is earned and payable in each 12-month period during the final average salary period regardless of when reported or paid.
  - (2) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, in an amount that exceeds that which may be earned and payable in each 12-month period during the final average salary period, regardless of when reported or paid.

- (3) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.
  - (4) Payments made at the termination of employment, except those payments that do not exceed what is earned and payable in each 12-month period during the final average salary period, regardless of when reported or paid.
- (c) The terms of subdivision (b) are intended to be consistent with and not in conflict with the holdings in *Salus v. San Diego County Employees Retirement Association* (2004) 117 Cal.App.4th 734 and *In re Retirement Cases* (2003) 110 Cal.App.4th 426.

### **PENSIONABLE COMPENSATION**

With the enactment of the California Public Employees' Pension Act of 2013 (PEPRA), new members are subject to the definition of "pensionable compensation" in Section 7522.34(a), which states:

"Pensionable compensation" of a new member of any public retirement system means the normal monthly rate of pay or base pay of a member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules.

This section provides that any compensation outside of base pay may not be included in final compensation when calculating a member's retirement allowance. However, "base pay" is not defined in the statute. The section goes on to specifically delineate which items of compensation should be excluded.

Subdivision (c) states:

"Pensionable compensation" does not include the following:

- (1) Any compensation determined by the board to have been paid to increase a member's retirement benefit under that system.

- (2) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member and which was converted to and received by the member in the form of a cash payment.
- (3) Any one-time or ad hoc payments made to a member.
- (4) Severance or any other payment that is granted or awarded to a member in connection with or in anticipation of a separation from employment, but is received by the member while employed.
- (5) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, regardless of when reported or paid.
- (6) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.
- (7) Any employer-provided allowance, reimbursement, or payment, including, but not limited to, one made for housing, vehicle, or uniforms.
- (8) Compensation for overtime work, other than as defined in Section 207(k) of Title 29 of the United States Code.
- (9) Employer contributions to deferred compensation or defined contribution.
- (10) Any bonus paid in addition to the compensation described in subdivision (a).
- (11) Any other form of compensation a public retirement board determines is inconsistent with the requirements of subdivision (a).
- (12) Any other form of compensation a public retirement board determines should not be pensionable compensation.

## ITEMS OF COMPENSATION\*

### 1. POST Bonus Management – Item 251M (New)

This pay item was created to provide a Management Bonus of 0.2500% to any person who possesses a POST Management Certificate or who meets the eligibility criteria. It is payable to employees in Bargaining Unit 612 (Lieutenants and Lieutenants, DA) and to employees within the Non-represented Safety Classes specified in County Code Section 6.10.105E.

This payment should be included for legacy members as it is available to persons in the same grade or class in Bargaining Unit 612 and non-represented employees specified in County Code Section 6.10.105E who meet the eligibility criteria and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is a form of compensation inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay and not paid to similarly situated members of the same group or class of employment.

**Recommendation:** Include under 31461  
Exclude under 7522.34

### 2. Malibu Office Assignment Bonus – Item 302 (New)

This pay item was created to provide an assignment bonus of four standard salary schedules to permanent, full-time employees within all classifications in Bargaining Units 411 (Building Trades and Skilled Craftsmen) and 412 (Supervisory Building and Construction Trades and Operating Engineers) who are assigned to the South Maintenance Area (Malibu Office) in the Department of Public Works.

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\* On August 8, 2023, the Los Angeles County Board of Supervisors adopted an ordinance amending the Level Percentage Conversion Table in County Code Section 6.26.040 of Title 6 – Salaries of the County Code. Based on this adoption, we anticipated bringing additional, newly created pay items to the Board for determination. However, we are verifying that this new table does not result in unintended consequences that would potentially harm members. Thus, there are four pay items that are affected by this issue and are being held pending resolution with the County. All other pay items presented within this memorandum are not affected by this issue.

This payment should be included for legacy members as it is available to persons in the same grade or class who meet the assignment criteria and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is compensation inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay.

**Recommendation:** Include under 31461  
Exclude under 7522.34

3. Dispatcher Bonus – Item 471 (New)

This pay item was created to provide a 2.0% bonus to Law Enforcement Technicians who are assigned to a patrol station or bureau whose primary function is to dispatch service calls. The bonus is contingent upon this function continuing to be assigned by the Sheriff to be performed by Law Enforcement Technicians.

This payment should be included for legacy members as it is available to persons in the same grade or class who meet the assignment criteria and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay.

**Recommendation:** Include under 31461  
Exclude under 7522.34

4. Field Response Retention Pay – Item 472 (New)

This pay item was created to provide an additional pay of 1.0% to employees in Bargaining Unit 614 (Criminalists/Forensic Identification Specialists) who have completed 15 years of field response duties and who meet eligibility criteria.

This pay item should be included for legacy members as it is available to persons in the same grade or class and at the same rate of pay. It should be excluded for

PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay.

**Recommendation:** Include under 31461  
Exclude under 7522.34

5. Pilot/Advanced Flight Instructor – Item 473 (New)

This pay item was created to provide an additional skill pay of 4.0% to Pilots in the Aero Bureau who meet the requirements of Advanced Certified Flight Instructors.

This pay item should be included for legacy members as it is available to persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay and not paid to similarly situated members of the same group or class of employment.

**Recommendation:** Include under 31461  
Exclude under 7522.34

6. Pilot/Basic Flight Instructor/Fixed-wing Pilot – Item 474 (New)

This pay item was created to provide an additional skill pay of 2.5% to Pilots in the Aero Bureau who meet the requirements of Rescue Pilots, Fixed-wing Pilots, and Basic Flight Instructors.

This pay item should be included for legacy members as it is available to persons in the same grade or class who meet the eligibility requirements and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of

Section 7522.34(a) as it is in addition to base pay and not paid to similarly situated members of the same group or class of employment.

**Recommendation:** Include under 31461  
Exclude under 7522.34

7. Weekend Bonus (Department of Health Services) – Item 515HS (New)

This pay item was created to provide a bonus premium of \$1.25 per hour to weekend-shift Department of Health (DHS) employees of Bargaining Units 111 (Clerical and Office Services) and 112 (Supervisory Clerical and Office Services).

This pay item should be included for legacy members as it is available to persons in the same grade or class who work weekend shifts in DHS and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay and does not appear on publicly available pay schedules.

**Recommendation:** Include under 31461  
Exclude under 7522.34

8. Handling Hazardous Chemicals – Item 549 (New)

This pay item was created to provide an additional bonus of \$100 per month to employees in Bargaining Unit 401 (Plant Operating Engineers) who are assigned by management to handle specific hazardous chemicals.

This pay item should be included for legacy members as it is available to persons in the same grade or class who meet the assignment criteria and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of

Section 7522.34(a) as it is in addition to base pay and does not appear on publicly available pay schedules.

**Recommendation:** Include under 31461  
Exclude under 7522.34

9. POST Bonus Intermediate – Item 654 (New)

This pay item was created to provide an additional bonus of \$150 per month to members of Bargaining Units 631 (Coroner Investigators) and 632 (Supervising Coroner Investigators) who possess any Intermediate POST certificate.

This pay item should be included for legacy members as it is available to persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay, is not paid to similarly situated members of the same group or class of employment, and does not appear on publicly available pay schedules.

**Recommendation:** Include under 31461  
Exclude under 7522.34

10. POST Bonus Advanced – Item 655 (New)

This pay item was created to provide an additional bonus of \$250 per month to members of Bargaining Units 631 (Coroner Investigators) and 632 (Supervising Coroner Investigators) who possess any Advanced POST Certificate.

This pay item should be included for legacy members as it is available to persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base

pay, is not paid to similarly situated members of the same group or class of employment, and does not appear on publicly available pay schedules.

**Recommendation:** Include under 31461  
Exclude under 7522.34

11. Integrated Correctional Health Services – Item TBD (New)

This pay item was created to provide a bonus of 5.5% to employees of the Department of Health Services (DHS) who are permanently assigned to any Los Angeles County Sheriff and Probation Detention Facility on a full-time basis. This bonus is payable to members of Bargaining Units 721 (Psychiatric Social Workers) and 724 (Supervisory Professional Social Workers).

This pay item should be included for legacy members as it is available to persons in the same grade or class who meet the eligibility criteria and at the same rate of pay. It should be excluded for PEPRA members as it is a bonus paid in addition to the normal rate of base pay and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay.

**Recommendation:** Include under 31461  
Exclude under 7522.34

12. Standby Critical Care – Item 531CC (New)

This pay item was created to provide an additional payment amount of \$5.00 per hour to eligible employees assigned to critical care standby while requiring them to remain available during off-duty times to immediately report to work if called in to provide critical medical care.

This pay item should be excluded for legacy members as it is paid for additional services rendered outside of normal working hours. It should be excluded for PEPRA members as it is paid for additional services rendered outside of normal working hours, is compensation for overtime work, and is inconsistent with the requirements

of Section 7522.34(a) as it is not paid to similarly situated members of the same group or class of employment and does not appear on publicly available pay schedules.

**Recommendation:** Exclude under 31461  
Exclude under 7522.34

13. Homeless Encampment Duties – Item 537 (New)

This pay item was created to provide an additional bonus of 3.0% to members of Bargaining Unit 431 who meet eligibility requirements and are assigned to perform Homeless Encampment Duties. This bonus is paid only to Crew Instructors within the Department of Parks and Recreation who obtain prior authorization from management.

This pay item should be excluded for legacy members as it is an ad hoc payment and is not available to all persons in the same grade or class. It should be excluded for PEPRA members as it is an ad hoc payment, is a bonus paid in addition to the normal rate of base pay, and is inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay and is not paid to similarly situated members of the same group or class of employment.

**Recommendation:** Exclude under 31461  
Exclude under 7522.34

14. Law School Student Loan Allowance – Item TBD (New)

This pay item was created to provide up to \$5000 to members of Bargaining Unit 864 (Legal Professional Unit) to pay outstanding law school student loans.

This pay item should be excluded for legacy members as it is an ad hoc payment and is not available to all persons in the same grade or class. It should be excluded for PEPRA members as it is an ad hoc payment, is a employer-provided allowance, reimbursement, or payment and is inconsistent with the requirements of Section

7522.34(a) as it is not paid to similarly situated members of the same group or class and it does not appear on publicly available pay schedules.

**Recommendation:** Exclude under 31461  
Exclude under 7522.34

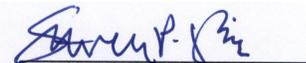
## **CONCLUSION**

Consistent with the foregoing, the attached Resolutions of the Board of Retirement specifying pay items as "Compensation Earnable" under Government Code Section 31461 and "Pensionable Compensation" under Government Code Section 7522.34 are submitted for approval by the Board.

## **IT IS THEREFORE RECOMMENDED THAT THE BOARD:**

1. Adopt the attached Resolutions, No. 2023-BR007, and No. 2023-BR008, specifying pay items as included and excluded from the definitions of "compensation earnable" and "pensionable compensation."
2. Instruct staff to coordinate with the Auditor-Controller to establish necessary reporting mechanism and procedures to permit LACERA to include or exclude these items when calculating final compensation.

Reviewed and Approved



Steven P. Rice  
Chief Counsel

EKS/et  
Attachments

Salon/BOR Memo/9.6.23

# Exhibit A

## Attachment: Newly Created Pay Codes reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
<b>Newly Created and INCLUDED under Section 31461 and EXCLUDED under 7522.34</b>					
251M	<b>POST BONUS MANAGEMENT</b>	<p>Effective July 1, 2023, any person who is employed in one of the following positions who possesses a POST Management Certificate or who meets all of the following conditions shall qualify for a Management Bonus:</p> <ul style="list-style-type: none"> <li>- Possess or is eligible to possess a POST Management Certificate;</li> <li>- Possesses a minimum of 2-years law enforcement experience as a permanent manager (lieutenant) or higher with the County of Los Angeles;</li> <li>- Successfully completed a POST certified Management Course; and</li> <li>- Completed a minimum of 60 semester units, an accredited degree (AA, BA, MA), or 1,200 POST certified training hours.</li> </ul> <p>The amount of the bonus shall be one standard salary level, or 0.2500%, for persons employed in the following positions:</p> <p><b><u>Bargaining Unit 612</u></b> 2719 – Lieutenant 2894 – Lieutenant, DA</p> <p><b><u>Nonrepresented Safety Classes (County Code Section 6.10.105E)</u></b> 2721 – Captain 2896 – Captain, DA 2723 – Commander 9980 – Detective (UC) 9968 – Division Chief, Sheriff (UC) 9970 – Undersheriff (UC) 9977 – Detective (UC) 9978 – Detective (UC) 9979 – Detective (UC)</p>	(a)	(c)(10) (c)(11)	<p>This bonus is available to all similarly situated members in the same grade or class in Bargaining Unit 612 and nonrepresented employees specified in County Code Section 6.10.105E who meet the eligibility criteria for receiving such payment. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This bonus is paid in addition to the normal rate of base pay and is excluded as pensionable compensation under Section 7522.34 (c)(10). It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
302	<b>MALIBU OFFICE ASSIGNMENT BONUS</b>	<p>This pay event is being created to provide an assignment bonus for the South Maintenance Area (Malibu Office) in the Department of Public Works.</p> <p><b>Eligibility Criteria:</b></p> <ul style="list-style-type: none"> <li>• Permanent full-time employees</li> <li>• All classifications in Bargaining Units 411 (Building Trades and Skilled Craftsmen) and 412 (Supervisory Building and Construction Trades and Operating Engineers) who are assigned to the South Maintenance Area (Malibu Office) in the Department of Public Works.</li> </ul> <p>The additional pay is 4 standard salary schedules (44 levels) effective October 1, 2023.</p>	(a)	(c)(10) (c)(11)	<p>This compensation is available to all similarly situated members in the same grade or class, provided they meet the assignment criteria. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This compensation is paid in addition to the normal rate of base pay and is excluded as pensionable compensation under Section 7522.34 (c)(10). It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
471	<b>DISPATCHER BONUS</b>	<p>Effective October 1, 2023, employees in the classification of Law Enforcement Technician (Item No. 2745) who are assigned to a patrol station or bureau whose primary function is to dispatch service calls shall receive a 2% bonus contingent upon this function continuing to be assigned by the Sheriff to be performed by LETs (Item No. 2745).</p>	(a)	(c)(10) (c)(11)	<p>This compensation is available to all similarly situated members in the same grade or class, provided they meet the assignment criteria. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This compensation is paid to Law Enforcement Technicians assigned to a patrol station or bureau whose primary job function is dispatching service calls. The payment is made in addition to the normal rate of base pay under Section 7522.34 (c)(10). It is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

## Attachment: Newly Created Pay Codes reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
<b>Newly Created and INCLUDED under Section 31461 and EXCLUDED under 7522.34</b>					
472	<b>FIELD RESPONSE RETENTION PAY</b>	<p>This pay event is being created to provide additional pay of 1%, effective October, 1, 2023, for employees in Bargaining Unit 614 (Criminalists/Forensic Identification Specialists) who have completed 15 years of field response duties and who meet the following criteria:</p> <p><b>Eligibility Requirements</b> Successful completion of field response training to independently process crime scenes.</p> <p><b>Eligible Classifications</b> 4331 - Criminalistics Laboratory Technician 4332 - Forensic Identification Specialist I 4333 - Criminalist 4334 - Forensic Identification Specialist II 4336 - Senior Criminalist</p>	(a)	(c)(10) (c)(11)	<p>This bonus is available to all similarly situated members in the same grade or class in Bargaining Unit 614 who meet the eligibility criteria for receiving such payment. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This bonus is paid in addition to the normal rate of base pay and is excluded as pensionable compensation under Section 7522.34 (c)(10). It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
473	<b>PILOT / ADVANCED FLIGHT INSTRUCTOR</b>	<p>This pay event is being created to provide additional skill pay of 4% for advanced certified flight instructors effective July 1, 2023.</p> <p>To qualify as an advanced certified flight instructor, a pilot must possess two years as a basic flight instructor at Aero Bureau, have type ratings for certain aircrafts, and fill the role as instructor pilot.</p>	(a)	(c)(10) (c)(11)	<p>This compensation is available to all similarly situated pilots in the Aero Bureau who meet the requirements of advanced certified flight instructor. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This bonus is paid in addition to the normal rate of base pay and is excluded as pensionable compensation under Section 7522.34 (c)(10). It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11), as the payment is not paid to all pilots in the Aero Bureau. The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
474	<b>PILOT / BASIC FLIGHT INSTRUCTOR / FIXED- WING PILOT</b>	<p>This pay event is being created to provide additional skill pay of 2.5% for rescue pilots, fixed wing pilots, and basic certified flight instructors effective July 1, 2023.</p> <p>Fixed wing and rescue pilots hold type ratings for certain aircrafts, have a pilot-in-command (PIC) or second-in-command (SIC) pilot type rating for the rescue helicopter, and fill normally scheduled rescue flights or surveillance missions on a recurrent basis. A basic flight instructor possesses certain FAA ratings, is signed off as and fills the role of Bureau instructor pilot, and instructs students on a light helicopter (AStar).</p>	(a)	(c)(10) (c)(11)	<p>This compensation is available to all similarly situated pilots in the Aero Bureau who meet the requirements of rescue pilot, fixed wing pilot, or basic certified flight instructor. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This bonus is paid in addition to the normal rate of base pay and is excluded as pensionable compensation under Section 7522.34 (c)(10). It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11), as the payment is not paid to all pilots in the Aero Bureau. The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
515HS	<b>WEEKEND BONUS - DHS</b>	<p>Effective October 1, 2022, weekend shift Department of Health Services (DHS) employees of Bargaining Units 111 (Clerical and Office Services) and 112 (Supervisory Clerical and Office Services) shall receive a premium of \$1.25 per hour. The weekend shift falls between 7:00 PM Friday through 7:00 AM Monday.</p>	(a)	(c)(10) (c)(11)	<p>This bonus is available to all similarly situated members in the same grade or class who work weekend shifts in DHS. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This bonus is paid in addition to the normal rate of base pay and is excluded as pensionable compensation under Section 7522.34 (c)(10). This payment does not appear on a Public Pay Schedule. It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

## Attachment: Newly Created Pay Codes reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
<b>Newly Created and INCLUDED under Section 31461 and EXCLUDED under 7522.34</b>					
549	<b>HANDLING HAZARDOUS CHEMICALS</b>	<p>This pay event is being created to provide additional pay for employees in Bargaining Unit 401 (Plant Operating Engineers) who handle hazardous chemicals.</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> <li>Permanent full-time employees</li> <li>Assigned by management to handle specific hazardous chemicals with a health classification of at least three (high toxicity) or higher (select disinfectants, biocides, corrosive inhibitors, and de-scalers).</li> </ul> <p>The additional pay is \$100 per month (or \$50 per pay period) effective October 1, 2023.</p>	(a)	(c)(10) (c)(11)	<p>This compensation is available to all similarly situated members in the same grade or class, provided they meet the assignment criteria. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This compensation is a bonus paid in addition to the normal rate of base pay under (c)(10). This payment does not appear on a Public Pay Schedule and is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
654	<b>POST BONUS INTERMEDIATE</b>	<p>This pay event is being created to provide additional pay for an Intermediate POST certificate. A new pay event is being created because the current pay event for POST Intermediate is a percentage pay code while this is a flat rate code.</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> <li>Members of Bargaining Units 631 and 632 (Coroner Investigators and Supervising Coroner Investigators) that possess any Intermediate POST certificate.</li> </ul> <p>The additional pay is \$150 per month (or \$75 per pay period) effective March 1, 2023, upon receipt of verification.</p> <p>An eligible employee may receive either the POST Intermediate <b>OR</b> POST Advanced Bonus, but not both.</p>	(a)	(c)(10) (c)(11)	<p>This payment is available to all similarly situated members in the same grade or class and at the same rate of pay. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This payment is a flat rate bonus in addition to the normal rate of base pay under Section 7522.34 (c)(10). The Intermediate POST certificate is not a minimum job requirement for similarly situated members of the same group or class and does not appear on a Public Pay Schedule. It is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
655	<b>POST BONUS ADVANCED</b>	<p>This pay event is being created to provide additional pay for an Advanced POST certificate. A new pay event is being created because the current pay event for POST Advanced is a percentage pay code while this is a flat rate code.</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> <li>Members of Bargaining Units 631 and 632 (Coroner Investigators and Supervising Coroner Investigators) that possess any Advanced POST certificate.</li> </ul> <p>The additional pay is \$250 per month (or \$125 per pay period) effective March 1, 2023, upon receipt of verification.</p> <p>An eligible employee may receive either the POST Intermediate <b>OR</b> POST Advanced Bonus, but not both.</p>	(a)	(c)(10) (c)(11)	<p>This payment is available to all similarly situated members in the same grade or class and at the same rate of pay. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This payment is a flat rate bonus in addition to the normal rate of base pay Section 7522.34 (c)(10). The Advanced POST certificate is not a minimum job requirement for similarly situated members of the same group or class and does not appear on a Public Pay Schedule. It is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
TBD	<b>INTEGRATED CORRECTIONAL HEALTH SERVICES (ICHS BONUS)</b>	<p>This bonus is being created for full-time permanent employees of the Department of Health Services (DHS) who are permanently assigned to any Los Angeles County Sheriff and Probation Detention Facility on a full-time basis. This additional compensation is 5.5% effective October 1, 2022. The bonus shall not apply to telework hours when telework is requested by the employee</p> <p><b>Eligible Classifications</b></p> <p><b>BU 721 (Psychiatric Social Workers)</b></p> <ul style="list-style-type: none"> <li>Psychiatric Social Worker I (Item 9034)</li> <li>Psychiatric Social Worker II (Item 9035)</li> <li>Mental Health Services Coordinator I (Item 8148)</li> <li>Mental Health Clinician I (Item 9029)</li> <li>Mental Health Clinician II (Item 9030)</li> </ul> <p><b>BU 724 (Supervisory Professional Social Workers)</b></p> <ul style="list-style-type: none"> <li>Clinical Social Work Supervisor I (Item 9014)</li> <li>Clinical Social Work Supervisor II (Item 9015)</li> <li>Mental Health Clinical Supervisor (Item 9038)</li> </ul>	(a)	(c)(10) (c)(11)	<p>This bonus is available to all similarly situated members in the same grade or class who are permanently assigned to DMH in any Probation Detention Facility. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This bonus is paid in addition to the normal rate of base pay and is excluded as pensionable compensation under Section 7522.34 (c)(10). It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

## Attachment: Newly Created Pay Codes reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
<b>Newly Created and EXCLUDED under Sections 31461 and 7522.34</b>					
531CC	<b>STANDBY CRITICAL CARE</b>	<p>This pay event is being created to specify a new Standby category and eligible employees. The additional pay is \$5.00 per hour effective October 1, 2023 when assigned to critical care standby. Critical care standby is defined as an assignment requiring one of the classifications below to remain available to immediately report back to work in the event they are called in to provide critical medical services.</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> <li>Permanent assignment to a DHS 24-hour facility (LAC+USC, Harbor UCLA, Rancho Los Amigos, Olive View Medical Center) and assigned to critical care standby.</li> </ul> <p>Eligible Classifications:</p> <ul style="list-style-type: none"> <li>Radiologic Technologist, Special Procedures (Item No. 5799)</li> <li>Diagnostic Ultrasound Technologist (Item No. 5794)</li> <li>Electroencephalography Technician I (Item No. 5560)</li> <li>Electroencephalography Technician II (Item No. 5561)</li> </ul>	(b)(3)	(c)(6) (c)(8) (c)(11)	<p>Standby service is performed during off-duty times during specified hours outside an employee's normal working hours.</p> <p>This compensation consists of payments made to a member for additional services rendered outside normal working hours under 31461 (b)(3). The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members.</p> <p>This compensation consists of payments made to a member for additional services rendered outside normal working hours under 7522.34 (c)(6). The form of compensation is considered overtime work, which is excluded under 7522.34 (c)(8). In addition, this payment is not paid to all similarly situated members of the same group or class and does not appear on a Public Pay Schedule. It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
537	<b>HOMELESS ENCAMPMENT DUTIES</b>	<p>This pay event is being created to provide a bonus for employees in Bargaining Unit 431 performing Homeless Encampment Duties.</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> <li>Permanent full-time employees in the Department of Parks and Recreation</li> <li>Leading a crew engaged in a Homeless Encampment project</li> <li>Management must provide authorization for the performance of Homeless Encampment Duties</li> <li>Employees must submit a formal written record of hours worked on the project for each applicable pay period</li> </ul> <p>Eligible Classification:</p> <ul style="list-style-type: none"> <li>Crew Instructor (Item No. 8595)</li> </ul> <p>The additional pay is a 3% bonus for hours worked actively on the project effective October 1, 2023.</p>	(b)(1)(B)	(c)(3) (c)(10) (c)(11)	<p>This compensation is paid only to Crew Instructors who get prior authorization by management, and for the hours worked actively on the project. This payment is considered ad hoc and is not available to all similarly situated members in the same grade or class under Section 31461 (b)(1)(B). The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members.</p> <p>This compensation is considered ad hoc under Section 7522.34 (c)(3) and is a bonus paid in addition to the normal rate of base pay under (c)(10). This form of payment is not available to all similarly situated members in the same grade or class and is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>
TBD	<b>LAW SCHOOL STUDENT LOAN ALLOWANCE</b>	<p>Eligible employees in Bargaining Unit 864 (Legal Professional Unit) may receive up to \$5,000 to pay outstanding law school student loans.</p> <p>Employees must submit proof of a current law school student loan balance and an attestation form during the following time periods:</p> <ul style="list-style-type: none"> <li>September 1, 2023 to September 30, 2023 (one-time payment up to \$2,500)</li> <li>March 1, 2024 to March 31, 2024 (one-time payment up to \$2,500).</li> </ul>	(b)(1)(B)	(c)(3) (c)(7) (c)(11)	<p>This payment is applicable only to bargaining unit members carrying a current law school student loan. It is a one-time or ad hoc payment made to a member, but not to all similarly situated members in the member's grade or class under subdivision (b)(1)(B). The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members.</p> <p>This payment constitutes a one-time or ad hoc payment made to a member under subdivision (c)(3). It is an employer-provided allowance, reimbursement, or payment under subdivision (c)(7). This payment is not part of the normal monthly rate of pay that is paid in cash to similarly situated members of the same group or class of employment rendered during normal working hours. The payment does not appear on a Public Pay Schedule. As such, it is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

**BEFORE THE BOARD OF RETIREMENT  
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION**

RESOLUTION OF THE BOARD OF  
RETIREMENT SPECIFYING ITEMS  
OF REMUNERATION AS  
“COMPENSATION EARNABLE”

RESOLUTION NO. 2023-BR007

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, on March 4, 1998, the Board of Retirement adopted Resolution No. 98-004 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, on August 4, 1999, the Board of Retirement adopted Resolution No. 99-001 specifying an additional item of remuneration qualifies as “compensation” and “compensation earnable” under Government Code Sections 31460 and 31461, respectively.

WHEREAS, the Court’s ruling in *Ventura County Deputy Sheriff’s Association v. County of Ventura* (1997) 16 Cal. 4<sup>th</sup> 483 became final on October 1, 1997, and requires LACERA to include in the calculation of retirement allowances various forms of remuneration not formerly included.

WHEREAS, on July 30, 2020, the California Supreme Court filed its decision entitled *Alameda County Deputy Sheriff’s Association v. Alameda County Employees Retirement*

*Association* (2020) 9 Cal.5th 1032 (“*Alameda*”). The *Alameda* decision concludes that all amendments to the definition of compensation earnable in Government Code Section 31461, enacted as a result of the PEPRA and related statutory changes to CERL, effective January 1, 2013 are constitutional. The *Alameda* court also determined that CERL retirement boards have no discretion to include items in compensation earnable that section 31461 requires them to exclude.

NOW THEREFORE, BE IT RESOLVED, AS FOLLOWS:

1. The items of remuneration set forth in Attachment 1 qualify as “compensation earnable” as defined in Government Code Section 31461, for purposes of calculating a member’s retirement allowance.
2. The items of remuneration set forth in Attachment 2 do not qualify as “compensation earnable” as defined in Government Code Section 31461, for purposes of calculating a member’s retirement allowance.

BOARD OF RETIREMENT,  
LOS ANGELES COUNTY EMPLOYEES  
RETIREMENT ASSOCIATION

\_\_\_\_\_  
Shawn R. Kehoe  
Chair, Board of Retirement

Approved as to Form:

ATTEST:

\_\_\_\_\_  
Steven P. Rice  
Chief Counsel

\_\_\_\_\_  
Alan J. Bernstein  
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.

<b><u>EARNINGS</u></b> <b><u>NO.</u></b>	<b><u>CODE ITEMS</u></b>
099	PATROL STATION RETENTION BONUS
232	AGRICULTURAL WEIGHTS & MEASURE (AWM) INSPECTOR ASSIGNMENT BONUS
249	AGRICULTURE INSPECTORS AID ROVER BONUS
251M	POST BONUS MANAGEMENT
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
301	PEDIATRIC FORENSIC NP
302	MALIBU OFFICE ASSIGNMENT BONUS
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 WATERCRAFT BONUS
- 365 BACHELOR’S 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
- 471 DISPATCHER BONUS
- 472 FIELD RESPONSE RETENTION PAY
- 473 PILOT/ADVANCED FLIGHT INSTRUCTOR
- 474 PILOT/BASIC FLIGHT INSTRUCTOR/FIXED-WING PILOT
- 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  
515HS WEEKEND BONUS (DEPARTMENT OF HEALTH SERVICES)  
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-19 APPRECIATION
- 547HS HERO PAY - DHS
- 548 LIFEGUARD PARAMEDIC – HOURLY
- 549 HANDLING HAZARDOUS CHEMICALS
- 550 INCENTIVE AWARDS FOR MEDI-CAL 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
- 568 ASSESSMENT APPEALS BOARD, SESSION 2
- 568A ASSESSMENT APPEALS BOARD, SESSION 3
- 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 ALLOWANCE/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 FIELD ASSIGNMENT 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 EMERGENCY ROOM PREMIUM PAY
- 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
- 654 POST BONUS INTERMEDIATE
- 655 POST BONUS ADVANCED

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
TBD	CIVIC CENTER STIPEN
TBD	RETENTION BONUS
TBD	RETENTION BONUS 25+ YEARS
TBD	FLOATER BONUS
TBD	SIGNING BONUS, ADMINISTRATIVE SUPPORT
TBD	JUDICIAL ASSISTANT BONUS
TBD	PARALEGAL BONUS
TBD	SIGNING BONUS
TBD	RETENTION BONUS
TBD	INTEGRATED CORRECTIONAL HEATH SERVICES

ITEMS OF COUNTY REMUNERATION WHICH DO NOT QUALIFY AS "COMPENSATION," AS DEFINED BY GOVERNMENT CODE SECTION 31460, AND/OR "COMPENSATION EARNABLE," AS DEFINED BY GOVERNMENT CODE SECTION 31461.

<b><u>EARNINGS</u></b> <b><u>NO.</u></b>	<b><u>CODE ITEMS</u></b>
036	ESP SEVERANCE
075	UNION HALL HIRING VACATION/HOLIDAY BENEFIT
076	FAMILY LEAVE
090	ENHANCED VOLUNTARY TIME OFF LESS THAN 60 DAYS
091	ENHANCED VOLUNTARY TIME OFF GREATER THAN 60DAYS
094	VACATION IN LIEU OF PAY
095	ENHANCED VOLUNTARY TIME OFF-SUPERIOR COURT
128	MILEAGE EARNINGS
129	PARKING
130	SHORT TERM DISABILITY – 60%
131	SHORT-TERM DISABILITY – 40%
140	SHORT TERM DISABILITY – 60% RDO
141	SHORT TERM DISABILITY – 40% RDO
151	INDUSTRIAL ACCIDENT – 100%
152	INDUSTRIAL ACCIDENT – 100% RDO
153	INDUSTRIAL ACCIDENT – 70%
154	INDUSTRIAL ACCIDENT – 70% RDO

158 LIMITED DUTY INDUSTRIAL ACCIDENT – 100%

159 LIMITED DUTY INDUSTRIAL ACCIDENTS – 70%

209P CRITICAL SHORTAGE PROBATION

388 PSYCHIATRY JAIL BONUS

407 NEW HIRE BONUS

500 RELOCATE NON-TAXABLE

502 RELOCATION ALLOWANCE

521 IRS PENALTY REIMBURSEMENT

524 ON-CALL FOR COURT APPEARANCE

526 ENVIRONMENTAL EMERGENCY RESPONSE TEAM

527 RELIEF DAM OPERATOR, ON CALL

530 EMS CLASS A LICENSE

531 STANDBY

531CC STANDBY CRITICAL CARE

531SP STANDBY AUTH FOR SHERIFF & PUBLIC WORKS DEPTS ONLYBU  
411/412

537 HOMELESS ENCAMPMENT DUTIES

542 EMERGENCY WORKPLACE DIFFERENTIAL

543 CALL BACK EXTRA COMPENSATION

547 COVID – 19 APPRECIATION PAYMENT

552 STANDBY – EMERGENCY ROLL OUT PROGRAM

559 MISCELLANEOUS LUMP SUM INCLUDED IN REG. OT  
560 RECRUITMENT INCENTIVE PROGRAM  
561 HOURS PAID BUT NOT WORKED, CALL-BACK  
562 MENTAL HEALTH ALERT & PSYCH MOB RESP TEAMSTANDBY  
563 RELIEF DAM OPERATIONS STAND-BY  
564 TUITION REIMBURSEMENT  
566 QUALIFIED FOR HAZARDOUS MATERIALS OVERTIME CALC.  
569 PHYSICIANS LOAN REPAYMENT PROGRAM  
570 HOME CARE PROGRAM STANDBY  
574 STANDBY – INS WITNESS PROGRAM  
590 CONT EDUCATION/EQUIPMENT ALLOWANCE/TRAINING BONUS  
591 LICENSE REIMBURSEMENT  
650 PRESIDING JUDGE 4% BONUS  
651 MEAL REIMBURSEMENT – RESIDENTS  
652 MEAL REIMBURSEMENT – PLANT ENGINEERS  
690 CELLULAR PHONE STIPEND – VOICEMAIL  
691 CELLULAR PHONE STIPEND – DATA ONLY  
692 CELLULAR PHONE STIPEND – VOICE AND DATA  
699W FLEXIBLE WORK TIME EARNED  
701 PAID OVERTIME  
702 DOUBLE OVERTIME

703 FLSA COMP TIME EARNED-ACCRUE FLSA PREMIUM  
705 COMPENSATORY TIME EARNED  
707 FY93 COMPENSATORY TIME EARNED  
708 FY93 FLSA COMP TIME EARNED – ACCRUE FLSA PREMIUM  
709 FY93 FLSA COMP TIME EARNED OVRD – ACCRUE FLSA  
PREMIUM  
710 DISASTER RELATED PAID OVERTIME  
711 DISASTER COMP TIME EARNED (ACCRUED)  
712 CONTRACT RELATED PAID OVERTIME  
713 ER PHYSICIAN OVERTIME – DAY RATE  
714 ER PHYSICIAN OVERTIME – WKDY EVE/WKND HOL DAY  
715 ER PHYSICIAN OVERTIME – WKDY NITE/WKND HOL EVENITE  
716 GUARANTEED PREMIUM  
717 PAID OVERTIME – GUARANTEED ACCRUED FLSA PREMIUM  
718 FLSA COMP TIME EARNED – GUARANTEED ACCRUED FLSA  
PREMIUM  
719 FLSA COMP TIME EARNED – GUARANTEED PAID PREMIUM  
720 SPECIAL EVENTS OVERTIME  
731 PREMIUM OVERTIME – SYSTEM  
732 PREMIUM DOUBLE OVERTIME  
732D PREMIUM DOUBLE OVERTIME - MANUAL  
733 PREMIUM OVERTIME – MANUAL

735 FY93 ACCRUED FLSA PREMIUM OVERTIME (SYSTEM)  
736 FY93 ACCRUED FLSA PREMIUM OVERTIME (MANUAL)  
746 CALL BACK ACTUAL  
747 CALL BACK GUARANTEED  
761 STRAIGHT TIME AND ONE-HALF  
775 SECONDARY OVERTIME  
776 ALTERNATE OVERTIME  
777 SECONDARY ASSIGNMENT OVERTIME  
778 OVERTIME – FIRE DEPT. 56 HOUR  
779 SECONDARY OVERTIME – FIRE DEPT. 56 HOUR  
780 WORKDOWN OVERTIME – FIRE DEPT.  
781 OVERTIME – FIRE DEPT. 40 HOUR  
782 PLATOON/40/HOUR/DISPATCHER SCHED PREMIUM –SYSTEM  
783 DISPATCHER BRIEFING TIME  
784 40 HOUR CAMP-GUARANTEED PREMIUM  
791 ORDERED OVERTIME  
792 UNCOMPENSATED BRIEFING TIME  
793 COMPENSATED BRIEFING TIME – SYSTEM  
794 COMPENSATED BRIEFING TIME – MANUAL  
795 FY93 ORDERED FLSA COMP TIME EARN – ACCR FLSA PREMIUM  
796 ORDERED FLSA COMP TIME EARN-ACCR FLSA PREMIUM

- 799 FLEX REG HOURS BETWEEN 181 AND 192 FOR 40HR FIRE FIGHTERS
- 901 COMPENSATORY TIME BUYBACK
- 902 PROTECTED COMPENSATORY TIME BUYBACK
- 904 ELECTIVE-LEAVE BUYBACK
- 905 FLSA COMP TIME BUYBACK – PREMIUM
- 906 FLSA COMP TIME BUYBACK – STRAIGHT
- 907 FY93 COMPENSATORY TIME BUYBACK
- 908 FY93 FLSA COMP TIME BUYBACK – PREMIUM
- 909 FY93 FLSA COMP TIME BUYBACK – STRAIGHT
- 916 VACATION IN LIEU OF PAY – BUYBACK
- 917 DISASTER COMP TIME BUYBACK
- 918 FY93-56 HOUR COMP TIME BUYBACK – FIRE DEPT.
- 919 ACCRUED PREMIUM BUYBACK – SYSTEM
- 920 FY93 FLSA COMP TIME BUYBACK – PREMIUM (MANUAL)
- 951 ESP VACATION PAYOUT
- 952 FINAL PAY LEAVE PAYOUT (SICK, HOLIDAY, OT)
- 953 ESP LEAVE PAYOUT
- 954 VACATION PAYOUT
- 955 VACATION IN LIEU OF PAY – PAYOUT
- 957 56-HOUR LEAVE PAYOUT

958 56-HOUR TC VACATION

961 ESP DEFERRED VACATION PAYOUT

962 DEFERRED LEAVE PAYOUT

963 ESP DEFERRED LEAVE PAYOUT

964 DEFERRED VACATION PAYOUT

967 56-HOUR DEFERRED LEAVE PAYOUT

968 56-HOUR DEFERRED VACATION PAYOUT

970 FLSA PREMIUM COMPENSATORY TIME – PAYOUT

971 FY93 COMP TIME PAYOUT (EXCLUDING PREMIUMS)

OP005 PENSIONABLE STANDBY PAY

OP100 CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – HORIZONS PLAN

OP101 CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – HORIZONS PLAN

OP102 CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – SAVINGS PLAN

OP103 CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – SAVINGS PLAN

OP104 PENSION SAVINGS PLAN, BACK AWARD

OP105 PENSION SAVINGS PLAN ERRORS AND OMISSIONS

PA099 ROUNDING ADJUSTMENT

PE803 EXCESS STRAIGHT – FLSA COMP TIME TAKEN

PE804 EXCESS PREMIUM – FLSA COMP TIME TAKEN

PE806 EXCESS STRAIGHT – FY93 FLSA COMP TIME TAKEN  
PE807 EXCESS PREMIUM – FY93 FLSA COMP TIME TAKEN  
PE813 CAPE – EXCESS STRAIGHT – FY93 FLSA COMP TIME TAKEN  
PE814 CAPE - EXCESS PREMIUM – FY93 FLSA COMP TIME TAKEN  
PFA36 FLEX EARNINGS ADVANCE  
PK094 VACATION IN LIEU OF PAY  
PK096 SUPERIOR COURT VACATION IN LIEU OF PAY  
PK801 COMPENSATORY TIME TAKEN  
PK802 PROTECTED COMPENSATORY TIME TAKEN  
PK803 FLSA COMP TIME TAKEN – STRAIGHT  
PK804 FLSA COMP TIME TAKEN – PREMIUM  
PK805 FY93 COMPENSATORY TIME TAKEN  
PK806 FY93 FLSA COMP TIME TAKEN – STRAIGHT  
PK807 FY93 FLSA COMP TIME TAKEN – PREMIUM  
PK808 DISASTER COMP TIME TAKEN  
PK810 CALL BACK ACCRUE – STRAIGHT TAKEN  
PK811 CALL BACK GUARANTEED CTO – BUY BACK  
PK812 DFR 1 YR - NON-FLSA COMPENSATORY STRT TIME –USAGE  
PK813 CAPE-FY93 FLSA COMP TIME TAKEN – STRAIGHT  
PK814 CAPE-FY93 FLSA COMP TIME TAKEN – PREMIUM  
PK815 DFR 1 YR – FLSA COMPENSATORY STRT TIME – USAGE

PK816 DFR 2 YRS – FLSA COMPENSATORY STRT TIME – USAGE  
PK818 DFR 1 YR – FLSA PREMIUM OVERTIME USAGE  
PK819 DFR 2 YR – FLSA PREMIUM OVERTIME USAGE  
PK821 DFR 1 YR – CALL BACK - STRAIGHT USAGE  
PKN03 SUPERIOR COURT NON-PENSIONABLE NON-ELECTIVE LEAVE  
BUY BACK  
PKN21 SUPERIOR COURT NON-PENSIONABLE VACATION LEAVE BUY  
BACK  
PO002 ELECTIVE LEAVE TERM PAY OFFSET  
PO699 FLEXIBLE WORK SCHEDULE  
PO703 STRAIGHT PAY OFFSET – FLSA COMP TIME EARNED – ACCRUE  
PO705 STRAIGHT PAY OFFSET – COMPENSATORY TIME EARNED  
PO711 STRAIGHT PAY OFFSET – DISASTER COMP TIME EARNEDACC  
PO796 STRAIGHT PAY OFFSET – ORDERD FLSA COMP TM EARN –ACCR  
PP005 STANDBY PAY - PENSIONABLE  
PT002 ELECTIVE LEAVE  
PT003 NON-ELECTIVE LEAVE  
PT006 DONATED SICK 100% LEAVE – USAGE  
PT008 SICK LEAVE EARNED AT MTA/ATTORNEY  
PT011 SICK – 100%  
PT012 HOLIDAY  
PT021 VACATION

PT030 SPECIAL PAID LEAVE  
PT031 APPRAISERS LEAVE  
PT032 INTERN/RESIDENT LEAVE  
PT046 JUDICIAL ASSISTANT SPECIAL PAID LEAVE  
PT081 BANK HOLIDAY  
PT082 BANK VACATION  
PT094 VACATION IN LIEU OF PAY  
PT096 SUPERIOR COURT VACATION IN LIEU OF PAY  
PT099 REGULAR EARNINGS – MID PAY PERIOD TERMINATION  
PT113 SICK PRE-71  
PT699 FLEXIBLE WORK TIME EARNED  
PT801 COMPENSATORY TIME TAKEN  
PT802 PROTECTED COMPENSATORY TIME TAKEN  
PT803 FLSA COMP TIME TAKEN – STRAIGHT  
PT804 FLSA COMP TIME TAKEN – PREMIUM  
PT805 FY93 COMPENSATORY TIME TAKEN  
PT806 FY93 FLSA COMP TIME TAKEN – STRAIGHT  
PT807 FY93 FLSA COMP TIME TAKEN – PREMIUM  
PT808 DISASTER COMP TIME TAKEN  
PT810 CALL BACK ACCRUE - STRAIGHT TAKEN  
PT811 CALL BACK GUARANTEED CTO – TERMINATION

PT812	DFR 1 YR – NON-FLSA COMPENSATORY STRT TIME – USAGE
PT813	CAPE – FY93 FLSA COMP TIME TAKEN – STRAIGHT
PT814	CAPE – FY93 FLSA COMP TIME TAKEN – PREMIUM
PT815	DFR 1 YR – FLSA COMPENSATORY STRT TIME – USAGE
PT816	DFR 2 YRS – FLSA COMPENSATORY STRT TIME – USAGE
PT817	YTD – FLSA PREMIUM OVERTIME USAGE
PT818	DFR 1 YR – FLSA PREMIUM OVERTIME USAGE
PT819	DFR 2 YR – FLSA PREMIUM OVERTIME USAGE
PT820	YTD – CALL BACK – STRAIGHT USAGE
PT821	DFR 1 YR – CALL BACK – STRAIGHT USAGE
PTNHT	HOLD CURRENT ACCRL – NON-ELECTIVE LEAVE – TERMINATION USAGE
PTVAT	SUPERIOR COURT, RESERVE VACATION – TERMINATION USAGE
PTVPT	SUPERIOR COURT, PRIOR YR RSRV VACATION – TERMINATION USAGE
RP005	PENSIONABLE STANDBY PAY – OFFSET
NONE	MEGAFLEX INDUSTRIAL ACCIDENT
NONE	COUNTY CAR (IMPUTED INC)
NONE	IMPUTED INCOME (DOMESTIC PARTNER)
NONE	IMPUTED INC (LIFE INSURANCE)
NONE	SECTION 170 OVERTIME
NONE	EARNED SALARY ADVANCE

NONE	VACATION PAY ADVANCE
NONE	56 HOUR OVERTIME
NONE	ADJUSTMENT NON-TAX
NONE	RETRO PAY
NONE	EARNED INCOME CREDIT
NONE	UNDERPAYMENT ADVANCE
NONE	O/S SICK PAY
NONE	RETRO ADVANCE
NONE	T/A MILEAGE
NONE	ADVANCED DISABILITY RETIREMENT
NONE	STD REFUND
NONE	LTD REFUND
NONE	LTDH REFUND
NONE	SIB REFUND
NONE	56 VILOP PAY
NONE	VOLUNTARY DEFERRED PAY
NONE	RETRO FLEX BASE
NONE	NR DEFERRED PAY
NONE	F.MF DEFERRED PAY
NONE	DEF LUMP SUM
NONE	DEFERRED PAY

NONE	VOLUNTARY SEPARATION PLAN
NONE	STOP PAYMENT
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – PREMIUM
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – COMPENSATORY TIME EARNED
TBD	ANTELOPE VALLEY STIPEND
TBD	SIGNING BONUS
TBD	EQUIPMENT ALLOWANCE NEW HIRE
TBD	STUDENT LOAN REPAYMENT
TBD	FINDER'S FEE
TBD	NATIONAL BOARD CERTIFICATION
TBD	LAW SCHOOL STUDENT LOAN ALLOWANCE

**BEFORE THE BOARD OF RETIREMENT  
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION**

RESOLUTION OF THE BOARD OF  
RETIREMENT SPECIFYING ITEMS OF  
REMUNERATION AS "PENSIONABLE  
COMPENSATION"

RESOLUTION NO. 2023-BR008

WHEREAS, Government Code Section 7522.34 governs the determination of pensionable compensation for those members who became active members for the first time on or after January 1, 2013, who are subject to the California Public Employees' Pension Reform Act of 2013; and

WHEREAS, LACERA calculates retirement allowances based on a member's final compensation; and

WHEREAS, LACERA is required to include in the calculation of "final compensation," a member's base pay and certain other items of compensation, if such compensation qualifies as "pensionable compensation" under Government Code Section 7522.34; and

WHEREAS, Government Code Section 7522.34 defines "pensionable compensation" as: ". . .the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules"; and

WHEREAS, the Board has analyzed each current pay item and determined whether or not those items should be included in "pensionable compensation"; and

WHEREAS, the Board may find it necessary from time to time to amend its determinations based on changes made by employers, the Legislature, or the Courts;

NOW THEREFORE, BE IT RESOLVED, AS FOLLOWS:

1. For purposes of calculating a member's retirement allowance, earnings on or after January 1, 2013, for members subject to Government Code Section 7522.32, as set forth in Attachment No. 1 do not qualify as "pensionable compensation" as defined in Section 7522.34.

BOARD OF RETIREMENT,  
LOS ANGELES COUNTY EMPLOYEES  
RETIREMENT ASSOCIATION

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Shawn R. Kehoe  
Chair, Board of Retirement

Approved as to Form

ATTEST:

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Steven P. Rice  
Chief Counsel

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Alan J. Bernstein  
Vice Chair, Board of Retirement

ITEMS OF REMUNERATION EARNED ON OR AFTER JANUARY 1, 2013, FOR MEMBERS SUBJECT TO GOVERNMENT CODE SECTION 7522.32, WHICH DO NOT QUALIFY AS "PENSIONABLE COMPENSATION" AS DEFINED IN SECTION 7522.34.

<b><u>EARNINGS</u></b> <b><u>NO.</u></b>	<b><u>CODE ITEMS</u></b>
200	76-INCH MOWER BONUS
201	ACTING DEPARTMENT HEAD
202	ACTING MEDICAL DIRECTOR
203	ADDITIONAL RESPONSIBILITIES
204	AMERICAN MEDICAL ASSOCIATION BOARD CERT 8.25%
205	AMERICAN MEDICAL ASSOCIATION BOARD CERT 5.50%
209	MANPOWER SHORTAGE RANGE
209P	CRITICAL SHORTAGE PROBATION
210	MEDICAL DIRECTOR'S BONUS - 2.75
211	MEDICAL DIRECTOR'S BONUS - 5.50%
212	MEDICAL DIRECTOR'S BONUS - 8.25%
214	OUT OF CLASS BONUS
215	POST BONUS - ADVANCE/EXECUTIVE
217	POST BONUS – INTERMEDIATE
219	SUPERIOR SUBORDINATE PAY
220	WATCHMAN – CUSTODIAN
221	WELFARE RECIPIENT SUPERVISOR

- 222 OUT OF CLASS BONUS SCHEDULE/LEVEL/PERCENT
- 223 TEMPORARY CLERICAL & OFFICE SERVICES EMPLOYEES
- 224 PBP NON-BASE MERIT SALARY ADJUSTMENT
- 225 EXECUTIVE SECRETARY ADDED SALARY SCHEDULES
- 227 PBP TO SCHEDULE SALARY ADJUSTMENT
- 228 ADDITIONAL RESPONSIBILITIES – REPRESENTED
- 229 TEMPORARY SPECIAL MAP ACHIEVEMENT – FLAT
- 230 TEMPORARY SPECIAL MAP ACHIEVEMENT – PERCENT
- 231 TEMPORARY ASSIGNMENT MAP EMPLOYEE – FLAT
- 240 AGRICULTURAL INSPECTOR BONUS
- 243 CAREER DEVELOPMENT INTERN BONUS
- 248 REGIONAL PLANNING AICP CERTIFICATION BONUS
- 249 AGRICULTURE INSPECTORS AID ROVER BONUS
- 250 ACCOUNTING CERTIFICATE
- 251M POST BONUS MANAGEMENT
- 252 6TH AND 7TH STEP FINANCIAL SPECIALIST
- 254 FORENSIC ATTENDANT FIELD TRAINING BONUS
- 256 ANIMAL CONTROL MGR-BOARD LIAISON BONUS
- 257 HALF STEP-01
- 258 HALF STEP-02
- 263 AUDITOR-CONTROLLER MERIT - ONE SCHEDULE

- 264 AUDITOR-CONTROLLER MERIT - TWO SCHEDULES
- 265 AUDITOR-CONTROLLER MERIT - THREE SCHEDULES
- 266 AUDITOR-CONTROLLER MERIT - FOUR SCHEDULES
- 267 AUDITOR-CONTROLLER MERIT - FIVE SCHEDULES
- 268 AUDITOR-CONTROLLER MERIT - SIX SCHEDULES
- 270 BOARD OF SUPERVISOR SPECIAL ASSIGNMENT
- 271 ASSESSMENT APPEALS BOARD ASSIGNMENT
- 272 HEAD BOARD SPECIALIST ADDITIONAL STEPS
- 273 MAPP TIER II STEP 13
- 274 MAPP TIER II STEP 14
- 275 MAPP TIER II STEP 15
- 276 MAPP TIER II STEP 16
- 277 MAPP TIER II STEP 17
- 278 MAPP TIER II STEP 18
- 281 MAPP TO SCHEDULE FLAT AMOUNT
- 282 MAPP TO SCHEDULE PERCENTAGE
- 283 PERM PHYSICIAN TRANSITION RATE – PERCENT
- 285 COURT CLERK - GREATER SKILLS
- 291 INTERGOVERNMENTAL RELATIONS
- 293 LEGISLATIVE REPRESENTATIVE-CAO
- 295 MANAGEMENT TRAINEE

- 300 CURATOR BONUS
- 302 MALIBU OFFICE ASSIGNMENT BONUS
- 310 LEGISLATIVE ADVOCATE – COUNTY COUNSEL
- 320 ACCOUNTING CERTIFICATE – DA
- 321 DISTRICT ATTORNEY – OUT OF CLASS BONUS
- 322 RECLASSIFIED INVESTIGATOR
- 323 ANTELOPE VALLEY ASSIGN. 30 MILES FROM RESIDENCE
- 332 JOURNEY EMPLOYEES BONUS
- 334 CUSTODY ASSISTANT DRILL INSTRUCTOR/CUSTODY TRAINING  
AND STANDARDS BUREAU
- 335 CUSTODY ASSISTANT TRAINING OFFICER BONUS
- 336 PUBLIC RESPONSE DISPATCHER BONUS
- 338 ELEVATOR ADJUSTOR
- 340 A OR B MOTOR VEHICLE LICENSE BONUS
- 342 HAZARDOUS MATERIALS CALARP
- 343 HAZARDOUS MATERIALS APSA
- 344 FIRE PREVENTION ENGINEERING ASSISTANT
- 347 WELLNESS/FITNESS FOR LIFE BONUS – 1%
- 348 WELLNESS/FITNESS FOR LIFE BONUS – 2%
- 349 WELLNESS/FITNESS FOR LIFE BONUS
- 356 FIRE SAFETY PERSONNEL BONUS

- 357 HELICOPTER INSPECTION LICENSE
- 358 TEMPORARY PROMOTION BONUS
- 361 TEMPORARY PROMOTION BONUS - NON-SCHEDULE
- 365 BACHELOR DEGREE BONUS
- 366 ADVANCED EDUCATIONAL DEGREE BONUS
- 367 MEDICAL STAFF CREDENTIALING ASSIGNMENTBONUS
- 368 RN ASSIGNED TO SHERIFFS DEPT
- 369 RN ADVANCED EDUCATIONAL DEGREE BONUS
- 370 CLINIC NURSE - STAND BY
- 371 CLINICAL INSTRUCTOR – GENERAL
- 372 CLINICAL INSTRUCTOR - LAC+USC MEDICAL CENTER
- 373 EMERG MEDICINE - BOARD CERTIFICATION
- 374 EMERG MEDICINE - BOARD CERT
- 375 EMERG MEDICINE - BOARD CERTIFICATION 8.25%
- 376 HIGH DESERT HOSPITAL - PHYSICIAN BONUS
- 377 JOURNEY EMPLOYEES BONUS
- 379 SUPERVISING NURSE – ICU
- 380 SUPVG RAD TECHN - DIAGNOSTIC ULTRASOUND
- 381 DENTAL PROFESSIONALS BOARD CERTIFICATION BONUS
- 383 VETERINARY MEDICINE- BOARD CERTIFICATION
- 384 HIGH DESERT HEALTH ASSIGNMENT BONUS

- 385 PSYCHIATRY SPECIALTY BONUS
- 386 PHYSICIAN SPECIALTY BONUS
- 387 PHARMACIST SPECIALTY ASSIGNMENTS
- 388 SHERIFF DETENTION FACILITY ASSIGNMENT BONUS
- 389 MENTAL HEALTH PSYCHIATRIST BOARD CERTIFICATION – MORE THAN ONE SPECIALTY
- 391 COUNTY LIBRARY DIFFICULT TO RECRUIT ASSIGNMENT BONUS
- 392 LIBRARIAN BONUS
- 393 OBSTETRICS/LABOR & DELIVERY ASSIGNMENT
- 394 MEDICAL HUB CLINIC ASSIGNMENT
- 395 PHYSICIAN SPECIALTY BONUS - 5.75%
- 396 PHYSICIAN ADDITIONAL COMPENSATION
- 397 PHYSICIAN FORENSIC PATHOLOGY BONUS
- 398 HOSPITAL ADMINISTRATOR - ADDITIONAL COMPENSATION
- 400 DEPUTY COURT ADMINISTRATOR - OPINION/ADVISOR
- 401 DEPUTY MARSHALL - LEVEL I BONUS
- 402 DEPUTY MARSHALL - LEVEL II BONUS
- 403 DEPUTY MARSHALL TRAINEE
- 404 ELECTRONIC RECORDING EQUIPMENT
- 405 MARSHALL SUPERVISING BONUS
- 406 DEPUTY MARSHAL SPECIAL TRAINING - 6TH STEP

- 407 NEW HIRE BONUS
- 408 DEPUTY CLERK III OUT OF CLASS BONUS
- 409 STENOGRAPHIC SKILLS
- 410 SUPERVISING DEPUTY CLERK
- 411 ADVISOR – COURT ADMINISTRATOR AND JUDGES
- 412 NIGHT SHIFT AND WEEKEND BONUS
- 413 DEPUTY CLERK IV – GREATER SKILLS
- 414 RECORDING EQUIPMENT – DEPUTY CLERK IV M.C.
- 415 SHERIFF DEPARTMENT ASSIGNMENT TO AERO BUREAU  
AVIONICS SHOP
- 416 SHERIFF DEPARTMENT WATER SYSTEM BONUS – CHIEF  
OPERATOR
- 417 SHERIFF DEPARTMENT WATER SYSTEM BONUS – SHIFT  
OPERATOR
- 418 ISD BONUS ASSIGNMENT – ENERGY MANAGEMENT SYSTEM  
SECTION (SEAS)
- 424 ABDMI REGISTRY CERTIFICATION BONUS
- 425 ABDMI BOARD CERTIFICATION BONUS
- 430 ASST. DIRECTOR – PUBLIC SOCIAL SERVICES
- 432 DEPUTY DISTRICT DIRECTOR TRAINEE
- 439 CUSTODY TRAINING OFFICER
- 441 CATALINA ISLAND LIVING – SHERIFF
- 445 SPECIAL ENFORCEMENT DETAIL/CANINE SERVICES DETAIL  
(TACTICAL DUTY)

450 SHERIFF OUT OF CLASS BONUS  
453 SERGEANT-AT-ARMS BOARD OF SUPERVISOR  
456 TRAINING OFFICER/INVESTIGATOR/K-9 BONUS  
458 ACTING CAPACITY BONUS  
461 SHERIFF BUSINESS MACHINE TECHNICIAN  
464 STATE OF CALIF STRUCTURAL ENGINEER LICENSE BONUS  
465 REHABILITATION INSPECTOR-PUBLIC WORKS  
468 LICENSED LAND SURVEYOR BONUS  
469 LICENSED REGISTERED TRAFFIC ENGINEER BONUS  
470 BUSINESS LICENSE LIAISON  
471 DISPATCH BONUS  
472 FIELD RESPONSE RETENTION PAY  
473 PILOT/ADVANCED FLIGHT INSTRUCTOR  
474 PILOT/BASIC FLIGHT INSTRUCTOR/FIXED-WING PILOT  
475 CERTIFICATION BONUS – LACERA  
480 SUPERIOR COURT CLERK BONUS  
481 COURT REPORTERS REALTIME CERTIFICATION  
482 JUDICIAL ASSISTANT BONUS  
483 REALTIME WRITING BONUS  
484 GEOTECHNICAL LICENSE BONUS  
485 SUP CRT EXEC OFFICER ADDITIONAL COMPENSATION

- 486 PLANS EXAMINER CERTIFICATION REGISTRATION – LICENSE BONUS
- 488 BUILDING ENGINEERING INSPECTOR BONUS
- 493 SENIOR PROBATION DIRECTOR-CENTRAL JUVENILE HALL
- 494 SENIOR PROB DIR-LOS PADRINOS/SAN FERNANDO JUV HALL
- 495 PROBATION DIRECTOR-ADMIN RESP./FOOTHILL JUV AREA
- 498 PROBATION DIRECTOR-CHALLENGER YOUTH CENTER
- 501 BOARD OF RETIREMENT CASE REVIEW
- 503 UNIFORM ALLOWANCE
- 504 NIGHT SHIFT DIFFERENTIAL
- 505 CORONER'S INQUEST REPORTER
- 506 ALLOWANCE IN LIEU OF VEHICLE USE
- 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
- 513 MOU LUMP SUM BONUS
- 514 BACKHOE OPERATOR
- 515 WEEKEND BONUS

515HS	WEEKEND BONUS (DHS)
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 & PRODUCTIVITY IMPROVE INCNTV FOR MNGR
526	ENVIRONMENTAL EMERGENCY RESPONSE TEAM
528	WEBCOM PRESS OPERATOR
529	POWER EQUIPMENT OPERATOR, FIRE SUPPRESSION
530	EMS CLASS A LICENSE
531	STANDBY
531CC	STANDBY CRITICAL CARE
532	ADDITIONAL RESPONSIBILITIES AND EXCEPTIONAL PERFORMANCE
533	POWER SWEEPER OPERATOR IN EMERGENCY CONDITIONS
534	POWER PLANT RELIEF ENGINEER
535	CLINIC PHYSICIAN FIRST HOUR
536	CONSULTING SPEC, MD & MNTL HEALTH CONSLT, 1 <sup>st</sup> & 5 <sup>th</sup>

- 537 HOMELESS ENCAMPMENT DUTIES
- 538 RN ASSIGNED AS ACTING OR RELIEF CHARGE NURSE
- 539 RN WEEKEND DIFFERENTIAL
- 540 RELIEF NURSE HOLIDAY DIFFERENTIAL
- 541 RELIEF NURSE WEEKEND DIFFERENTIAL
- 542 EMERGENCY WORKPLACE DIFFERENTIAL
- 544 APPRAISERS LAUNDRY AND DRY-CLEANING ALLOWANCE
- 545 HEAVY DUTY TOW TRUCK DRIVER
- 546 SLURRY SEAL TRUCK\_DRIVER
- 547 COVID-19 APPRECIATION
- 547HS HERO PAY – DHS
- 548 LIFEGUARD PARAMEDIC – RELIEF
- 549 HANDLING HAZARDOUS CHEMICALS
- 550 INCENTIVE AWARDS FOR MEDI-CAL REIMBRMNTS/ HEALTH SR
- 551 GROUP INCENTIVE AWARD, TREASURER TAX COLLECTOR
- 552 STANDBY - EMERGENCY ROLL OUT PROGRAM
- 553 PIONEER EXCAVTN, TUNNEL OPERATNS, FIRE SUPP, SNOW
- 554 PIONEER EXCAVTN, TUNNEL OPERATNS, FIRE SUPP, SNOW
- 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
- 560 PHYSICIAN RECRUITMENT PROGRAM
- 565 PARAMEDIC RECERTIFICATION BONUS
- 565A PARAMEDIC RECERTIFICATION BONUS – ELIGIBILITY INDICATOR
- 567 DEPUTY SHERIFF RESERVE ANNUAL COMPENSATION
- 568 ASSESSMENT APPEALS BOARD, SESSION 2
- 568A ASSESSMENT APPEALS BOARD, SESSION 3
- 569 PHYSICIAN LOAN PAYMENT PROGRAM
- 570 HOME CARE PROGRAM STANDBY
- 571 CHILDREN'S SOCIAL WORKERS LICENSURE SUPERVISION
- 572 MOU LUMP SUM BONUS
- 574 STANDBY – INS WITNESS PROGRAM
- 575 WASTEWATER PLANT RELIEF BONUS
- 576 SOLO DAILY EARNINGS
- 577 INTERPRETER HALF DAY BONUS - SUP CT
- 578 ER ATTENDING PHYSICIAN - DAY RATE
- 579 ER ATTENDING PHY/-WKDY EVE/WKND HOLIDAY
- 580 ER ATTENDING PHY/-WKDY NITE/WKND HOLIDAY EVE NITE
- 581 SWIM PROFICIENCY BONUS
- 582 INTERPRETER REGULAR MULTIPLE LANGUAGE SAME DAY
- 583 INTERPRETER-HOURLY/DAILY MULT LANG SAME DAY

- 584 PHYSICIAN STIPENDS
- 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 ALLOWANCE/TRAINING BONUS
- 591 LICENSE REIMBURSEMENT
- 600 REGISTERED NURSE MOBILE INTENSIVE CARE CERTIFICATION,  
SUB-ITEM D
- 602 SUPERVISING TRANSPORTATION DEPT PERFORMING  
DISPATCHER DUTIES
- 603 AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATE
- 604 REGISTERED NURSE MOBILE INTENSIVE CARE CERTIFICATION
- 605 CUSTODIAN FLOOR WAXING BONUS
- 606 FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTY
- 606A FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTY –  
ELIGIBILITY INDICATOR
- 607 SUPERVISING DEPUTY PROBATION OFFICER (SPDO) ASSIGNED  
ACTING DIRECTOR IN A CAMP
- 608 BILINGUAL BONUS
- 609 REGISTERED NURSE 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 SPECIALIST
- 620 SAN GABRIEL DAM OPERATOR
- 621 NURSE RETENTION INCENTIVE
- 622 ADVANCED APPRAISER CERTIFICATION
- 624 BILINGUAL ADDITIONAL BONUS, CHILDREN'S SOCIAL WORK
- 625 AGRICULTURE INSPECTORS ASSIGNED TO STANDARDIZATION
- 627 DETENTION & TRANSPORTATION EXTRA SUPERVISION BONUS
- 628 BILINGUAL BONUS FOR OTHER THAN MONTHLY
- 628A BILINGUAL BONUS FOR OTHER THAN MONTHLY-ELIGIBILITY INDICATOR
- 629 MORTUARY ATTENDANT AT LAC+USCMC
- 630 FIELD ASSIGNMENT BONUS
- 631 BILINGUAL BONUS-SUB D

- 632 MENTAL HEALTH WORKERS ASSIGND SHERIFF DETENTN FACL
- 633 RN ASSIGNED TO EMERGENCY ROOM SUB D
- 634 SUPERVISING DETENTION SERVICES OFFICER OF THE DAY
- 635 TRANSPORTATION DEPUTY BUS DRIVER, PROBATION
- 636 INCIDENTAL EXPENSE ALLOWANCE
- 637 PROFESSIONAL DEVELOPMENT EXPENSES
- 638 PROBATION TELECOM EQUIPMENT BONUS
- 640 CHILDRENS 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 EMERGENCY ROOM PREMIUM PAY/PAT FIN SVCS WKR/PAT RES  
WKR
- 646 EMERGENCY ROLL OUT PROGRAM & SHIFT BONUS
- 647 BILINGUAL ADDITIONAL BONUS, PSYCH SOCIAL WORK
- 648 DEFIBRILLATION AIRWAY BONUS
- 649 MAMMOGRAPHY BONUS
- 654 POST BONUS INTERMEDIATE
- 655 POST BONUS ADVANCED
- 690 CELLULAR PHONE STIPEND – VOICEMAIL
- 691 CELLULAR PHONE STIPEND - DATA ONLY

692 CELLULAR PHONE STIPEND - VOICE AND DATA  
694 CIVIC CENTER COMMUTER ALLOWANCE  
695 DEPARTMENT HEAD TRANSPORTATION ALLOWANCE  
696 DEPARTMENT HEAD TRAFFIC MITIGATION ALLOWANCE  
700 PENSIONABLE OVERTIME  
702 DOUBLE OVERTIME  
730 PREMIUM OVERTIME - SYSTEM PENSIONABLE  
732 PREMIUM DOUBLE OVERTIME  
732D PREMIUM DOUBLE OVERTIME - MANUAL  
PF004 MEGAFLEX PENSIONABLE CONTRIBUTION  
PF007 FLEX PENSIONABLE CONTRIBUTION  
PF010 CHOICES PENSIONABLE CONTRIBUTION  
PF013 OPTIONS PENSIONABLE CONTRIBUTION  
PK003 NON-ELECTIVE LEAVE  
PK011 SICK - 100%  
PK012 HOLIDAY  
PK021 VACATION  
PK030 SPECIAL PAID LEAVE  
PK031 APPRAISERS LEAVE  
PK032 INTERN/RESIDENT LEAVE  
PK113 SICK PRE-71

PKN03	SUPERIOR COURT NON-PENSIONABLE NON-ELECTIVE LEAVE BUY BACK
PKN21	SUPERIOR COURT NON-PENSIONABLE VACATION LEAVE BUY BACK
PKP11	SICK LEAVE BUY BACK 100%
PKP21	VACATION BUY BACK
PP046	EMPLOYEE SUGGESTION
NONE	REGISTERED NURSE ASSIGNED TO CRITICAL CARE UNITS
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – PREMIUM
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – COMPENSATORY TIME EARNED
NONE	POST, SUPERVISORY BONUS
OP100	CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – HORIZONS PLAN
OP101	CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – HORIZONS PLAN
OP102	CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – SAVINGS PLAN
OP103	CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – SAVINGS PLAN
OP104	PENSION SAVINGS PLAN, BACK AWARD
OP105	PENSION SAVINGS PLAN ERRORS AND OMISSIONS
TBD	ANTELOPE VALLEY STIPEND
TBD	RETENTION BONUS
TBD	RETENTION BONUS 25+YEARS

TBD FLOATER BONUS

TBD SIGNING BONUS, ADMINISTRATIVE SUPPORT

TBD FINDER'S FEE

TBD SIGNING BONUS

TBD EQUIPMENT ALLOWANCE NEW HIRE

TBD STUDENT LOAN REPAYMENT

TBD CIVIC CENTER STIPEND

TBD JUDICIAL ASSISTANT BONUS

TBD PARALEGAL BONUS

TBD SIGNING BONUS

TBD RETENTION BONUS

TBD PEDIATRIC FORENSIC NP

TBD NATIONAL BOARD CERTIFICATION

TBD LAW SCHOOL STUDENT LOAN ALLOWANCE

TBD INTEGRATED CORRECTIONAL HEALTH SERVICES



August 23, 2023

TO: Each Trustee  
Board of Retirement

FROM: Ricki Contreras, Division Manager  
Disability Retirement Services

SUBJECT: **APPEAL(S) FOR THE BOARD OF RETIREMENT'S MEETING  
OF SEPTEMBER 6, 2023**

**IT IS RECOMMENDED** that the Board of Retirement grant the appeal and request for administrative hearing received from the following applicant, and direct the Disability Retirement Services Manager to refer this case to a referee:

5330B	Susana Velazquez	In Pro Per	Deny SCD – Employer Can Accommodate
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RC:kw



August 24, 2023

TO: Each Trustee,  
Board of Retirement

FROM: Ted Granger   
Interim Chief Financial Officer

FOR: September 6, 2023 Board of Retirement Meeting

SUBJECT: **2024 STAR COLA PROGRAM COST**

## RECOMMENDATION

- (1) That the Board of Retirement make public at its meeting on September 6, 2023, the cost of the ad-hoc and permanent STAR COLA Program in 2024 at an 80% benefit level. The projected cost for the ad-hoc STAR COLA award is \$277,000, while the cost for awarding a permanent STAR COLA is \$2,913,000 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 2024, 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 1, 2024 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 eligible group of 356 retirees and survivors<sup>1</sup>, 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 decreased below 80% of its original purchasing power over time due to actual inflation exceeding the statutory COLA.

The Board of Retirement may adopt STAR Program benefits on an ad-hoc or permanent basis to become effective January 1, 2024. Members participating in PEPRA Plans General G and Safety C, and Legacy Plan A are not currently eligible for STAR COLA

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<sup>1</sup> Estimated number of members impacted based on the June 30, 2022 Valuation and valuation assumptions. Actual number of members receiving the STAR COLA award will be determined at the time the award is made on January 1, 2024.

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. The STAR Reserve is not included in valuation assets by the actuary and maintains sufficient balances to fund the 2024 STAR Program benefits. These potential cost increases represent less than 0.01% of the Future Annual Costs as defined in California Government Code Section 7507.

The Board of Retirement most recently awarded a STAR COLA for Program Year 2023 and made that award on a permanent basis. Before STAR COLA Program Year 2023, the Board of Retirement last awarded the STAR COLA for Program Year 2009. Between Program Year 2009 and 2022, COLA Accumulation accounts increased in some years but had not exceeded the 20% threshold amount, so STAR COLA benefits were not available for retirees during that period.

In February 2023, the Board of Retirement approved the annual statutory 2023 COLA (April 1<sup>st</sup> COLA). Subsequently, staff reviewed the COLA Accumulation account balances and determined that for Program Year 2024, there is STAR Program award eligibility for qualifying retirees.

#### *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. This memo, prepared by LACERA staff, is meant to provide an overview of the STAR COLA Program history and a recommendation for Board of Retirement action.

#### **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 at 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 2024 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 PEPRAs C and G; and up to 2.0% for certain Plan E retirees and survivors<sup>2</sup>. 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. Attachment III illustrates how additions and deductions are made to the COLA Accumulation balances.

### *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 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.

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<sup>2</sup> 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.

### *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 earnings<sup>3</sup>. 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 approach 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 22.9% COLA Accumulation balance means that the member has 77.1% of the purchasing power compared to when the member retired (e.g.,  $100.0\% - 22.9\% = 77.1\%$ ). 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.,  $77.1\% + 2.9\% = 80.0\%$ ).

### *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.

Minimal increases in the CPI percentage for STAR Program Years 2010 through 2022 caused COLA Accumulation accounts to remain below the 20% threshold for providing STAR Program benefits. As such, no STAR COLA benefits were provided from 2010 through 2022. 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 Years 2023 and 2024.

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<sup>3</sup> 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.

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 granted and funded STAR Program awards as they became available.

<b>STAR COLA Awards</b>				
<b>Program Year</b>	<b>Eligibility for STAR</b>	<b>BOR Award</b>	<b>Permanent</b>	<b>Maximum Level</b>
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	Yes	Yes	80%
2024	Yes	TBD	TBD	80%

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

### *Program Year 2024*

The 2022 CPI increase exceeded the maximum allowable COLA, causing some retiree COLA Accumulation account balances to exceed 20% after the April 2023 statutory COLA award. This results in a potential STAR COLA for STAR Program Year 2024. Attachment II identifies the Accumulation balances for 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 as their COLA Accumulation account balances do not exceed 20%.

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 2024 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 2024 calendar year. Ad-hoc benefits are awarded on a calendar year basis. Staff will prepare memo and the Board of Retirement must approve these benefits annually 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 2024 STAR Program for those contributory plan members whose purchasing power has fallen below 80% due to inflation. While this protects those retirees and survivors who have already lost 20% of their purchasing power, it also ensures that the STAR benefit is part of the member's retirement allowance and is payable for life. The permanent STAR Program benefit becomes part of the base allowance upon which future annual statutory COLA increases are calculated. Permanent benefits do not require Board of Retirement approval in subsequent years.

### *2024 STAR COLA Program Cost Analysis*

LACERA's consulting actuary, Milliman, provided their letter dated August 22, 2023, 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. Attachments to Milliman's letter include costs for the 2024 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 2024 as calculated by Milliman using both the ad-hoc and the permanent benefit approaches.

#### **STAR COLA Program Cost**

	<b>2024 Annual Cost</b>	<b>Lifetime Cost</b>
<b>Ad-hoc Benefit:</b> STAR Program at 80%	\$277,000	
<b>Permanent Benefit:</b> STAR Program at 80%		\$2,913,000

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 members. The permanent STAR Program is more valuable to the affected members than the ad-hoc STAR Program since the permanent approach provides 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 2024 STAR COLA Program.

All current 356 retirees and survivors eligible to participate in the 2024 STAR Program will have their 2024 STAR Program benefit added to their base allowance and their COLA Accumulation balance 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, 2006 through 2009, and 2023 were permanently added to the participant's base allowance and the respective COLA Accumulations were set to 20%.

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 2024 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 2024 Program*

The STAR Program's funding is 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 Reserve and the STAR Reserve, respectively. Under this agreement the STAR Program received significant funding and has a balance of approximately \$611.5 million for the fiscal period ended June 30, 2023. The STAR Program Reserve balance is sufficient to fund the \$2.9 million needed to make permanent the 2024 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 \$608.6 million in the STAR Reserve.

If the Board approves an ad-hoc STAR Program award at a cost of \$0.277 million, the STAR Reserve balance is sufficient to fund this benefit for 2024.

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 \$611.5 million as of June 30, 2023. LACERA's pension fund net position in 1990 was \$9.4 billion and is \$74.6 billion as of June 30, 2023. 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**

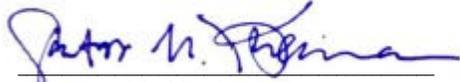
The recent CPI increases have caused some COLA Accumulation accounts to exceed the 20% threshold. These members have experienced a decline in purchasing power of their monthly retirement allowance which permits the Board of Retirement to authorize a STAR COLA award beginning January 1, 2024 for eligible retirees. 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 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 6, 2023 the cost of the ad-hoc and permanent STAR COLA Program in 2024 at an 80% benefit level. The projected cost for the ad-hoc STAR COLA Program is \$277,000, while the cost for the 2024 permanent STAR COLA Program is \$2,913,000 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 2024, and if awarded, determine that the STAR COLA benefits will be ad-hoc or permanent.

#### Attachments

- I. Milliman's STAR COLA 2024 letter dated August 22, 2023
- II. STAR COLA Accumulation Chart as of January 1, 2024
- III. COLA Accumulation Account Calculation Illustration

**REVIEWED AND APPROVED:**



Santos H. Kreimann  
Chief Executive Officer

08/24/2023

Date

SK:TG  
2024 STAR COLA.BOR Memo\_8.24.23\_final.doc

c: Board of Investments, LACERA

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August 22, 2023

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

**Re: STAR COLA for 2024**

Dear Trustees of the Board:

As requested, we have valued the Supplemental Target Adjustment for Retirees (STAR) COLA program as of January 1, 2024. As of April 2023, 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 2024, upon Board of Retirement (Board) approval.

The values shown in the following table assume that the Board approves the STAR COLA for 2024 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, 2024)	2024 Payment / Transfer from STAR Reserve
Ad Hoc Increase Payment	\$ 277,000
Permanent Increase Transfer	\$ 2,913,000

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 2021 to December 2022, the increase in CPI was 4.9%. 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 2023. The following table shows the groups of STAR COLA eligible retirees that have an Accumulation Account balance greater than 20% after application of the 2022 CPI increase and payment of the 2023 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	2024 STAR COLA
On or before March 31, 1991	22.9%	2.9%

As an example of how the STAR COLA works, consider a General Plan D member who retired in March of 1991. As of April 2022 this member had an Accumulation Account of 20.5%. This member received a STAR COLA of 0.5% in January of 2023 which reduced their Accumulation Account to 20.0% (because the 2023 STAR COLA was adopted as a permanent addition by the Board of Retirement). In addition, they received the statutory 2.0% COLA in April of 2023. Since the statutory COLA given was less than the CPI of 4.9%, the difference of 2.9% is added to their Accumulation Account, resulting in a new value of 22.9% as of April 2023. 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 2024. Accordingly, if a STAR COLA is adopted effective January 1, 2024, this member will receive a STAR COLA increase equal to 2.9% of their current retirement allowance.

The member's Accumulation Account will remain at 22.9% 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 2024 permanent STAR COLA increase is \$2,913,000. Therefore, under the permanent increase scenario, this amount would be transferred from the STAR Reserve to the Employer Reserve. After adoption of the 2023 STAR COLA as a permanent increase, to members' retirement allowances, the STAR Reserve is approximately \$611.5 million; therefore, the current STAR Reserve has a sufficient balance to facilitate this transfer.

The ad-hoc 2024 STAR COLA increase is estimated to cost \$277,000. If this option is approved, we anticipate this amount will be paid from the STAR Reserve.

Since the STAR Reserve is not included in the Valuation Assets, the adoption of the 2024 STAR COLA will not cause a change in either the employer contribution rate or the funded ratio, provided that the specified amount is transferred from the STAR Reserve to the Employer Reserve, consistent with whether the Board of Retirement adopts the ad-hoc or permanent STAR COLA approach.

### **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 2023 and all future years, and
- 4.9% annual increase in the CPI in 2023, followed by annual CPI increases of 2.75%. This scenario reflects that actual inflation has materially exceeded the assumption in the first half of 2023. The 4.9% 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 2023 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 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 ad hoc increases, 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, 2023 and any 2024 STAR COLA increases are assumed to be effective as of January 1, 2024. 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, 2022 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, 2022 actuarial valuation and in the Risk Assessment report based on the June 30, 2022 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 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.

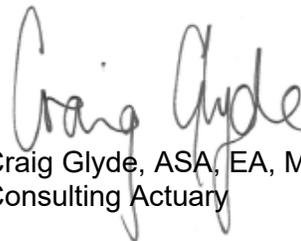
On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the 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

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

Craig Glyde, ASA, EA, MAAA  
Consulting Actuary

NC/CG/va

Attachments

cc: Ted Granger  
Claro Lanting  
Ervin Wu

**LACERA**  
**10-year projection of STAR COLA Benefits**  
**STAR COLA approved each year**  
**to restore benefit to 80% of original value**  
 (Actual 2023 CPI increase is 2.75%)

Calendar Year	CPI	Count of Eligible Retirees & Survivors	Ad-hoc Increase	Permanent Increase Transfers
2023	2.75%			
2024	2.75%	356	\$ 277,000	\$ 2,913,000
2025	2.75%	340	346,000	756,000
2026	2.75%	409	421,000	823,000
2027	2.75%	2,093	754,000	3,549,000
2028	2.75%	2,005	1,287,000	5,630,000
2029	2.75%	1,916	1,806,000	5,505,000
2030	2.75%	2,453	2,479,000	6,979,000
2031	2.75%	2,339	3,157,000	7,045,000
2032	2.75%	3,057	3,960,000	8,194,000
2033	2.75%	2,903	4,857,000	9,059,000

1. Estimate based on June 30, 2022 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**

(Actual 2023 CPI increase is 4.90%)

Calendar Year	CPI	Count of Eligible Retirees & Survivors	Ad-hoc Increase	Permanent Increase Transfers
2023	4.90%			
2024	2.75%	356	\$ 277,000	\$ 2,913,000
2025	2.75%	2,273	1,262,000	10,386,000
2026	2.75%	2,184	1,809,000	5,891,000
2027	2.75%	2,801	2,496,000	7,263,000
2028	2.75%	2,686	3,223,000	7,648,000
2029	2.75%	3,514	4,051,000	8,600,000
2030	2.75%	3,361	5,031,000	10,006,000
2031	2.75%	3,209	5,971,000	9,716,000
2032	2.75%	3,602	6,907,000	9,756,000
2033	2.75%	3,423	7,945,000	10,728,000

1. Estimate based on June 30, 2022 valuation

2. Actual results will vary

**STAR COLA Accumulation Chart**  
**Percentages as of January 1, 2024**

Retirement Date			General Plans B, C, D and Safety Plan B		
			COLA % Accumulation April 1, 2023	STAR Benefit Adjustment 2024	COLA % Accumulation January 1, 2024
Before 4/1/77			-	-	-
4/1/1977	-	3/31/1978	22.9	(2.9)	20.0
4/1/1978	-	3/31/1979	22.9	(2.9)	20.0
4/1/1979	-	3/31/1980	22.9	(2.9)	20.0
4/1/1980	-	3/31/1981	22.9	(2.9)	20.0
4/1/1981	-	3/31/1982	22.9	(2.9)	20.0
4/1/1982	-	3/31/1983	22.9	(2.9)	20.0
4/1/1983	-	3/31/1984	22.9	(2.9)	20.0
4/1/1984	-	3/31/1985	22.9	(2.9)	20.0
4/1/1985	-	3/31/1986	22.9	(2.9)	20.0
4/1/1986	-	3/31/1987	22.9	(2.9)	20.0
4/1/1987	-	3/31/1988	22.9	(2.9)	20.0
4/1/1988	-	3/31/1989	22.9	(2.9)	20.0
4/1/1989	-	3/31/1990	22.9	(2.9)	20.0
4/1/1990	-	3/31/1991	22.9	(2.9)	20.0
4/1/1991	-	3/31/1992	18.8	*	18.8
4/1/1992	-	3/31/1993	18.2	*	18.2
4/1/1993	-	3/31/1994	18.2	*	18.2
4/1/1994	-	3/31/1995	18.2	*	18.2
4/1/1995	-	3/31/1996	18.2	*	18.2
4/1/1996	-	3/31/1997	18.2	*	18.2
4/1/1997	-	3/31/1998	18.2	*	18.2
4/1/1998	-	3/31/1999	18.2	*	18.2
4/1/1999	-	3/31/2000	18.2	*	18.2
4/1/2000	-	3/31/2001	17.9	*	17.9
4/1/2001	-	3/31/2002	16.2	*	16.2
4/1/2002	-	3/31/2003	16.1	*	16.1
4/1/2003	-	3/31/2004	14.4	*	14.4
4/1/2004	-	3/31/2005	14.4	*	14.4
4/1/2005	-	3/31/2006	12.0	*	12.0
4/1/2006	-	3/31/2007	10.8	*	10.8
4/1/2007	-	3/31/2008	10.8	*	10.8
4/1/2008	-	3/31/2009	10.8	*	10.8
4/1/2009	-	3/31/2010	10.8	*	10.8
4/1/2010	-	3/31/2011	10.8	*	10.8
4/1/2011	-	3/31/2012	10.8	*	10.8
4/1/2012	-	3/31/2013	10.8	*	10.8
4/1/2013	-	3/31/2014	10.8	*	10.8
4/1/2014	-	3/31/2015	10.8	*	10.8
4/1/2015	-	3/31/2016	10.8	*	10.8
4/1/2016	-	3/31/2017	10.8	*	10.8
4/1/2017	-	3/31/2018	10.8	*	10.8
4/1/2018	-	3/31/2019	9.2	*	9.2
4/1/2019	-	3/31/2020	8.0	*	8.0
4/1/2020	-	3/31/2021	7.5	*	7.5
4/1/2021	-	3/31/2022	7.5	*	7.5
4/1/2022	-	3/31/2023	2.9	*	2.9

\* Not eligible for STAR COLA increase in 2024.

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

### **STAR COLA Program Calculation Illustration**

The illustration 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 4.9% while the Plan D maximum allowable COLA is 2.0%. The COLA award is applied with rounding (to the nearest 0.5%) at 5.0% for the April 1<sup>st</sup> 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 2.9% increase by deducting the maximum 2.0% COLA award from the original CPI of 4.9%.

The COLA Bank account is reviewed and updated in *Section 3*. The beginning balance of the COLA Bank is 23.1% and is first reduced by 3.1% for the 2023 STAR COLA awarded permanently last year. After deducting the annual maximum 2.0% COLA award from the original CPI of 4.9%, the remaining 2.9% amount of the CPI increases the COLA Bank, resulting in a 22.9% COLA Bank balance. 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 22.9% is reviewed and the excess above the 20% balance is determined to be 2.9%. In this example, the 2.9% 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 2.9% 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 22.9%. 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>	<b>2022 CPI</b>	<b>2023 COLA Award Rounding</b>	<b>2023 COLA Award Plan Maximum</b>
<b>Plan D</b>	4.9%	5.0%	2.0%
<i>SECTION 2</i>	<b>2022 CPI</b>	<b>2023 COLA Award Plan Maximum</b>	<b>COLA Bank Increase</b>
	4.9%	-2.0%	+2.9%
<i>SECTION 3</i>	<b>COLA Bank Begin Balance</b>	<b>2023 STAR COLA Award (Permanent)</b>	<b>COLA Bank Increase</b>
	23.1%	-3.1%	+2.9%
<i>SECTION 4</i>	<b>COLA Bank Balance</b>	<b>2024 STAR COLA Award (Permanent)</b>	<b>COLA Bank End Balance*</b>
	22.9%	-2.9%	20.0%
<i>SECTION 5</i>	<b>COLA Bank Balance</b>	<b>2024 STAR COLA Award (Ad-Hoc)</b>	<b>COLA Bank End Balance**</b>
	22.9%	0.0%	22.9%

\*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.



# **2024 STAR COLA Program**

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**September 6, 2023**

**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
  - 2024 Funding

### STAR COLA

Retirement Payments

Cost of Living

COLA Accumulation

▶ STAR COLA

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.



# 01 STAR COLA Method

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Ad-Hoc or Permanent

# STAR COLA Method



Government Code<sup>1</sup> 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 1<sup>st</sup> COLA awards**
- **COLA Accumulation account balance not reduced, remains at current level and future amounts are added**
- **Subject to Board of Retirement approval each year in future years**
- **Benefits paid from STAR COLA Reserve**

## Permanent STAR COLA

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

<sup>1</sup> Per Government Code Sections 31874.3 and 7507.



# 02 STAR COLA Example

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Plan D Member Award

# STAR COLA Example



STEP

1

General Plan D Member  
Retired in March 1990

STEP

2

April 1, 2022 Accumulation Account  
Balance of 23.1%

STEP

3

January 1, 2023 STAR Benefit Adjustment (Permanent)  
Accumulation Balance reduced from 23.1% to 20.0%

# STAR COLA Example



STEP

4

April 1, 2023, Statutory COLA for Plan D Members  
CPI was 4.9% and Statutory COLA was 2.0%

STEP

5

Accumulation Account increased by 2.9%  
Difference between CPI of 4.9% and Statutory COLA of 2.0%

STEP

6

Accumulation Account balance  
 $23.1\% \text{ (APR 2022)} - 3.1\% \text{ (2023 STAR COLA)} + 2.9\% \text{ (April 2023)} = 22.9\%$

# STAR COLA Example



STEP

7

Accumulation Account Balance: 22.9% > 20.0%  
Eligible for STAR COLA benefit in 2024

STEP

8

STAR COLA Award (upon BOR Approval)  
Increase benefit 2.9%, effective January 1, 2024  
Ad-Hoc Award – Paid for 2024 Only, Permanent Award – Paid for Lifetime

STEP

9

Accumulation Account Balance  
Ad-Hoc Award – Remain at 22.9%, Permanent Award – Reduce to 20.0%



# 03 STAR Program Funding

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History and 2024 Funding

# STAR Program Funding



## History

### Excess Earnings

- **1994 County issued Pension Obligation Bonds**
- **LACERA's funded ratio exceeded 100% in subsequent years**
- **1994 Retirement System 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 1990-2009 and 2023 Program Years**
- **Current balance as of June 30, 2023: \$611.5 million**

### 2024 STAR COLA Awards

- **Ad-Hoc STAR Program cost: \$0.277 million**
- **Permanent STAR Program cost: \$2.913 million**

# STAR Program Funding



## 2024 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 not included in Valuation Assets
  - STAR COLA benefits not yet approved are not included in liabilities<sup>1</sup>
- **STAR COLA Award:**
  - Reduces STAR Reserve Balance
  - No change to unfunded liability

<sup>1</sup> 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 liabilities, offset by STAR Reserve asset transfers.

STAR Reserve Balance (Dollars in Millions)	
2022 Ending Balance	\$ 614.0
2023 STAR Award (Permanent)	(2.5)
2023 Ending Balance	\$ 611.5
2024 STAR Award (Permanent) <sup>2</sup>	\$ 2.913
2024 STAR Award (Ad-hoc) <sup>2</sup>	\$ 0.277

<sup>2</sup> Per Government Code Section 7507, costs must be calculated by an actuary and disclosed to the public prior to a decision to adopt the benefit increase.

# Thank You!



## 2024 STAR COLA

—  
Questions?

## FOR INFORMATION ONLY

August 23, 2023

TO: Each Trustee  
Board of Retirement

FROM: Barry W. Lew   
Legislative Affairs Officer

FOR: September 6, 2023 Board of Retirement Meeting

SUBJECT: **Federal Legislative & Regulatory Update**

LACERA's federal legislative advocates, Anthony Roda of Williams & Jensen and Shane Doucet of Doucet Consulting Solutions, are here today to provide an educational update on the most recent federal legislative and regulatory developments.

**Reviewed and Approved:**



---

**Steven P. Rice, Chief Counsel**

### **Attachment**

Presentation – Federal Legislative & Regulatory Update

cc: Santos H. Kreimann  
Luis Lugo  
JJ Popowich  
Laura Guglielmo  
Steven P. Rice  
Anthony Roda, Williams & Jensen  
Shane Doucet, Doucet Consulting Solutions

# Federal Legislative & Regulatory Update

Shane Doucet, Doucet Consulting Solutions  
Tony Roda, Williams & Jensen PLLC

# SECURE Act 2.0

- Enacted on 12/29/22
- Awaiting detailed regulatory guidance (FAQs)
- Public pension community successfully advocated for a delay in the effective date (now set at 1/1/26) of Roth mandate for certain catch-up contributions
- Roth method (post-tax contributions; tax-free distributions) is required for those who made \$145k and over in the previous year

# PLESAs

- Pension Linked Emergency Savings Accounts
- SECURE 2.0 allows ERISA plans to offer PLESAs
- Congress is considering extending PLESAs to governmental plans
- PLESAs are Roth accounts, therefore extending PLESAs to governmental plans would be scored as raising new revenue

# Public Safety

- Make direct payment requirement under the Healthcare Enhancement for Local Public Safety Act (HELPS) optional instead of mandatory
- Exclude from income certain disability payments to retired first responders
- Modify the exemption from the early withdrawal penalty for first responders from “age 50” to “age 50 or 25 years of service under the plan, whichever is earlier”
- Extend the exemption from the early withdrawal penalty to include private sector firefighters and certain state and local corrections employees

# What's Next

- HELPS: H.R. 957 would increase the annual exclusion cap from \$3k to \$6k; educator-specific proposal
- S. 4267 (117<sup>th</sup>), new credit for retired public safety officers for health care premiums up to \$4,800 per year; bar from using new credit and HELPS in same tax year

# The Classics

- Impose ERISA-like regulatory scheme on public plans
- Offer financial relief to public plans but condition relief on plan changes, e.g., cap on discount rates, investment restrictions
- Apply unrelated business income tax (UBIT) to public plans
- Impose risk-free reporting requirements on public plans' funded status

# Regulatory Matters

Awaiting action from Treasury-IRS on:

- SECURE 2.0 Act guidance
- Final rule on safe harbors for setting normal retirement age
- Proposed rule on the definition of governmental plan under IRC Section 414(d)



- Legislation to repeal the Windfall Elimination Provision and the Government Pension Offset (H.R. 82; S.597)
- Bipartisan Senate “Gang” discussing comprehensive reform
- Mandatory Social Security

# Social Security

# Key Judicial Ruling

***Thole v. U.S. Bank***, U.S. Supreme Court

No. 17-1712, June 1, 2020

Participants in corporate Defined Benefit plan sue for investment losses; injunctive relief, including replacement of trustees; and attorneys' fees -- claiming breaches of fiduciary duties

5-4 decision, ruled that plaintiffs (plan participants) did not have Constitutional Article III standing because they suffered no concrete injury; win or lose they would receive the same monthly benefit

Followed by Kentucky Supreme Court in *Overstreet v. Mayberry*, 603 S.W.3d 244 (2020), in decision related to standing to sue fiduciaries of the KY Retirement System (footnote 18)

# ASOP 4

- Disclosure by public plans of a “Low-Default-Risk Obligation Measure” (LDROM) -- the value of liabilities using an interest rate derived from low-default, risk-fixed income securities, such as Treasury yields – beginning this year as required by Actuarial Standard of Practice (ASOP) 4
- LDROM will likely be greater than the liability numbers that plans develop and disclose based on assumed rates of return
- Therefore, opponents of public plans will argue this new number that plans now “admit to” and include in their own financials is the “real” number for measuring plan liabilities and shows how much more underfunded, unsustainable public plans really are
- NCPERS/NCTR/NASRA/NIRS “toolkit” to help with response

# IRA Medicare Drug Pricing

## 2023

- \$35 monthly cap on insulin cost sharing went into effect this year
- Drug companies are required to pay rebates if the drug prices rise fast than inflation
- CMS released the list of drugs eligible for the first negotiations on August 29, 2023

## 2024

- 5% coinsurance for catastrophic insurance coverage in Part D plans is eliminated
- Provides a mechanism for the average premium increase across most Part D plans to be limited to 6% over the previous year. This protection continues through 2029
- Places a cap on the Part B payment amount for new biosimilars when average sales price data is not available
- Low-income Individuals with Medicare Part D will benefit from expanded financial help with prescription drug cost-sharing and premiums. The low-income subsidy program under Medicare Part D will be fully available to certain people with Medicare with limited resources who earn less than 150% of the federal poverty level

# IRA Medicare Drug Pricing

## 2025

- Out of pocket cap for Part D plans is set to be reduced to \$2000
- The new Manufacturer Discount Program will require manufacturer discounts for applicable drugs both in the initial coverage phase and in the catastrophic phase

## 2026

- Maximum fair prices for the first 10 Medicare Part D drugs selected for negotiation will go into effect. This is the first year that people with Medicare will start to benefit from Medicare negotiating prices with drug companies
- On February 1, CMS will announce 15 more Medicare Part B or Part D drugs for price negotiation

# Medicare Top Ten Drugs

On Aug. 29, CMS announced the first 10 drugs chosen for Medicare price negotiation under the Inflation Reduction Act.

- Eliquis
- Jardiance
- Xarelto
- Januvia
- Farxiga
- Entresto
- Enbrel
- Imbruvica
- Stelara
- NovoLog

# 2024 Projected Medicare Part D Premium

- The Centers for Medicare & Medicaid Services (CMS) recently released the Calendar Year (CY) 2024 Medicare Part D premium information
- The projected average total Part D beneficiary premium is projected to decrease by 1.8% in 2024, from \$56.49 in 2023 to \$55.50 in 2024
- CMS claims two IRA provisions played a role in lowering premium costs:
  - 1) **Premium Stabilization:** Beginning in 2024, the IRA provides a mechanism to limit premium increases for people enrolled in Part D. Specifically, the law limits the growth in the base beneficiary premium (used to calculate the plan-specific basic premium) to a 6% annual increase
  - 2) **Improved Basic Part D Benefit:** The IRA caps annual out-of-pocket costs, limits cost-sharing for covered insulin products, and eliminates cost-sharing for recommended adult vaccines in 2024. Additionally, CMS' recent rulemaking requires Part D plans to apply the price concessions they receive from pharmacies to lower the price the beneficiary pays at the point of sale beginning in 2024



- In July 2023, the Chamber of Commerce joined several drugmakers—and the pharma trade group PhRMA—in filing legal challenges to the IRA’s Medicare Drug Cost Provision. The Chamber sought a preliminary injunction
- Chamber: “The price-setting regime established by the statute is not a voluntary one... The price imposed by the government at the end of the 'negotiation' cannot be declined by the manufacturer... The only way to escape the price is to leave the Medicare program altogether, but that cannot be accomplished in time to avoid the government-set price on some sales...”
- DOJ: The framework of the law technically does offer drugmakers a choice. A company can simply "sell its wares at prices a buyer is willing to pay, or it can take its business elsewhere.”
- In August 2023, AARP and AARP Foundation filed an amicus brief in the U.S. District Court for the Southern District of Ohio defending the provision by saying stopping the drug price negotiations before they even begin “is not in the public interest.”

# Medicare Coverage for Weight Loss Drugs

- The 2003 law that established the Medicare Part D prescription drug benefit explicitly prohibits Part D plans from covering drugs used for weight loss, along with some other types of drugs, including agents used for cosmetic purposes or hair growth, fertility drugs, and drugs prescribed to treat sexual or erectile dysfunction
- A relatively new class of medications is generating excitement among people with obesity and others who struggle to lose weight. These drugs, known as GLP-1 (glucagon-like peptide-1) agonists, including Novo Nordisk's Ozempic and Wegovy (semaglutide) and Eli Lilly's Mounjaro (tirzepatide), have been effective weight loss agents
- A bipartisan group of lawmakers has introduced legislation, the Treat and Reduce Obesity Act, that would authorize Part D coverage of medications when used for the treatment of obesity or weight loss management in overweight individuals with related comorbidities
- If 10 percent of people with obesity covered by Medicare were prescribed a brand-name version of semaglutide, a type of GLP-1 drug, the drug would cost the program \$26.8 billion annually, according to a study published in the New England Journal of Medicine in March

# PBM and Price Transparency Reforms

## HOUSE

- The House Education and Workforce Committee recently advanced legislation focused on more health care price transparency with bipartisan support. The Transparency in Coverage Act passed by a vote of 38-1 vote
- It would enhance Centers for Medicare and Medicaid Services rules that require hospitals and insurance companies to disclose the prices of their services
- It would force PBMs to submit reports to health plans, including details about the discounts PBMs negotiate with drugmakers and fees they charge
- The House Ways and Means Committee approved a health care package recently along a party-line vote
- It would promote price transparency among hospitals, health plans and PBMs; require prior authorizations from Medicare Advantage plans to be processed electronically; and usher in site-neutral payment policies that ensure patients pay the same for a service regardless of where it's performed

# PBM and Price Transparency Reforms

## SENATE

- The Senate Finance Committee approved a legislative package recently that aims to require more transparency from pharmacy benefit managers. The bill passed 26-1
- It would place new requirements on contracts between Medicare Part D plan sponsors and pharmacy benefit managers. The new requirements would mandate that payments to PBMs must be for a “bona fide service fee” not linked to a drug list price
- Sen. Bernie Sanders, who leads the Senate Health, Education, Labor and Pensions Committee, introduced a bill that bans spread pricing – the practice of charging payers like Medicaid or a health insurance plan more than they pay the pharmacy for a medication, and then the PBM keeps the “spread” or difference as profit
- There are at least 9 bills in the House and Senate that target PBMs

# Medicare Advantage Plans Under the Microscope

- Years of rising costs and complaints from hospitals and health care providers have got the attention of the Biden Administration
- A report last year by the inspector general's office of the Health and Human Services Department found that 13 percent of the care denied by Medicare Advantage (MA) plans should have been covered under Medicare rules
- MedPac released a report this year that found that Medicare Advantage patients on average cost 6 percent more than traditional Medicare patients, resulting in \$27 billion in additional costs this year. They attributed the increased spending primarily to coding practices employed by insurers
- CMS issued a rule this year (1) clarifying clinical criteria guidelines to ensure people with MA receive access to the same medically necessary care they would receive in Traditional Medicare; (2) limiting how MA plans are marketed to seniors; and (3) phasing in changes to the MA risk adjustment model over three years



# Contact Information

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**FOR INFORMATION ONLY**

August 25, 2023

TO: Each Trustee  
Board of Retirement

FROM: Barry W. Lew   
Legislative Affairs Officer

FOR: September 6, 2023 Board of Retirement Meeting

SUBJECT: **Catch-Up Contributions**

**INTRODUCTION**

At the Insurance, Benefits and Legislative Committee meeting on August 2, 2023, Trustee Santos requested a report to the Board of Retirement regarding catch-up contributions to 401(k) plans. It appears that an issue arose where plan participants might no longer be able to make catch-up contributions.

**BACKGROUND**

Since 2001, participants age 50 or older in a 401(k) or a 457 plan may make additional catch-up contributions to each plan if they have reached the deferral limit in their plan. The standard deferral limit and catch-up contribution limit are indexed annually.

In 2023, participants in a 401(k) or a 457 plan may defer contributions up to \$22,500. For participants who are age 50 or older, they may make additional catch-up contributions. In 2023, they may make catch-up contributions up to \$7,500 to each plan.

**SECURE 2.0 ACT OF 2022**

The SECURE 2.0 Act made the following amendments with respect to catch-up contributions.

**Catch-Ups as Roth Contributions**

Beginning in 2024, in the case of a participant whose annual salary (defined as wages for purposes of the Federal Insurance Contribution Act (FICA) and thus subject to FICA tax) exceeds \$145,000 (indexed annually) and who has the option to make catch-up contributions, the contributions must be designated as Roth contributions, which are after-tax contributions. Consequently, these contributions and its earnings would be distributed tax-free, if the participant satisfies Internal Revenue Service (IRS) requirements.

**Age 60 Super Catch-Ups**

Beginning in 2025, participants who will turn age 60 to 63 have a special catch-up limit that is the greater of \$10,000 or 150% of the regular catch-up limit that would be in effect

in 2024. Moreover, participants whose annual FICA wages exceed \$145,000 would make these catch-up contributions as Roth contributions. Starting the year age 64 is reached, the catch-up contribution limit reverts back to the lower age-50 catch-up limit.

### **NEXT STEPS**

Plan sponsors will need to amend their plans to reflect the new SECURE 2.0 Act's provisions on catch-up contributions. In addition to plan amendments, plan sponsors also need to make updates to their payroll and recordkeeping systems to implement these changes, which might take a significant amount of time.

However, a complicating factor is that the SECURE 2.0 Act made a technical conforming amendment that inadvertently eliminated the ability to make any catch-up contributions at all, whether they are the traditional catch-ups or the ones mandated by the SECURE 2.0 Act.

Consequently, industry trade associations such as the National Association of Government Defined Contribution Administrators (NAGDCA) and ERISA Industry Committee (ERIC) have sent letters to the Department of Treasury asking for delay and transition relief in implementing these catch-up provisions. Staff conferred with the staff in the Benefits & Employee Relations Division of the County's Chief Executive Office (CEO), and they worked with the CEO's legislative team to file a letter to the Department of Treasury requesting delay in implementation.

Given some of these issues, the IRS recently released Notice 2023-62<sup>1</sup> to address them. The Notice provides in pertinent part that:

- The technical conforming amendment *will not* change the eligibility of participants to continue to make catch-up contributions after December 31, 2023.
- There will be an administrative transition period for two taxable years beginning after December 31, 2023, for the requirement that the catch-up contributions of certain participants be treated as Roth contributions and that a plan provide for Roth contributions. Thus, catch-up contributions will continue to be treated as satisfying the applicable requirements of catch-up contributions.

The Notice also specifies that the Treasury Department and IRS intend to issue further guidance on the following issue that pertains to public sector employees:

- Clarifying that the requirement that certain catch-up contributions be contributed to a Roth *would not* apply in the case of employees who do not have FICA wages. This clarification would be relevant to state and local government employees who do not participate in Social Security.

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<sup>1</sup> Internal Revenue Service. *Guidance on Section 603 of the SECURE 2.0 Act with Respect to Catch-Up Contributions*. Retrieved August 25, 2023, from <https://www.irs.gov/pub/irs-drop/n-23-62.pdf>

**Reviewed and Approved:**



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**Steven P. Rice, Chief Counsel**

cc: Santos H. Kreimann  
Luis Lugo  
JJ Popowich  
Laura Guglielmo  
Steven P. Rice  
Tony Roda, Williams & Jensen

**FOR INFORMATION ONLY**

August 25, 2023

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Barry W. Lew   
Legislative Affairs Officer

FOR: September 6, 2023 Board of Retirement Meeting  
September 13, 2023 Board of Investments Meeting

SUBJECT: **Monthly Status Report on Legislation**

Attached is the monthly report on the status of legislation that staff is monitoring. Bills on which LACERA has adopted a position are highlighted in yellow.

**Reviewed and Approved:**



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**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 Zdrazil  
Tony Roda, Williams & Jensen  
Naomi Padron, MKP Government Relations

<b>PUBLIC RETIREMENT</b>	<b>AUTHOR</b>	<b>TITLE</b>	<b>PAGE</b>
AB 738	Lackey (R)	State Actuarial Advisory Panel: Reports	1
AB 739	Lackey (R)	Public Retirement Systems: Defined Benefit Plans	1
AB 1246	Nguyen (D)	Public Employees' Retirement System Optional Settlement	1
SB 300	Seyarto (R)	Public Employees Retirement: Fiscal Impact: Information	1
SB 432	Cortese (D)	Teachers' Retirement	2
SB 548	Niello (R)	Public Employees Retirement: County and Trial Court	2
SB 660	Alvarado-Gil (D)	Public Employees' Retirement Systems	2
<b>PUBLIC INVESTMENT</b>			2
SB 252	Gonzalez (D)	Public Retirement Systems: Fossil Fuels: Divestment	3
<b>PUBLIC EMPLOYMENT</b>			
SB 765	Portantino (D)	Teachers: Retired Teachers: Compensation Limitation	3
SB 885	Labor, Public Employment & Retirement Cmt...	Public Employees' Retirement	3
<b>DISABILITY RETIREMENT</b>			
AB 1020	Grayson (D)	County Employees Retirement Law 1937: Disability	4
SB 327	Laird (D)	State Teachers' Retirement: Disability Allowances	4
<b>WORKERS COMPENSATION</b>			
AB 489	Calderon (D)	Workers' Compensation: Disability Payments	4
AB 597	Rodriguez (D)	Workers' Compensation: First Responders: Stress	5
AB 621	Irwin (D)	Workers' Compensation: Special Death Benefit	5
AB 699	Weber A (D)	Workers' Compensation: Presumed Injuries	5
AB 1107	Mathis (R)	Workers' Compensation: Presumptive Injuries	6
AB 1145	Maienschein (D)	Workers' Compensation	6
AB 1156	Bonta M (D)	Workers' Compensation: Hospital Employees	6
SB 391	Blakespear (D)	Workers' Compensation: Skin Cancer	6
SB 623	Laird (D)	Workers Compensation: Post-Traumatic Stress Disorder	7
<b>BROWN ACT</b>			
AB 557	Hart (D)	Open Meetings: Local Agencies: Teleconferences	7
AB 817	Pacheco (D)	Open Meetings: Teleconferencing: Subsidiary Body	7
AB 1379	Papan (D)	Open Meetings: Local Agencies: Teleconferences	7
SB 411	Portantino (D)	Open Meetings: Teleconferences: Neighborhood Councils	8
SB 537	Becker (D)	Open Meetings: Multijurisdictional	8
<b>PUBLIC RECORDS ACT</b>			
AB 1637	Irwin (D)	Local Government: Internet Websites and Email Addresses	8
<b>SOCIAL SECURITY</b>			
SJR 1	Cortese (D)	Social Security Act: Repeal of Benefit Reductions	9
HR 82	Graves (R)	Pension Offset and Windfall Elimination Repeal	9
S 597	Brown S (D)	Government Pension Offset Repeal	9

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**PUBLIC RETIREMENT**

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CA AB 738	<b>AUTHOR:</b> <b>TITLE:</b> <b>INTRODUCED:</b> <b>DISPOSITION:</b> <b>SUMMARY:</b>	Lackey [R] State Actuarial Advisory Panel: Reports 02/13/2023 Pending Relates to existing law under which the State Actuarial Advisory Panel is required to report to the Legislature on or before February 1 of each year. Changes the deadline for that report to January 31 of each year. <b>STATUS:</b> 02/23/2023	To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
CA AB 739	<b>AUTHOR:</b> <b>TITLE:</b> <b>INTRODUCED:</b> <b>DISPOSITION:</b> <b>SUMMARY:</b>	Lackey [R] Public Retirement Systems: Defined Benefit Plans 02/13/2023 Pending Revises the conditions for suspending contributions to a public retirement system defined benefit plan to increase the threshold percentage amount of plan funding to more than 130%. <b>STATUS:</b> 02/23/2023	To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
CA AB 1246	<b>AUTHOR:</b> <b>TITLE:</b> <b>INTRODUCED:</b> <b>LAST AMEND:</b> <b>DISPOSITION:</b> <b>SUMMARY:</b>	Nguyen [D] Public Employees' Retirement System Optional Settlement 02/16/2023 06/15/2023 Pending Provides that existing law permits a member of the Public Employees' Retirement System to elect from among several other optional settlements for the purpose of structuring their retirement allowance. Permits a member who elected to receive a specified optional settlement at retirement, if the member's former spouse was named as beneficiary and a legal judgment awards only a portion of the interest in the retirement system to the member, to elect to add their new spouse as the beneficiary. <b>STATUS:</b> 07/03/2023	In SENATE Committee on APPROPRIATIONS: To Suspense File.
CA SB 300	<b>AUTHOR:</b> <b>TITLE:</b> <b>INTRODUCED:</b> <b>LAST AMEND:</b> <b>DISPOSITION:</b> <b>SUMMARY:</b>	Seyarto [R] Public Employees Retirement: Fiscal Impact: Information 02/02/2023 05/03/2023 Pending Requires the Legislative Analyst to prepare a pension fiscal impact analysis on any measure introduced on or after specified date that is referred to the Senate Labor, Public Employment and Retirement Committee, or any successor	

committee, as specified, and that requires a public retirement system to take prescribed action, including the divestiture of an existing investment.

**STATUS:**

05/18/2023 In SENATE Committee on APPROPRIATIONS: Held in committee.

CA SB 432

**AUTHOR:** Cortese [D]  
**TITLE:** Teachers' Retirement  
**INTRODUCED:** 02/13/2023  
**LAST AMEND:** 08/24/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Provides that existing law requires the State Teachers' Retirement System to recover an amount overpaid under the Teachers' Retirement Law or the State Teachers' Retirement System Cash Balance Benefit Program, to correct the benefit, annuity, or refund, and the corrected allowance or annuity benefit payable. Applies this provision to the recovery of an overpayment from a member, participant, former member, former participant, or beneficiary. Appropriates funds.

**STATUS:**

08/24/2023 In ASSEMBLY. Read third time and amended. To third reading.

CA SB 548

**AUTHOR:** Niello [R]  
**TITLE:** Public Employees Retirement: County and Trial Court  
**INTRODUCED:** 02/15/2023  
**LAST AMEND:** 06/29/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Authorizes a county and the trial court located within the county to elect to separate their joint Public Employees' Retirement System contract into individual contracts, if the county and the trial court make that election jointly and voluntarily. Makes the separation of a joint contract irrevocable and makes a county and trial court ineligible to reestablish a joint contract.

**STATUS:**

08/16/2023 In ASSEMBLY Committee on APPROPRIATIONS: To Suspend File.

CA SB 660

**AUTHOR:** Alvarado-Gil [D]  
**TITLE:** Public Employees' Retirement Systems  
**INTRODUCED:** 02/16/2023  
**LAST AMEND:** 03/21/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Establishes the California Public Retirement System Agency Cost and Liability Panel, located in the Controller's office. Assigns responsibilities to the panel related to retirement benefit costs, including determining how costs and unfunded liability are apportioned to a public agency when a member changes employers within the same public retirement system or when a member concurrently retires with a specified number or more retirement systems that have entered into reciprocity agreements.

**STATUS:**

05/18/2023 In SENATE Committee on APPROPRIATIONS: Held in

committee.

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**PUBLIC INVESTMENT**

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CA SB 252      **AUTHOR:**                      Gonzalez [D]  
**TITLE:**                                      Public Retirement Systems: Fossil Fuels: Divestment  
**INTRODUCED:**                      01/30/2023  
**LAST AMEND:**                      05/18/2023  
**DISPOSITION:**                      Pending  
**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. Requires the boards to liquidate investments in a fossil fuel company on or before specified date. Suspends, temporarily, the liquidation provision upon a good faith determination by the board that certain conditions materially impact normal market mechanisms for pricing assets.  
**STATUS:**  
06/08/2023                      To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.  
**Comment:**  
The bill will not move forward during the 2023 legislative year and will carry over into the 2024 legislative year.

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**PUBLIC EMPLOYMENT**

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CA SB 765      **AUTHOR:**                      Portantino [D]  
**TITLE:**                                      Teachers: Retired Teachers: Compensation Limitation  
**INTRODUCED:**                      02/17/2023  
**LAST AMEND:**                      08/17/2023  
**DISPOSITION:**                      Pending  
**SUMMARY:**  
Relates to the Teachers' Retirement Law, which establishes the State Teachers' Retirement System and creates the Defined Benefit Program of the State Teachers' Retirement Plan. Provides that existing law limits the postretirement compensation of a retired member of the program to a specified amount. Modifies that calculation so the limitation of postretirement compensation is an amount calculated by STRS in a specified manner.  
**STATUS:**  
08/23/2023                      From ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT: Do pass to Committee on APPROPRIATIONS. (6-0)

CA SB 885      **AUTHOR:**                      Labor, Public Employment & Retirement Cmt  
**TITLE:**                                      Public Employees' Retirement  
**INTRODUCED:**                      03/14/2023  
**LAST AMEND:**                      06/06/2023  
**DISPOSITION:**                      To Governor  
**SUMMARY:**  
Provides that the Judges' Retirement Law prescribes retirement benefits for judges. Provides that existing law requires, if a benefit is payable on account of the judge's death, and the beneficiary is the judge's spouse, that distributions commence on or before the later of December 31 of the calendar year immediately following the calendar year in which the judge dies or December 31 of the calendar year in which the judge would have attained 72 years of age.

Changes the age for required distributions.

**STATUS:**

08/22/2023

\*\*\*\*\*To GOVERNOR.

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**DISABILITY RETIREMENT**

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CA AB 1020

**AUTHOR:** Grayson [D]  
**TITLE:** County Employees Retirement Law 1937: Disability  
**INTRODUCED:** 02/15/2023  
**LAST AMEND:** 07/11/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Relates to the County Employees Retirement Law of 1937. Provides that existing law creates a presumption, for purposes of qualification for disability retirement benefits for specified members, that certain injuries arose out of and in the course of employment. Expands the scope of this presumption to include additional injuries, including, among others, post-traumatic stress disorder, tuberculosis, and skin cancer. Repeals the provisions related to post-traumatic stress disorder on specified date.

**STATUS:**

07/12/2023 In SENATE. Read second time. To third reading.

**Comment:**

Provided technical amendments to author and sponsor through SACRS Legislative Committee.

**BOR\_Position:** Neutral 06/07/2023

**IBLC\_Recommendation:** Neutral 05/03/2023

**Staff\_Recommendation:** Neutral

CA SB 327

**AUTHOR:** Laird [D]  
**TITLE:** State Teachers' Retirement: Disability Allowances  
**INTRODUCED:** 02/07/2023  
**LAST AMEND:** 05/02/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Relates to law that authorizes a member of the State Teachers' Retirement System who is eligible and applies for a disability allowance or retirement to apply to receive a service retirement pending the determination of their application for disability, subject to meeting certain conditions. Prohibits the service retirement date of a member who submits an application for retirement from being earlier than a specified number of calendar days prior to when the application for service retirement is received.

**STATUS:**

08/16/2023 In ASSEMBLY Committee on APPROPRIATIONS: To Suspend File.

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**WORKERS COMPENSATION**

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CA AB 489

**AUTHOR:** Calderon [D]  
**TITLE:** Workers' Compensation: Disability Payments  
**INTRODUCED:** 02/07/2023  
**DISPOSITION:** Enacted  
**SUMMARY:**

Establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee for injuries sustained in the course of the employee's

employment; governs temporary and permanent disability indemnity payments; allows an employer to commence a program under which disability indemnity payments are deposited in a prepaid card account for employees.

**STATUS:**

07/13/2023 Signed by GOVERNOR.  
07/13/2023 Chaptered by Secretary of State. Chapter No. 2023-063

CA AB 597

**AUTHOR:** Rodriguez [D]  
**TITLE:** Workers' Compensation: First Responders: Stress  
**INTRODUCED:** 02/09/2023  
**LAST AMEND:** 02/23/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Provides that for certain State and local firefighting personnel and peace officers, the term injury includes post-traumatic stress that develops or manifests during a period in which the injured person is in the service. Requires the compensation awarded pursuant to this provision to include full hospital, surgical, medical treatment, disability indemnity, and death benefits. Makes this applicable to emergency medical technicians and paramedics for injuries on and after certain date.

**STATUS:**

02/23/2023 From ASSEMBLY Committee on INSURANCE with author's amendments.  
02/23/2023 In ASSEMBLY. Read second time and amended. Re-referred to Committee on INSURANCE.

CA AB 621

**AUTHOR:** Irwin [D]  
**TITLE:** Workers' Compensation: Special Death Benefit  
**INTRODUCED:** 02/09/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Relates to existing law which provides that no benefits, except reasonable expenses of burial not exceeding \$1,000, shall be awarded under the workers' compensation laws on account of the death of an employee who is an active member of the Public Employees' Retirement System, unless the death benefits available under the Public Employees Retirement Law are less than the workers' compensation death benefits. Expands an exemption from the limitation to include state safety members and peace officers.

**STATUS:**

07/10/2023 In SENATE Committee on APPROPRIATIONS: To Suspense File.

CA AB 699

**AUTHOR:** Weber A [D]  
**TITLE:** Workers' Compensation: Presumed Injuries  
**INTRODUCED:** 02/13/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Expands presumptions for hernia, pneumonia, heart trouble, cancer, tuberculosis, bloodborne infectious disease, methicillin-resistant Staphylococcus aureus skin infection, and meningitis-related illnesses and injuries to a lifeguard employed on a year-round, full-time basis in the Boating Safety Unit by the City of San Diego Fire-Rescue Department.

**STATUS:**

	06/27/2023	In SENATE. Read second time. To third reading.
CA AB 1107	<b>AUTHOR:</b>	Mathis [R]
	<b>TITLE:</b>	Workers' Compensation: Presumptive Injuries
	<b>INTRODUCED:</b>	02/15/2023
	<b>DISPOSITION:</b>	Pending
	<b>SUMMARY:</b>	Makes a workers' compensation system provision applicable to additional members and employees of the Department of Corrections and Rehabilitation, including members of the Office of Correctional Safety or the Office of Internal Affairs.
	<b>STATUS:</b>	
	03/02/2023	To ASSEMBLY Committee on INSURANCE.
CA AB 1145	<b>AUTHOR:</b>	Maienschein [D]
	<b>TITLE:</b>	Workers' Compensation
	<b>INTRODUCED:</b>	02/16/2023
	<b>DISPOSITION:</b>	Pending
	<b>SUMMARY:</b>	Provides, only until January 1, 2030, that in the case of certain state nurses, psychiatric technicians, and various medical and social services specialists, the term injury also includes post-traumatic stress that develops or manifests itself during a period in which the injured person is in the service of the department or unit. Applies to injuries occurring on or after January 1, 2024.
	<b>STATUS:</b>	
	07/10/2023	In SENATE Committee on APPROPRIATIONS: To Suspense File.
CA AB 1156	<b>AUTHOR:</b>	Bonta M [D]
	<b>TITLE:</b>	Workers' Compensation: Hospital Employees
	<b>INTRODUCED:</b>	02/16/2023
	<b>DISPOSITION:</b>	Pending
	<b>SUMMARY:</b>	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 2019 novel coronavirus disease (COVID-19) from SARS-CoV-2 and its variants, among other conditions, in the definitions of infectious and respiratory diseases.
	<b>STATUS:</b>	
	03/02/2023	To ASSEMBLY Committee on INSURANCE.
CA SB 391	<b>AUTHOR:</b>	Blakespear [D]
	<b>TITLE:</b>	Workers' Compensation: Skin Cancer
	<b>INTRODUCED:</b>	02/09/2023
	<b>DISPOSITION:</b>	Pending
	<b>SUMMARY:</b>	Expands the scope of Workers' compensation and skin cancer regulations to certain peace officers of the Department of Fish and Wildlife and the Department of Parks and Recreation.
	<b>STATUS:</b>	
	08/16/2023	In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.

CA SB 623      **AUTHOR:**                      Laird [D]  
**TITLE:**                                      Workers Compensation: Post-Traumatic Stress Disorder  
**INTRODUCED:**                              02/15/2023  
**LAST AMEND:**                                03/20/2023  
**DISPOSITION:**                              Pending  
**SUMMARY:**  
Relates to workers compensation for post-traumatic stress disorder. Expands such provisions to, among others, firefighting members of the State Department of State Hospitals, the State Department of Developmental Services, the Military Department, and the Department of Veterans Affairs.  
**STATUS:**  
08/16/2023                                      In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.

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**BROWN ACT**

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CA AB 557      **AUTHOR:**                      Hart [D]  
**TITLE:**                                      Open Meetings: Local Agencies: Teleconferences  
**INTRODUCED:**                                02/08/2023  
**LAST AMEND:**                                06/19/2023  
**DISPOSITION:**                              Pending  
**SUMMARY:**  
Authorizes the legislative body of a local agency to use teleconferencing without complying with specified teleconferencing requirements in specified circumstances when a declared state of emergency is in effect. Provides that those circumstances are that, among other things, State or local officials have imposed or recommended measures to promote social distancing.  
**STATUS:**  
06/29/2023                                      In SENATE. Read second time. To third reading.

CA AB 817      **AUTHOR:**                      Pacheco [D]  
**TITLE:**                                      Open Meetings: Teleconferencing: Subsidiary Body  
**INTRODUCED:**                                02/13/2023  
**LAST AMEND:**                                03/16/2023  
**DISPOSITION:**                              Pending  
**SUMMARY:**  
Relates to the Ralph Brown Act. Authorizes a subsidiary body to use alternative teleconferencing provisions similar to the emergency provisions indefinitely and without regard to a state of emergency.  
**STATUS:**  
03/16/2023                                      To ASSEMBLY Committee on LOCAL GOVERNMENT.  
03/16/2023                                      From ASSEMBLY Committee on LOCAL GOVERNMENT with author's amendments.  
03/16/2023                                      In ASSEMBLY. Read second time and amended. Re-referred to Committee on LOCAL GOVERNMENT.

CA AB 1379      **AUTHOR:**                      Papan [D]  
**TITLE:**                                      Open Meetings: Local Agencies: Teleconferences  
**INTRODUCED:**                                02/17/2023  
**LAST AMEND:**                                03/23/2023  
**DISPOSITION:**                              Pending  
**SUMMARY:**  
Relates to teleconferencing. Requires a legislative body electing to use teleconferencing to post agendas at a singular designated physical meeting

location, as defined, rather than at all teleconference locations.

**STATUS:**

03/23/2023 To ASSEMBLY Committee on LOCAL GOVERNMENT.  
03/23/2023 From ASSEMBLY Committee on LOCAL GOVERNMENT with author's amendments.  
03/23/2023 In ASSEMBLY. Read second time and amended.  
Re-referred to Committee on LOCAL GOVERNMENT.

CA SB 411

**AUTHOR:** Portantino [D]  
**TITLE:** Open Meetings: Teleconferences: Neighborhood Councils  
**INTRODUCED:** 02/09/2023  
**LAST AMEND:** 08/14/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Authorizes an eligible legislative body to use alternate teleconferencing provisions related to notice, agenda, and public participation if the city council has adopted an authorizing resolution and 2/3 of the legislative body votes to use the alternate teleconferencing provisions. Requires that, at least once per year, at least a quorum of the members of the legislative body participate in person from a singular physical location that is open to the public and within the boundaries of the legislative body.

**STATUS:**

08/24/2023 In ASSEMBLY. Read third time, urgency clause adopted. Passed ASSEMBLY. \*\*\*\*\*To SENATE for concurrence. (59-12)

CA SB 537

**AUTHOR:** Becker [D]  
**TITLE:** Open Meetings: Multijurisdictional  
**INTRODUCED:** 02/14/2023  
**LAST AMEND:** 08/14/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Relates to the Ralph M. Brown Act. Authorizes the legislative body of a multijurisdictional, cross-county agency to use alternate teleconferencing provisions if the eligible legislative body has adopted an authorizing resolution. Requires a member who receives compensation for their service on the legislative body to participate from a physical location that is open to the public.

**STATUS:**

08/15/2023 In ASSEMBLY. Read second time. To third reading.

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**PUBLIC RECORDS ACT**

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CA AB 1637

**AUTHOR:** Irwin [D]  
**TITLE:** Local Government: Internet Websites and Email Addresses  
**INTRODUCED:** 02/12/2023  
**LAST AMEND:** 06/29/2023  
**DISPOSITION:** Pending  
**SUMMARY:**

Provides that the California Public Records Act requires a local agency to make public records available for inspection and allows a local agency to comply by posting the record on its internet website and directing a member of the public to the internet website. Requires, no later than specified date, a local agency that maintains an internet website for use by the public to ensure that the internet website utilizes a .gov top-level domain or a .ca.gov second-level

domain.

**STATUS:**

07/10/2023

In SENATE Committee on APPROPRIATIONS: To Suspend File.

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**SOCIAL SECURITY**

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CA SJR 1	<b>AUTHOR:</b>	Cortese [D]
	<b>TITLE:</b>	Social Security Act: Repeal of Benefit Reductions
	<b>INTRODUCED:</b>	12/05/2022
	<b>LAST AMEND:</b>	04/12/2023
	<b>DISPOSITION:</b>	Adopted
	<b>SUMMARY:</b>	Requests the Congress of the United States to enact, and the President to sign, legislation that would repeal the Government Pension Offset and the Windfall Elimination Provision from the Social Security Act.
	<b>STATUS:</b>	
	06/02/2023	Chaptered by Secretary of State.
	06/02/2023	Resolution Chapter No. 2023-084
US HR 82	<b>SPONSOR:</b>	Graves [R]
	<b>TITLE:</b>	Pension Offset and Windfall Elimination Repeal
	<b>INTRODUCED:</b>	01/09/2023
	<b>DISPOSITION:</b>	Pending
	<b>SUMMARY:</b>	Amends title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.
	<b>STATUS:</b>	
	01/09/2023	INTRODUCED.
	01/09/2023	To HOUSE Committee on WAYS AND MEANS.
US S 597	<b>SPONSOR:</b>	Brown S [D]
	<b>TITLE:</b>	Government Pension Offset Repeal
	<b>INTRODUCED:</b>	03/01/2023
	<b>DISPOSITION:</b>	Pending
	<b>SUMMARY:</b>	Amends title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.
	<b>STATUS:</b>	
	03/01/2023	INTRODUCED.
	03/01/2023	In SENATE. Read second time.
	03/01/2023	To SENATE Committee on FINANCE.

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**FOR INFORMATION ONLY**

July 27, 2023

TO: Trustees,  
Board of Investments

FROM: Ted Granger  
Interim Chief Financial Officer

FOR: August 9, 2023 – Board of Investments Meeting

SUBJECT: **Semi-Annual Interest Crediting for Reserves as of June 30, 2023 (UNAUDITED)**

Pursuant to the County Employees Retirement Law of 1937, California Government Code Section 31591, regular interest shall be credited semi-annually on June 30 and December 31 to all eligible member contributions in the retirement fund, which have been on deposit six months immediately prior to such date at an interest rate determined by the Board.

The Retirement Benefit Funding Policy requires that LACERA conduct an experience and assumption study every three years and perform annual valuations of the retirement benefits plan. Milliman, LACERA's consulting actuary, prepares the valuation to confirm the existing actuarial assumptions and methods, and calculate the employer and employee contribution rates for the beginning of the upcoming fiscal year.

**Interest Credit Application – Fiscal Year 2022-2023**Rate

Plan sponsors and LACERA require ample time to prepare for annual changes to employer and employee contribution rates and interest crediting rates, so the interest crediting target rate effective July 1 of a given fiscal year is based on the actuarial valuation from one year prior. For the fiscal year 2022-2023, the interest crediting rate is based upon the investment return assumption used in the June 30, 2021 actuarial valuation. Therefore, the semi-annual interest crediting target rate applicable June 30, 2023 is 3.50% (i.e., one-half of the 7.00% annual investment return assumption used in the 2021 valuation).

Looking back, the Board approved a reduction in the investment return assumption from 7.25% to 7.00% in January 2020 based on the 2019 Experience Study. This new rate was originally implemented effective July 1, 2020 with the Board's adoption of the June 30, 2019 actuarial valuation and has not changed since then.

Realized Earnings

The Retirement Benefit Funding Policy stipulates that interest credits are allocated to Reserve accounts in the same priority order as the allocation of actuarial assets, to the extent there are Realized Earnings available in the six-month period to perform such an allocation. Interest crediting to Reserve accounts for the six-month period stops once all Realized Earnings have been allocated.

As of June 30, 2023, all available Realized Earnings were applied to Priority 1, the Member Reserve, which is equivalent to an interest credit rate of 3.29%. Thus, there were no additional earnings available to apply to other Priorities.

The table below depicts the actual interest credit allocations for the six-month period ended June 30, 2023.

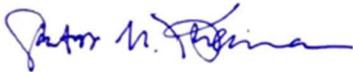
Priority Order	Reserve Account	Interest Credit Rate Applied
1	Member	3.29%
2	Advanced Employer Contributions	N/A
3	Employer	0.0%

### Next Cycle

For Fiscal Year 2023-2024, the Board of Investments approved the plan's actuarial assumptions based on Milliman's 2022 Investigation of Experience Study report at the December 2022 meeting, reconfirming the 7.00% investment return assumption. Milliman applied this assumption in preparing the June 30, 2022 Actuarial Valuation report. The interest credit target amount will remain at 3.50% for the upcoming interest crediting cycles unless the Board changes this assumption. The next experience study is scheduled for June 30, 2025.

Please note the financial data presented in this report is *unaudited*. Plante Moran, LACERA's external financial statement auditor, is expected to issue an *audited* report in mid-October, in time for the filing deadline with the Los Angeles County Board of Supervisors. The financial data contained herein will be updated based on the completed audited.

### REVIEWED AND APPROVED:



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Santos H. Kreimann  
Chief Executive Officer

SHK:tg:mh

c: Board of Retirement, LACERA  
Fesia Davenport, CEO, Los Angeles County



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**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**

**FOR INFORMATION ONLY**

August 24, 2023

TO: Trustees  
Board of Retirement  
Board of Investments

FROM: Ted Granger *TG*  
Interim Chief Financial Officer

FOR: September 6, 2023 Board of Retirement Meeting  
September 13, 2023 Board of Investments Meeting

SUBJECT: **4TH QUARTER STAFF TRAVEL REPORT**

Attached for your information for trips between July 1, 2022 to June 30, 2023 (1) Staff Travel Report and (2) Q2 (Calendar Year) FPPC Form 801 Travel and Other Payments Paid by Third Parties.

REVIEWED AND APPROVED:

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Santos H. Kreimann  
Chief Executive Officer

TG/EW/SC/se

Attachments

c: L. Lugo  
J. Popowich  
L. Guglielmo  
J. Grabel  
S. Rice  
R. Van Nortrick

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

<b>Attendee</b>		<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Administrative Services</b>				
Debra Gonzalez	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Martin Sandoval	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
	2	Edu - Institute for Supply Management ISM - Grapevine TX	05/07/2023 - 05/10/2023	Attended
Elizabeth Smith	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
<b>Benefits</b>				
Sylvia Botros	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Angel Calvo	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Alisa Gavaller	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Louis Gittens	1	Edu - Los Angeles Digital Government Summit 2022 - Los Angeles CA	10/24/2022 - 10/24/2022	Attended
	2	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
Dmitriy Khaytovich	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Theodore King	1	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
Alejandro Ochoa	1	Edu - 2022 CALAPRS Intermediate Course in Retirement Plan Administration - Oakland CA	11/02/2022 - 11/04/2022	Attended
	2	Edu - 2022 CALAPRS Advanced Course in Retirement Plan Administration - Oakland CA	12/07/2022 - 12/09/2022	Attended
Shonita Peterson	1	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
Latonya Robinson	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
<b>Communications</b>				
Cynthia Martinez	1	Edu - California Association of Public Information Officials CAPOI - Monterey CA	05/01/2023 - 05/04/2023	Attended
	2	Admin - SACRS Annual Spring Conference 2023 - San Diego CA	05/10/2023 - 05/11/2023	Attended
Sarah Scott	1	Edu - California Association of Public Information Officials CAPOI - Monterey CA	05/01/2023 - 05/04/2023	Attended
Veronica Yi Martinez	1	Admin - SACRS Annual Spring Conference 2023 - San Diego CA	05/10/2023 - 05/11/2023	Attended
<b>Disability Litigation Services</b>				
Jason Waller	1	Edu - NAPPA Summer Conference 2023 - San Antonio TX	06/27/2023 - 06/30/2023	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

<b>Attendee</b>		<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Disability Retirement Services</b>				
Tamara Caldwell	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
	2	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
	3	Edu - NCPERS 2023 Annual Conference - New Orleans LA	05/20/2023 - 05/24/2023	Attended
Ruby Minjares	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Sarah Robles	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Ricardo Salinas	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
Sandra Sanchez	1	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
Melena Sarkisian	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Maria Silva	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
<b>Executive Offices</b>				
Linda Ghazarian	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Santos Kreimann	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Edu - CALAPRS Administrators' Institute 2022 - Long Beach CA	09/28/2022 - 09/30/2022	Attended
	3	Admin - CVS Due Diligence Site Visit - Chicago IL	09/28/2022 - 09/30/2022	Attended
	4	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
	5	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Canceled
	6	Admin - Federal Engagement Visit with Congress - Washington, DC MD	01/24/2023 - 01/25/2023	Canceled
	7	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
	8	Admin - CVS Health Forum - Aurora CO	03/29/2023 - 03/31/2023	Canceled
	9	Edu - 2023 Wharton Investment Strategies and Portfolio Management - Philadelphia PA	04/17/2023 - 04/21/2023	Attended
	10	Admin - LACMC Special Event - La Canada CA	05/17/2023 - 05/17/2023	Attended
	11	Edu - 2023 Chief Officers Summit - Denver CO	06/19/2023 - 06/21/2023	Attended
Luis Lugo	1	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Canceled
	2	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
	3	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
Bonnie Nolley	1	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
John Popowich	1	Edu - Los Angeles Digital Government Summit 2022 - Los Angeles CA	10/24/2022 - 10/24/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Executive Offices</b>				
John Popowich	2	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
	3	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
	4	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
<b>Financial &amp; Accounting Services</b>				
Ana Chang	1	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Attended
Margaret Chwa	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Attended
Weiyi Guan	1	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Canceled
Giselle Jaimes	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Ervin Wu	1	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Attended
<b>Human Resources</b>				
Connie Chan	1	Edu - World at Work Conference - San Diego CA	06/11/2023 - 06/14/2023	Attended
Michael Cordial	1	Edu - CALPELRA's 47th Annual Training Conference - Monterey CA	11/15/2022 - 11/18/2022	Attended
Julia Ray	1	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	08/09/2022 - 08/10/2022	Canceled
	2	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	10/11/2022 - 10/12/2022	Attended
Ana Ronquillo	1	Edu - Association of Talent Development Conference - San Diego CA	05/21/2023 - 05/24/2023	Attended
Melissa Slaton	1	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	08/09/2022 - 08/10/2022	Canceled
	2	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	10/11/2022 - 10/12/2022	Attended
Roberta Van Nortrick	1	Edu - Association of Talent Development Conference - San Diego CA	05/21/2023 - 05/24/2023	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Internal Audit</b>				
Nathan Amick	1	Edu - APPFA 2023 Conference - Madison WI	06/05/2023 - 06/09/2023	Attended
Richard Bendall	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
	2	Edu - APPFA 2023 Conference - Madison WI	06/05/2023 - 06/09/2023	Attended
Leisha Collins	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Perla Gonzalez	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Christina Logan	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Kristina Sun	1	Edu - APPFA 2023 Conference - Madison WI	06/05/2023 - 06/09/2023	Attended
Gabriel Tafoya	1	Edu - APPFA 2023 Conference - Madison WI	06/05/2023 - 06/09/2023	Attended
<b>Investments</b>				
Didier Acevedo	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Innovation Endeavors Portfolio Company Visit (Machina Labs) - Chatsworth CA	09/21/2022 - 09/21/2022	Attended
	3	Admin - Great Hill Partners AGM and LPAC + Summit Partners and OpenView visits - Boston MA	09/28/2022 - 09/29/2022	Attended
	4	Admin - Center bridge LPAC meeting; meeting with Long Ridge Capital - New York City NY	11/02/2022 - 11/03/2022	Attended
	5	Admin - Primary Ventures LPAC and AGM and BDCM LPAC and AGM - New York City NY	11/09/2022 - 11/10/2022	Attended
	6	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
	7	Admin - Conduct onsite due diligence on TA Fund XV - Menlo Park CA	02/09/2023 - 02/09/2023	Attended
	8	Edu - 3rd Annual Private Markets Secondaries Meeting - Santa Monica CA	02/28/2023 - 02/28/2023	Attended
	9	Edu - Annual Upfront Summit and Network with LPs and GPs - Los Angeles CA	03/01/2023 - 03/02/2023	Attended
	10	Admin - 2023 AIF West Coast Investors' Forum - Santa Monica CA	04/26/2023 - 04/27/2023	Attended
	11	Edu - 2023 Milken Institute Global Conference - Los Angeles CA	04/30/2023 - 05/03/2023	Attended
	12	Admin - SACRS Annual Spring Conference 2023 - San Diego CA	05/10/2023 - 05/11/2023	Attended
	13	Admin - Clearlake's 2023 Limited Partners Annual Meeting - Beverly Hills CA	05/16/2023 - 05/17/2023	Attended
	14	Admin - Attend TA Associates and Summit Partners Annual Meeting - Boston MA	05/22/2023 - 05/24/2023	Attended
	15	Admin - CFALA / LACERA June 2023 DEI Roundtable - Los Angeles CA	06/29/2023 - 06/29/2023	Attended
Amit Aggarwal	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Amit Aggarwal	2	Admin - Meet with Blackstone and Brookfield real estate team, conduct site inspections of Milford Hotel and Knickerboker Retail in New York. Attend Pension Real Estate Association (PREA) investor conference in Washington, DC - New York and Washington, DC NY	10/17/2022 - 10/21/2022	Attended
	3	Admin - Attend Aermont Capital Real Estate Fund IV, LPAC and meet with Blackstone Real Estate Partners X, Brookfield Strategic Real Estate Partners IV, CapMan Nordic Fund II, CapMan Nordic Fund III, Angelo Gordon Europe Fund II, Prologis European Logistics Fund, NREP (potential manager) and Harrison Street (potential manager) - London, UK	11/12/2022 - 11/18/2022	Attended
	4	Admin - Due diligence meetings with CBRE US Core Partners - New York NY	12/15/2022 - 12/16/2022	Attended
	5	Admin - Stockbridge Smart Markets Fund - Atlanta GA	02/02/2023 - 02/03/2023	Attended
	6	Admin - Attend Longpoint Realty Partners Annual General Meeting and conduct property tours - Malibu CA	02/09/2023 - 02/10/2023	Attended
	7	Admin - Guest Speaker REEC Conference-Meet the Capital Providers - Los Angeles CA	04/20/2023 - 04/20/2023	Attended
	8	Admin - Attend Blackstone RE Advisory Board Mtg & Client Conference - Fort Lauderdale FL	05/22/2023 - 05/24/2023	Attended
	9	Admin - Attend CapMan Nordic Real Estate Fund II and CapMan Nordic Real Estate Fund III LPAC meetings and site tours of properties in both funds - Stockholm, Sweden and Copenhagen Denmark	06/11/2023 - 06/15/2023	Attended
Magdalia Armstrong	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - BlackRock's Women's Investment Series Luncheon - Santa Monica CA	10/24/2022 - 10/24/2022	Attended
	3	Admin - Manager due diligence meeting with Capital Group - Los Angeles CA	03/10/2023 - 03/10/2023	Attended
	4	Edu - Private Markets Training at Hamilton Lane - Conshohocken PA	05/14/2023 - 05/18/2023	Attended
	5	Admin - Manager due diligence meetings with Acadian and Frontier - Boston MA	05/18/2023 - 05/19/2023	Attended
Calvin Chang	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Veritas Annual General Meeting and LPAC - New York City NY	10/18/2022 - 10/20/2022	Attended
	3	Admin - Conduct onsite due diligence on Alpine Investors - San Francisco CA	02/23/2023 - 02/23/2023	Attended
Noah Damsky	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Attend CIF III LPAC, DIF CEO Summit, London (Brookfield, Stable, Q-energy, Infrared, ICG, AMG, Ancala, Arcus, Santander) - London, UK	09/17/2022 - 09/24/2022	Attended
	3	Admin - Attend Real Assets ILPA training, meet with GPs (DigitalBridge, Macquarie, GIP, Ridgewood) - New York City NY	10/02/2022 - 10/05/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

<b>Attendee</b>		<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Investments</b>				
Noah Damsky	4	Admin - Markets Group 2nd Annual Southern California Institutional Forum - Los Angeles CA	06/07/2023 - 06/07/2023	Attended
	5	Admin - Attend KKR's AGM and LPAC - Rancho Palos Verdes CA	06/26/2023 - 06/27/2023	Attended
Esmeralda Del Bosque	1	Admin - First Energy deposition preparation sessions with Robbins Geller Rudman & Dowd LLP - Pasadena CA	07/14/2022 - 07/15/2022	Attended
	2	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	3	Edu - 2023 AIF West Coast Investors' Forum - Los Angeles CA	04/26/2023 - 04/27/2023	Attended
	4	Edu - Private Markets Training at Hamilton Lane - Conshohocken PA	05/14/2023 - 05/18/2023	Attended
	5	Admin – Board Advisor and Guest speaker at NY Accelerate Investors' Women Investment Leaders and Annual Summit - New York City NY	05/17/2023 - 05/18/2023	Attended
	6	Admin - Markets Group 2nd Annual Southern California Institutional Forum - Los Angeles CA	06/07/2023 - 06/07/2023	Attended
Terra Elijah	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - 17th annual MSCI Institutional Investor Conference - Sacramento CA	10/17/2022 - 10/19/2022	Attended
	3	Edu - Private Markets Training at Hamilton Lane - Conshohocken PA	05/14/2023 - 05/18/2023	Attended
	4	Edu - 2023 PREA Institute - Los Angeles CA	06/27/2023 - 06/28/2023	Attended
Jon Grabel	1	Admin - Guest Speaker-The Investment Diversity Exchange (TIDE) Spark 2022 - Dana Point CA	07/06/2022 - 07/07/2022	Attended
	2	Edu - Miami RFK Compass Conference - Miami FL	10/02/2022 - 10/04/2022	Host Canceled
	3	Admin - Nossaman's 2022 Fiduciary Forum - Los Angeles CA	10/17/2022 - 10/18/2022	Attended
	4	Edu - Reuters ESG Conference - Guest Speaker - New York City NY	10/31/2022 - 11/04/2022	Attended
	5	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
	6	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
	7	Edu - KKR's 2022 Chief Investment Officers' Symposium - Washington, DC MD	12/05/2022 - 12/06/2022	Attended
	8	Edu - Bloomberg Women's Buyside Network - San Marino CA	02/16/2023 - 02/16/2023	Attended
	9	Edu - RFK Compass Winter Investors Conference - Miami FL	02/26/2023 - 02/28/2023	Attended
	10	Edu - 2023 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/22/2023 - 03/23/2023	Attended
	11	Admin - The 8th Annual ALTSLA - Los Angeles CA	03/29/2023 - 03/29/2023	Attended
	12	Admin - Allocator Confidential: Growth vs Value - Los Angeles CA	04/13/2023 - 04/13/2023	Attended
	13	Admin - Institutional Investor Institute Public Funds Roundtable - Los Angeles CA	04/25/2023 - 04/26/2023	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Jon Grabel	14	Admin - 2023 AIF West Coast Investors' Forum - Santa Monica CA	04/26/2023 - 04/27/2023	Attended
	15	Admin - The Forum by the CIO 2023 - New York NY	05/16/2023 - 05/17/2023	Attended
	16	Admin - Markets Group 2nd Annual Southern California Institutional Forum - Los Angeles CA	06/07/2023 - 06/07/2023	Attended
	17	Admin - 2023 Transpose Platform Ecosystem Day - San Francisco CA	06/20/2023 - 06/20/2023	Attended
	18	Admin - CFALA / LACERA June 2023 DEI Roundtable - Los Angeles CA	06/29/2023 - 06/29/2023	Attended
Eduardo Ibanez	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Pushpam Jain	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Current and potential manager meetings - Chicago IL	10/05/2022 - 10/06/2022	Attended
	3	Admin - Board meeting for TIAA CREF Farmland I and TIAA CREF Farmland II, Site Visits to farms + meeting with potential JV partner APG + meeting with other LPs (AP2, CDPQ, TIAA, others) - Santiago, Chile	10/22/2022 - 10/28/2022	Attended
Jeff Jia	1	Admin - Manager due diligence meeting with Capital Group - Los Angeles CA	03/10/2023 - 03/10/2023	Attended
Dale Johnson	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Edu - CII Fall 2022 Conference - Boston MA	09/21/2022 - 09/23/2022	Attended
	3	Admin - Council of Institutional of Investors Board Meeting Spring Conference - Washington, DC MD	03/05/2023 - 03/10/2023	Attended
Daniel Joye	1	Admin - Southern California Institutional Forum-Markets Group - Marina Del Rey CA	07/21/2022 - 07/21/2022	Attended
	2	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	3	Admin - Institutional Investing in Infrastructure Advisory Board Mtg - Newport Beach CA	11/03/2022 - 11/03/2022	Attended
	4	Admin - Infrastructure Guest Speaker-Pension Bridge Alts - Beverly Hills CA	11/30/2022 - 11/30/2022	Attended
	5	Admin - Antin MidCap Fund LPAC and meet with current managers: DIF, Antin, Partners Groups, and prospective managers: Asterion, Meridiam, InfraRed, Ardian, Cube, Ancala, InfraVia, Macquarie - London (UK), Paris (France), & Zug (Switzerland)	12/03/2022 - 12/11/2022	Attended
	6	Edu - CAIA Allocator Advisory Council - Los Angeles CA	03/27/2023 - 03/27/2023	Attended
	7	Admin - The 8th Annual ALTSLA - Los Angeles CA	03/29/2023 - 03/29/2023	Attended
	8	Admin - 2023 Pension Bridge Annual Conference - San Francisco CA	04/17/2023 - 04/19/2023	Attended
	9	Admin - Institutional Investor Roundtable - Los Angeles CA	04/25/2023 - 04/26/2023	Attended
	10	Admin - Attend DWS PEIF Investor Conference - Roma, Italy	06/08/2023 - 06/09/2023	Attended
	11	Admin - Attend Macquarie Limited Partner Advisory Committee (LPAC) Meeting - London, England	06/20/2023 - 06/22/2023	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
John Kim	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Derek Kong	1	Admin - CVC Annual General Meeting, LPAC and Fund IX Onsite and meet with prospective managers (Bregal and IK Partners) and secondary placement agents (Lazard, Rede, Evercore) - London, UK	09/06/2022 - 09/09/2022	Attended
	2	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	3	Admin - Attend Montefiore Investment V LPAC and Fund VI Onsite, attend Blackfin Financial Services IV Onsite - Paris, France	11/06/2022 - 11/11/2022	Attended
	4	Admin - STG Onsite - Menlo Park CA	12/01/2022 - 12/01/2022	Attended
	5	Edu - 3rd Annual Private Markets Secondaries Meeting - Santa Monica CA	02/28/2023 - 02/28/2023	Attended
Cheryl Lu	1	Admin - Attend GGV 2022 Annual Meeting and LPAC Roundtable - San Francisco CA	09/12/2022 - 09/13/2022	Attended
	2	Admin - Attend BRV Aster 2022 Annual General Meeting and Limited Partner Advisory Committee, meet with existing (GGV) and potential (Jungle Ventures, LYFE Capita) managers, and attend SuperReturn Asia - Singapore	09/20/2022 - 09/27/2022	Attended
	3	Admin - Attend Revelstoke Capital Partners 2022 Annual General Meeting and Limited Partner Advisory Committee meeting - Boulder CO	10/12/2022 - 10/13/2022	Attended
	4	Admin - MBK Capital Partners 2022 Annual General Meeting and Investor Advisory Committee meetings - Seoul Korea	11/14/2022 - 11/16/2022	Attended
	5	Admin - LPAC lunch and annual general meeting for Lilly Asia Ventures - Menlo Park CA	11/29/2022 - 11/30/2022	Attended
	6	Admin - CFALA / LACERA June 2023 DEI Roundtable - Los Angeles CA	06/29/2023 - 06/29/2023	Attended
Vache Mahseredjian	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Diversity, Equity, and Inclusion in Investment Management co-sponsored by BlackRock, Oaktree, and Ares - Los Angeles CA	02/08/2023 - 02/08/2023	Attended
	3	Edu - Bloomberg Women's Buyside Network - San Marino CA	02/16/2023 - 02/16/2023	Attended
	4	Admin - Institutional Investor Institute Public Funds Roundtable - Los Angeles CA	04/25/2023 - 04/26/2023	Attended
Quoc Nguyen	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Edu - Investment, Legal Due Diligence Workshop, and Training - San Francisco CA	03/14/2023 - 03/14/2023	Attended
Jude Perez	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Krista Powell	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Attend Innocap's Thought Leadership Summit and conduct due diligence with Caxton, Brevan Howard, Varde, Waterfall, and Davidson Kempner - New York City NY	05/29/2023 - 05/31/2023	Attended
Jim Rice	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Jim Rice	2	Admin - Knickerbocker Retail and Clarion Plus meeting - New York City NY	01/17/2023 - 01/18/2023	Attended
Cindy Rivera	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Brookfield 2022 Private Fund Investor Conference - Beverly Hills CA	11/15/2022 - 11/15/2022	Attended
	3	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
	4	Admin - Stockbridge Smart Markets Fund - Atlanta GA	02/02/2023 - 02/03/2023	Attended
	5	Admin - Attend DWS' 2023 Americas Real Estate Client Conference as an investor in DWS' Core Plus Industrial Fund (CPIF) - Dana Point CA	04/20/2023 - 04/20/2023	Attended
Michael Romero	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
	3	Admin - Knickerbocker Retail and Clarion Plus meeting - New York City NY	01/17/2023 - 01/18/2023	Attended
	4	Admin - Clarion Annual Investor Conference - New York NY	05/02/2023 - 05/04/2023	Attended
Ron Senkandwa	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Manager due diligence meeting with Capital Group - Los Angeles CA	03/10/2023 - 03/10/2023	Attended
	3	Edu - Private Markets Training at Hamilton Lane - Conshohocken PA	05/14/2023 - 05/18/2023	Attended
	4	Admin - Manager due diligence meetings with Acadian and Frontier - Boston MA	05/18/2023 - 05/19/2023	Attended
David Simpson	1	Admin - One Rock Annual General Meeting (AGM) and Limited Partner Advisory Committee (LPAC) meeting, Siris AGM and LPAC, Riverside AGM, WM Partners AGM - New York, NY and Fort Lauderdale, FL	11/14/2022 - 11/18/2022	Attended
	2	Edu - 2023 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/22/2023 - 03/23/2023	Attended
	3	Edu - Hamilton Lane Private Markets Overview - Los Angeles CA	05/15/2023 - 05/15/2023	Attended
Shelly Tilaye	1	Admin - Vista Partners LPAC meeting and Hellman & Friedman Due Diligence meetings - New York City NY	11/07/2022 - 11/14/2022	Attended
	2	Edu - Bloomberg Women's Buyside Network - San Marino CA	02/16/2023 - 02/16/2023	Attended
Chad Timko	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Mel Tsao	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Due diligence meetings with CBRE US Core Partners - New York NY	12/15/2022 - 12/16/2022	Attended
	3	Admin - Attend Bain Capital RE Advisory Board & Investor Meetings - Boston MA	05/22/2023 - 05/24/2023	Attended
Christopher Wagner	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Scott Zdrzil	1	Admin - Guest Speaker-The Investment Diversity Exchange (TIDE) Spark 2022 - Dana Point CA	07/06/2022 - 07/07/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

<b>Attendee</b>		<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Investments</b>				
Scott Zdrazil	2	Admin - Council of Institutional Investors Board Meeting - Washington, DC MD	08/01/2022 - 08/03/2022	Attended
	3	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	4	Edu - CII Fall 2022 Conference - Boston MA	09/21/2022 - 09/23/2022	Attended
	5	Admin - Stanford Institutional Investor Forum - Stanford CA	12/01/2022 - 12/02/2022	Attended
	6	Admin - Council of Institutional Investors Board Meeting - Pasadena CA	01/30/2023 - 01/31/2023	Attended
	7	Admin - BlackRock DEI Panel - Los Angeles CA	02/08/2023 - 02/08/2023	Attended
	8	Admin - Pension Bridge ESG Summit - Los Angeles CA	02/28/2023 - 03/01/2023	Attended
	9	Admin - Council of Institutional of Investors Board Meeting Spring Conference - Washington, DC MD	03/05/2023 - 03/10/2023	Attended
	10	Admin - Institutional Investor Roundtable - Los Angeles CA	04/25/2023 - 04/26/2023	Attended
	11	Admin - Participate in Stanford Institutional Investor Forum roundtable on Corporate Governance, Proxy Season, and Securities Law Developments - Palo Alto CA	06/05/2023 - 06/06/2023	Attended
	12	Admin - Speak at Society for Corp. Governance Annual Conference - Salt Lake City UT	06/20/2023 - 06/22/2023	Attended
	13	Admin - Participate in IFRS International Sustainability Standards Board Investor Advisory Group Meetings - New York NY	06/25/2023 - 06/27/2023	Attended
<b>Legal Services</b>				
Jasmine Bath	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Admin - Nossaman's 2022 Fiduciary Forum - Los Angeles CA	10/17/2022 - 10/18/2022	Attended
	3	Edu - LACBA Diversity & Inclusion Conference - Los Angeles CA	04/21/2023 - 04/21/2023	Attended
	4	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	04/24/2023 - 04/25/2023	Attended
	5	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	06/12/2023 - 06/14/2023	Attended
Frank Boyd	1	Edu - NAPPA Summer Conference 2023 - San Antonio TX	06/27/2023 - 06/30/2023	Attended
John Harrington	1	Edu - NAPPA Summer Conference 2023 - San Antonio TX	06/27/2023 - 06/30/2023	Attended
Michael Herrera	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
	2	Edu - NAPPA Summer Conference 2023 - San Antonio TX	06/27/2023 - 06/30/2023	Attended
Barry Lew	1	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Attended
	2	Admin - Federal Engagement Visit with Congress - Washington, DC MD	01/24/2023 - 01/25/2023	Attended
	3	Edu - SCCE Compliance Academy - Scottsdale AZ	02/27/2023 - 03/02/2023	Attended
	4	Admin - SACRS Legislative Committee Meeting - Sacramento CA	03/17/2023 - 03/17/2023	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Legal Services</b>				
Barry Lew	5	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
Steven Rice	1	Admin - Nossaman's 2022 Fiduciary Forum - Los Angeles CA	10/17/2022 - 10/18/2022	Attended
Jessica Rivas	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Christine Roseland	1	Edu - 2022 Association of Corporate Counsel (ACC) Annual Meeting - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
	2	Admin - Markets Group 2nd Annual Southern California Institutional Forum - Los Angeles CA	06/07/2023 - 06/07/2023	Attended
	3	Edu - NAPPA Summer Conference 2023 - San Antonio TX	06/27/2023 - 06/30/2023	Attended
Elaine Salon	1	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	04/24/2023 - 04/25/2023	Attended
	2	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	06/12/2023 - 06/14/2023	Attended
Irene Saucedo	1	Edu - Los Angeles County Secretarial Council LACSC 53rd Annual Seminar - Rosemead CA	04/27/2023 - 04/27/2023	Attended
Elizabeth Tirado	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Edu - Los Angeles County Secretarial Council LACSC 53rd Annual Seminar - Rosemead CA	04/27/2023 - 04/27/2023	Attended
<b>Member Services</b>				
Gerald Bucacao	1	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
Stephanie Kawai	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Armendina Lejano	1	Admin - 2023 LACMC Spring Conference - Santa Barbara CA	03/22/2023 - 03/24/2023	Attended
Laura Magallanes	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Alejandro Ochoa	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
Aurelia Okafor-Smith	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Maritza Perez	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
	2	Admin - 2023 LACMC Spring Conference - Santa Barbara CA	03/22/2023 - 03/24/2023	Attended
Kelly Puga	1	Edu - SACRS 2023 Spring Conference - San Diego CA	05/09/2023 - 05/12/2023	Attended
Fabio Ramirez	1	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	04/24/2023 - 04/25/2023	Attended
	2	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	06/12/2023 - 06/14/2023	Attended
Victor Tafolla	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
<b>QA &amp; Metrics</b>				
Bernardo Buenaflor	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
	2	Edu - ISACA Annual Spring Conference - Los Angeles CA	04/03/2023 - 04/07/2023	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

<b>Attendee</b>		<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Retiree Healthcare</b>				
Tionna Fredericks	1	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
	2	Edu - IFEBP Healthcare Management Conference - Miami FL	04/24/2023 - 04/25/2023	Attended
Nicole Howard	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Leilani Ignacio	1	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
Kathy Migita	1	Admin - Anthem Blue Cross Due Diligence Site Visit - Rancho Cordova CA	09/14/2022 - 09/14/2022	Attended
	2	Admin - CVS Due Diligence Site Visit - Chicago IL	09/28/2022 - 09/30/2022	Attended
	3	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
	4	Admin - Kaiser Permanente - Diligence Meeting - Washington DC	10/27/2022 - 10/30/2022	Attended
	5	Admin - CIGNA - Due Diligence - Bloomfield CT	11/02/2022 - 11/03/2022	Attended
	6	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Attended
	7	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
	8	Edu - AHIP 2023 Medicare, Medicaid, Duals & Commercial Health Policy & Markets Forum - Washington, DC MD	03/14/2023 - 03/16/2023	Attended
	9	Admin - CVS Health Forum - Aurora CO	03/29/2023 - 03/31/2023	Attended
	10	Edu - AHIP 2023 - Portland OR	06/13/2023 - 06/15/2023	Attended
	11	Edu - Healthcare Innovation Congress - Washington DC MD	06/20/2023 - 06/22/2023	Attended
Cassandra Smith	1	Admin - Anthem Blue Cross Due Diligence Site Visit - Rancho Cordova CA	09/14/2022 - 09/14/2022	Attended
	2	Admin - CVS Due Diligence Site Visit - Chicago IL	09/28/2022 - 09/30/2022	Attended
	3	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
	4	Admin - Kaiser Permanente - Diligence Meeting - Washington DC	10/27/2022 - 10/30/2022	Attended
	5	Admin - CIGNA - Due Diligence - Bloomfield CT	11/02/2022 - 11/03/2022	Attended
	6	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Attended
	7	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
	8	Edu - AHIP 2023 Medicare, Medicaid, Duals & Commercial Health Policy & Markets Forum - Washington, DC MD	03/14/2023 - 03/16/2023	Attended
	9	Admin - CVS Health Forum - Aurora CO	03/29/2023 - 03/31/2023	Attended
	10	Edu - IFEBP Healthcare Management Conference - Miami FL	04/24/2023 - 04/25/2023	Attended
	11	Edu - NCPERS 2023 Annual Conference - New Orleans LA	05/20/2023 - 05/24/2023	Attended
	12	Edu - AHIP 2023 - Portland OR	06/13/2023 - 06/15/2023	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
JUNE 2023**

<b>Attendee</b>		<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Retiree Healthcare</b>				
Cassandra Smith	13	Edu - Healthcare Innovation Congress - Washington DC MD	06/20/2023 - 06/22/2023	Attended
<b>Systems</b>				
Joe Aguilar	1	Edu - Allegion - Sielox Product Certification Training - Pleasanton CA	09/12/2022 - 09/16/2022	Attended
Christian Chabtini	1	Edu - Adobe Summit 2023 - Las Vegas NV	03/21/2023 - 03/23/2023	Attended
David Choe	1	Edu - Adobe Summit 2023 - Las Vegas NV	03/21/2023 - 03/23/2023	Attended
Kathy Delino	1	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
Kyle Kawakami	1	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended
Penelope Rodriguez	1	Edu - Adobe Summit 2023 - Las Vegas NV	03/21/2023 - 03/23/2023	Attended
Celso Templo	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
Alex Yin	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin/Edu - Board of Retirement Offsite - Pasadena CA	02/22/2023 - 02/23/2023	Attended

**Q2 FPPC FORM 801 STAFF TRAVEL EXPENSES**

2. Donor Name and Address		3. Payment Information																	
Name		3.1(a) Travel Payment												3.2 Payment Description	3.3 Officials who used payment in Section 3.1				
Item Number	Individual	Other	Entity's Business Activity	Address	Location	Dates	Transportation Provider	Type	Name of Lodging Facility	Lodging Expenses	Meal Expenses	Transportation Expenses	Other Expenses	Total Expenses		Last Name	First Name	Position/Title	Department/Division
1	N/A	Bain Capital Real Estate Fund I-A and II-A	Real Estate Fund Manager	200 Clarendon Street, Boston, MA 02116	Boston, MA	May 22-24, 2023	Delta Airlines	Air	Hyatt Regency	\$698.02	\$100.00	\$784.85	\$0.00	\$1,582.91	Payment is for travel to attend Bain Capital Real Estate's Annual General Meeting and Limited Partner Advisory Committee (LPAC) meeting. Per LACERA's contract with Bain Capital Real Estate, all travel expenses related to LPAC meetings will be covered by the partnership.	Tsao	Mel	Senior Finance Analyst	Investments
2	N/A	Blackstone Real Estate Partners X L.P.	Private Equity and Real Estate Firm	345 Park Avenue New York, NY 10154	Boca Raton, FL	May 22-24, 2023	Jet Blue	Air	The Boca Raton	\$762.80	\$325.00	\$457.80	\$0.00	\$1,545.60	Payment is for traveling to attend Blackstone Real Estate Partners Fund X Limited Partnership Advisory Committee (LPAC) meeting. Per LACERA's contract with Blackstone, all travel expenses related to LPAC meeting will be covered by the fund.	Aggarwal	Amit	Finance Analyst III	Investments
3	N/A	CapMan Nordic Real Estate II FCP-RAIF	Private Equity and Real Estate Firm	Ludviginkatu 6, Helsinki, Finland	Stockholm, Sweeden & Copenhagen, Denmark	June 11-15, 2023	Lot Polish Airlines	Air	At Six (Stockholm) & Marriott (Copenhagen)	\$1,081.11	\$461.07	\$6,379.85	\$0.00	\$7,922.03	Payment is for traveling to attend CapMan Nordic Fund II and CapMan Nordic Fund III Limited Partnership Committee (LPAC) meetings. Per LACERA's contract with CapMan, all travel expenses related to LPAC meeting will be covered by the fund.	Aggarwal	Amit	Finance Analyst III	Investments
4	N/A	KKR Diversified Core Infrastructure Fund L.P.	Infrastructure Investor	555 California Street, Suite 5000, San Francisco, CA 94104	Rancho Palos Verdes, CA	June 26-27, 2023	N/A	N/A	Terranea Oceanfront Resort	\$200.75	\$226.25	\$0.00	\$0.00	\$427.00	Limited Partnership Advisory Committee (LPAC) meetings/conference for infrastructure fund investment. Per LACERA's contract with KKR, all travel expenses related to LPAC meetings will be covered by the partnership.	Damsky	Noah	Senior Investment Analyst	Investments

**FOR INFORMATION ONLY**

August 24, 2023

TO: Trustees  
Board of Retirement  
Board of Investments

FROM: Ted Granger   
Interim Chief Financial Officer

FOR: September 6, 2023 Board of Retirement Meeting  
September 13, 2023 Board of Investments Meeting

SUBJECT: **4TH QUARTER TRUSTEE TRAVEL & EDUCATION EXPENDITURE REPORTS**

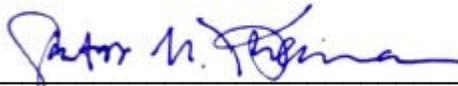
Attached for your review:

(1) Trustee Travel & Education Expenditure Report which includes expenses paid and submitted for reimbursement of events between July 1, 2022 to June 30, 2023 excluding Regular Board and Committee Meetings.

(2) Regular Board and Committee Meetings Expenditure Report for accumulated lodging and mileage reimbursed for events between July 1, 2022 and June 30, 2023.

(3) The Trustee Cancellation & Credit Expenditures Report which includes credits and expenses associated with trip cancellations for Fiscal Years 2020-2021, 2021-2022, and 2022-2023.

REVIEWED AND APPROVED:



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Santos H. Kreimann  
Chief Executive Officer

TG/EW/SC/se

**Attachments**

c: L. Lugo  
J. Popowich  
L. Guglielmo  
J. Grabel  
S. Rice  
R. Van Nortrick



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Alan Bernstein</b>													
A	1 Edu - CII Fall 2022 Conference - Boston MA - 09/21/2022 - 09/23/2022	Attended	\$4,221.72	\$0.00	\$1,149.39	\$2,697.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$128.00	\$78.00
	2 Edu - NCPERS 2022 Public Safety Conference - Nashville TN - 10/23/2022 - 10/26/2022	Attended	\$4,890.71	\$750.00	\$1,312.34	\$1,515.20	\$0.00	\$0.00	\$0.00	\$180.68	\$0.00	\$236.00	\$63.00
	3 Edu - NCPERS 2023 Annual Conference - New Orleans LA - 05/20/2023 - 05/24/2023	Attended	\$5,023.45	\$1,385.00	\$1,215.84	\$1,862.70	\$0.00	\$15.98	\$0.00	\$0.00	\$0.00	\$136.00	\$71.00
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$1,385.41	\$120.00	\$979.04	\$0.00	\$0.00	\$65.63	\$0.00	\$62.74	\$0.00	\$138.00	\$20.00
V	- Edu - NACD: The Theranos Implosion - VIRTUAL - 09/28/2022 - 09/28/2022	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - NACD The Future of the American Board - Virtual CA - 02/08/2023 - 02/08/2023	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - NACD Directorship in a Volatile, Uncertain, Complex, and Ambiguous World - VIRTUAL - 04/05/2023 - 04/05/2023	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - NACD A Perfect Storm for Directors & Officers: More Risk, Less Protection - VIRTUAL - 04/19/2023 - 04/19/2023	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
X	- Edu - NCPERS 2023 Legislative Conference - Washington, DC MD - 01/22/2023 - 01/24/2023	Canceled	\$686.66	\$686.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Alan Bernstein:</b>			\$16,327.95	\$3,061.66	\$4,656.61	\$6,075.10	\$1,339.55	\$81.61	\$0.00	\$243.42	\$0.00	\$638.00	\$232.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Elizabeth Ginsberg</b>													
B -	Edu - CALAPRS Advanced Principles of Pension Governance for Trustees - Los Angeles CA - 03/29/2023 - 03/31/2023	Attended	\$3,250.00	\$3,250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Elizabeth Ginsberg:</b>			\$3,250.00	\$3,250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Vivian Gray</b>													
A	1 Edu - CII Fall 2022 Conference - Boston MA - 09/21/2022 - 09/23/2022	Attended	\$2,986.23	\$0.00	\$1,149.36	\$1,597.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	2 Edu - NCPERS 2023 Annual Conference - New Orleans LA - 05/20/2023 - 05/24/2023	Attended	\$3,726.97	\$900.00	\$1,519.79	\$916.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$258.00	\$25.00
	3 Edu - TLF Annual Convening - Boston MA - 06/12/2023 - 06/14/2023	Attended	\$4,033.49	\$200.00	\$1,476.63	\$2,047.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$146.00	\$20.00
B -	Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA - 08/21/2022 - 08/23/2022	Attended	\$820.00	\$820.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Admin - SACRS Board of Directors Meeting - Los Angeles CA - 08/22/2022 - 08/22/2022	Attended	\$656.08	\$0.00	\$656.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Admin - SACRS Program Committee & Board of Directors Meeting - Santa Barbara CA - 09/26/2022 - 09/27/2022	Attended	\$1,410.17	\$179.00	\$1,057.17	\$0.00	\$0.00	\$0.00	\$0.00	\$108.00	\$0.00	\$51.00	\$15.00
	- Admin - SACRS Board of Directors Meeting - San Diego CA - 12/01/2022 - 12/01/2022	Attended	\$931.44	\$0.00	\$629.44	\$0.00	\$0.00	\$154.00	\$0.00	\$0.00	\$0.00	\$138.00	\$10.00
	- Admin - SACRS Board of Directors Meeting - Sacramento CA - 01/09/2023 - 01/10/2023	Attended	\$851.96	\$0.00	\$0.00	\$693.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$64.00	\$10.00
	- Admin - SACRS Program Committee Meeting - Sacramento CA - 03/20/2023 - 03/20/2023	Attended	\$1,256.43	\$0.00	\$462.46	\$605.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$47.00	\$15.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Vivian Gray</b>													
B -	Edu - 2023 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/22/2023 - 03/23/2023	Attended	\$618.91	\$260.00	\$275.17	\$0.00	\$0.00	\$11.14	\$0.00	\$72.60	\$0.00	\$0.00	\$0.00
-	Edu - 2023 Milken Institute Global Conference - Los Angeles CA - 04/30/2023 - 05/03/2023	Attended	\$3,340.74	\$0.00	\$2,405.80	\$0.00	\$0.00	\$9.56	\$0.00	\$638.88	\$0.00	\$240.00	\$25.00
-	Edu - SACRS 2023 Spring Conference - San Diego CA - 05/09/2023 - 05/12/2023	Attended	\$1,575.15	\$150.00	\$1,007.37	\$0.00	\$67.11	\$164.67	\$0.00	\$40.00	\$67.11	\$121.00	\$25.00
-	Admin - SACRS Board of Directors & Program Committee Meeting - Sacramento CA - 06/19/2023 - 06/20/2023	Attended	\$1,251.24	\$0.00	\$406.60	\$666.96	\$27.93	\$0.00	\$0.00	\$0.00	\$27.93	\$31.00	\$5.00
V -	Edu - 50/50 Women on Boards - VIRTUAL - 11/02/2022 - 11/02/2022	Attended	\$51.80	\$51.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
X -	Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Canceled	\$135.00	\$135.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
-	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD - 01/22/2023 - 01/24/2023	Canceled	\$216.11	\$0.00	\$216.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Vivian Gray:</b>			\$23,861.72	\$2,695.80	\$11,261.98	\$6,528.68	\$835.37	\$339.37	\$0.00	\$859.48	\$95.04	\$1,096.00	\$150.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>David Green</b>													
A	1 Edu - PPI 2022 Summer Roundtable - Canada, Vancouver - 07/13/2022 - 07/15/2022	Attended	\$3,548.56	\$950.00	\$1,094.09	\$727.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$291.00	\$132.00
	2 Edu - NCPERS 2023 Legislative Conference - Washington, DC MD - 01/22/2023 - 01/24/2023	Attended	\$3,236.91	\$515.00	\$695.40	\$1,629.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.00	\$15.00
	3 Edu - RFK Compass Winter Investors Conference - Miami FL - 02/26/2023 - 02/28/2023	Attended	\$4,801.35	\$800.00	\$1,399.92	\$2,231.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$128.00	\$15.00
	4 Edu - 2023 Annual AVCA Conference - Cairo, Egypt - 05/01/2023 - 05/05/2023	Attended	\$11,011.23	\$622.48	\$1,348.90	\$8,240.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$434.00	\$114.00
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$1,218.02	\$120.00	\$979.02	\$0.00	\$0.00	\$57.00	\$0.00	\$0.00	\$0.00	\$52.00	\$10.00
	- Edu - 2023 PPI Winter Roundtable - San Diego CA - 03/01/2023 - 03/03/2023	Attended	\$2,253.21	\$1,200.00	\$808.98	\$0.00	\$0.00	\$174.23	\$0.00	\$70.00	\$0.00	\$0.00	\$0.00
<b>Totals for David Green:</b>			\$26,069.28	\$4,207.48	\$6,326.31	\$12,829.09	\$1,030.17	\$231.23	\$0.00	\$70.00	\$0.00	\$1,089.00	\$286.00
<b>Jason Green</b>													
A	1 Edu - 2023 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 04/17/2023 - 04/21/2023	Attended	\$15,535.31	\$12,500.00	\$280.00	\$2,267.40	\$0.00	\$0.00	\$0.00	\$111.50	\$0.00	\$128.00	\$15.00
	2 Edu - NCPERS 2023 Annual Conference - New Orleans LA - 05/20/2023 - 05/24/2023	Attended	\$5,764.04	\$1,100.00	\$1,604.92	\$2,760.99	\$0.00	\$52.53	\$0.00	\$0.00	\$0.00	\$156.00	\$15.00
C	- Edu - NCPERS 2023 Legislative Conference - Washington, DC MD - 01/22/2023 - 01/24/2023	Attended	\$5,016.53	\$686.66	\$1,759.69	\$1,948.90	\$48.04	\$52.79	\$0.00	\$94.50	\$48.04	\$132.00	\$20.00
<b>Totals for Jason Green:</b>			\$26,315.88	\$14,286.66	\$3,644.61	\$6,977.29	\$581.96	\$105.32	\$0.00	\$206.00	\$48.04	\$416.00	\$50.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Patrick Jones</b>													
A	1 Edu - Leading in Artificial Intelligence: Exploring Technology and Policy - Harvard Kennedy School - Cambridge MA - 07/17/2022 - 07/22/2022	Attended	\$10,997.68	\$9,400.00	\$398.42	\$765.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$256.00	\$30.00
	2 Edu - 2022 Infrastructure Investor America Forum - New York NY - 12/06/2022 - 12/07/2022	Attended	\$4,183.20	\$0.00	\$1,026.00	\$3,007.20	\$150.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00
	3 Edu - 2023 Infrastructure Investor Global Summit - Berlin Germany - 03/20/2023 - 03/23/2023	Attended	\$19,460.24	\$5,869.08	\$1,211.53	\$11,663.35	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$255.00	\$115.00
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$988.01	\$120.00	\$868.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2023 Pension Bridge ESG Summit - Los Angeles CA - 02/28/2023 - 03/01/2023	Attended	\$190.51	\$190.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2023 Milken Institute Global Conference - Los Angeles CA - 04/30/2023 - 05/03/2023	Attended	\$1,921.23	\$0.00	\$1,803.39	\$0.00	\$0.00	\$29.61	\$0.00	\$0.00	\$0.00	\$34.00	\$5.00
	- Edu - SACRS 2023 Spring Conference - San Diego CA - 05/09/2023 - 05/12/2023	Attended	\$1,301.98	\$120.00	\$693.15	\$0.00	\$112.71	\$199.12	\$0.00	\$60.00	\$112.71	\$102.00	\$15.00
	- Edu - Catalyst: California's Diverse Investment Manager Forum - San Francisco CA - 06/26/2023 - 06/28/2023	Attended	\$1,545.36	\$199.00	\$1,053.56	\$292.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Patrick Jones:</b>			<b>\$40,588.21</b>	<b>\$15,898.59</b>	<b>\$7,054.06</b>	<b>\$15,728.70</b>	<b>\$543.42</b>	<b>\$228.73</b>	<b>\$0.00</b>	<b>\$60.00</b>	<b>\$262.71</b>	<b>\$647.00</b>	<b>\$165.00</b>



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Onyx Jones</b>													
A	1 Edu - SACRS Public Pension Investment Management Program - San Francisco CA - 07/17/2022 - 07/20/2022	Attended	\$4,556.29	\$2,500.00	\$1,536.96	\$392.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$86.00	\$0.00
	2 Edu - 2022 CALAPRS Principles of Pension Governance for Trustees - Tiburon CA - 08/29/2022 - 09/01/2022	Attended	\$746.36	\$0.00	\$0.00	\$392.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	3 Edu - 2022 SuperReturn Summit Africa - Cape Town, South Africa - 12/05/2022 - 12/07/2022	Attended	\$13,996.79	\$131.63	\$1,367.95	\$12,307.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$120.00	\$0.00
	4 Edu - 2023 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 04/17/2023 - 04/21/2023	Attended	\$15,475.94	\$12,500.00	\$99.70	\$1,723.40	\$0.00	\$0.00	\$0.00	\$252.00	\$0.00	\$110.00	\$10.00
B	- Edu - Women in Institutional Investments Network - Los Angeles CA - 10/12/2022 - 10/12/2022	Attended	\$85.00	\$85.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2023 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/22/2023 - 03/23/2023	Attended	\$306.53	\$260.00	\$0.00	\$0.00	\$0.00	\$11.53	\$0.00	\$35.00	\$0.00	\$0.00	\$0.00
<b>Totals for Onyx Jones:</b>			\$35,166.91	\$15,476.63	\$3,004.61	\$14,816.49	\$1,244.65	\$11.53	\$0.00	\$287.00	\$0.00	\$316.00	\$10.00
<b>Shawn Kehoe</b>													
B	- Admin/Edu - Board of Retirement Offsite - Pasadena CA - 02/22/2023 - 02/23/2023	Attended	\$83.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$68.00	\$15.00
<b>Totals for Shawn Kehoe:</b>			\$83.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$68.00	\$15.00
<b>Joseph Kelly</b>													
A	1 Edu - PPI Executive Seminar and the Asia Pacific Roundtable - Singapore - 10/16/2022 - 10/21/2022	Attended	\$6,574.63	\$950.00	\$1,921.73	\$3,529.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$155.00	\$0.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Joseph Kelly</b>													
A	2 Edu - CII-NYU Corporate Governance Bootcamp - New York NY - 11/16/2022 - 11/18/2022	Attended	\$7,483.52	\$5,035.00	\$1,443.24	\$565.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$236.00	\$0.00
B	- Edu - 2022 Pension Bridge Alternatives - Los Angeles CA - 11/30/2022 - 12/01/2022	Attended	\$190.51	\$190.51	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Admin/Edu - Board of Retirement Offsite - Pasadena CA - 02/22/2023 - 02/23/2023	Attended	\$15.98	\$0.00	\$0.00	\$0.00	\$0.00	\$15.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
V	- Edu - NACD Conflict, Climate, Cyber: What's Next? - VIRTUAL - 08/23/2022 - 08/23/2022	Attended	\$140.00	\$140.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - NACD Risk Mitigation Through Board Quality and Compliance Committees: Lessons from Theranos - VIRTUAL - 09/28/2022 - 09/28/2022	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - Institute of Internal Auditors 2022 Cybersecurity Virtual Conference - VIRTUAL - 10/27/2022 - 10/27/2022	Attended	\$539.00	\$539.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - NACD Wake Up! Are You Prepared for Post-Pandemic Industry Disruption? - VIRTUAL - 01/25/2023 - 01/25/2023	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Joseph Kelly:</b>			\$15,003.64	\$6,914.51	\$3,364.97	\$4,094.68	\$222.50	\$15.98	\$0.00	\$0.00	\$0.00	\$391.00	\$0.00
<b>Keith Knox</b>													
B	- Edu - 2023 Milken Institute Global Conference - Los Angeles CA - 04/30/2023 - 05/03/2023	Attended	\$1,860.37	\$0.00	\$1,803.39	\$0.00	\$56.98	\$0.00	\$0.00	\$0.00	\$56.98	\$0.00	\$0.00
<b>Totals for Keith Knox:</b>			\$1,860.37	\$0.00	\$1,803.39	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$56.98	\$0.00	\$0.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>William Pryor</b>													
A	1 Edu - NCPERS 2022 Public Safety Conference - Nashville TN - 10/23/2022 - 10/26/2022	Attended	\$1,189.96	\$0.00	\$0.00	\$1,189.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA - 08/21/2022 - 08/23/2022	Attended	\$288.84	\$0.00	\$288.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for William Pryor:</b>			\$1,478.80	\$0.00	\$288.84	\$1,189.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Les Robbins</b>													
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Les Robbins:</b>			\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>David Ryu</b>													
A	1 Edu - 2023 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 04/17/2023 - 04/21/2023	Attended	\$13,746.22	\$12,500.00	\$0.00	\$869.70	\$0.00	\$18.47	\$0.00	\$0.00	\$0.00	\$186.00	\$30.00
	2 Edu - 2023 SuperReturn International - Berlin, Germany - 06/05/2023 - 06/09/2023	Attended	\$3,859.07	\$148.12	\$2,804.59	\$0.00	\$0.00	\$35.76	\$0.00	\$0.00	\$0.00	\$584.00	\$168.00
B	- Admin - LACERA Orientation Meeting - Pasadena CA - 02/16/2023 - 02/16/2023	Attended	\$25.02	\$0.00	\$0.00	\$0.00	\$0.00	\$25.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Admin - LACERA Orientation Meeting - Pasadena CA - 02/24/2023 - 02/24/2023	Attended	\$25.02	\$0.00	\$0.00	\$0.00	\$0.00	\$25.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2023 PPI Winter Roundtable - San Diego CA - 03/01/2023 - 03/03/2023	Attended	\$2,344.35	\$1,200.00	\$724.49	\$0.00	\$0.00	\$158.51	\$0.00	\$135.00	\$0.00	\$88.00	\$15.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>David Ryu</b>													
B -	Edu - 2023 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/22/2023 - 03/23/2023	Attended	\$78.93	\$50.00	\$0.00	\$0.00	\$0.00	\$3.93	\$0.00	\$25.00	\$0.00	\$0.00	\$0.00
-	Edu - 2023 AIF West Coast Investors' Forum - Los Angeles CA - 04/26/2023 - 04/27/2023	Attended	\$90.00	\$90.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
-	Edu - 2023 Milken Institute Global Conference - Los Angeles CA - 04/30/2023 - 05/03/2023	Attended	\$214.36	\$0.00	\$0.00	\$0.00	\$0.00	\$62.36	\$0.00	\$32.00	\$0.00	\$105.00	\$15.00
<b>Totals for David Ryu:</b>			\$20,382.97	\$13,988.12	\$3,529.08	\$869.70	\$284.00	\$329.07	\$0.00	\$192.00	\$0.00	\$963.00	\$228.00
<b>Gina Sanchez</b>													
A	1 Edu - PPI Executive Seminar and the Asia Pacific Roundtable - Singapore - 10/16/2022 - 10/21/2022	Attended	\$18,075.99	\$950.00	\$1,641.82	\$15,232.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.00	\$78.00
	2 Edu - CII 2023 Spring Conference - Washington, DC MD - 03/06/2023 - 03/08/2023	Attended	\$3,329.18	\$0.00	\$1,364.53	\$1,475.20	\$0.00	\$11.14	\$0.00	\$0.00	\$0.00	\$148.00	\$15.00
	3 Edu - Montreal Alternative Investment Forum - Montreal, Canada - 06/21/2023 - 06/21/2023	Attended	\$3,199.13	\$0.00	\$0.00	\$2,880.21	\$0.00	\$9.76	\$0.00	\$0.00	\$0.00	\$186.00	\$69.00
B -	Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA - 08/21/2022 - 08/23/2022	Attended	\$820.00	\$820.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
-	Edu - 2022 Fall Editorial Advisory Board Meeting – Institutional Real Estate Americas - Pasadena CA - 09/06/2022 - 09/08/2022	Attended	\$350.00	\$350.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Gina Sanchez</b>													
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$165.38	\$120.00	\$0.00	\$0.00	\$0.00	\$45.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
-	Edu - 2022 Toigo Foundation Gala - Los Angeles CA - 11/17/2022 - 11/17/2022	Attended	\$150.00	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
-	Edu - 2023 PPI Winter Roundtable - San Diego CA - 03/01/2023 - 03/03/2023	Attended	\$1,926.22	\$1,200.00	\$516.16	\$0.00	\$0.00	\$165.06	\$0.00	\$45.00	\$0.00	\$0.00	\$0.00
-	Edu - 2023 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/22/2023 - 03/23/2023	Attended	\$320.00	\$175.00	\$0.00	\$0.00	\$85.00	\$0.00	\$0.00	\$60.00	\$85.00	\$0.00	\$0.00
-	Edu - The 8th Annual ALTSLA - Los Angeles CA - 03/27/2023 - 03/29/2023	Attended	\$469.20	\$412.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$57.20	\$0.00	\$0.00	\$0.00
-	Edu - 2023 AIF West Coast Investors' Forum - Los Angeles CA - 04/26/2023 - 04/27/2023	Attended	\$253.00	\$235.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.00	\$0.00	\$0.00	\$0.00
-	Edu - 2023 Milken Institute Global Conference - Los Angeles CA - 04/30/2023 - 05/03/2023	Attended	\$277.48	\$0.00	\$0.00	\$0.00	\$0.00	\$10.74	\$0.00	\$128.00	\$0.00	\$0.00	\$0.00
-	Edu - SACRS 2023 Spring Conference - San Diego CA - 05/09/2023 - 05/12/2023	Attended	\$567.05	\$120.00	\$244.89	\$0.00	\$0.00	\$178.16	\$0.00	\$24.00	\$0.00	\$0.00	\$0.00
-	Edu - 10th Annual Hispanic Heritage Foundation Investors Forum - San Francisco CA - 05/11/2023 - 05/12/2023	Attended	\$888.03	\$250.00	\$261.93	\$272.80	\$0.00	\$0.00	\$0.00	\$30.40	\$0.00	\$54.00	\$5.00
-	Edu - California LP Summit - Santa Barbara CA - 06/15/2023 - 06/15/2023	Attended	\$210.93	\$0.00	\$0.00	\$0.00	\$0.00	\$134.93	\$0.00	\$20.00	\$0.00	\$51.00	\$5.00
V	- Edu - NACD Summit 2022 - VIRTUAL - 10/08/2022 - 10/11/2022	Attended	\$2,555.00	\$2,555.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Gina Sanchez:</b>			<b>\$33,556.59</b>	<b>\$7,337.00</b>	<b>\$4,029.33</b>	<b>\$19,860.38</b>	<b>\$383.37</b>	<b>\$565.91</b>	<b>\$0.00</b>	<b>\$510.60</b>	<b>\$85.00</b>	<b>\$613.00</b>	<b>\$172.00</b>



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Herman Santos</b>													
A	1 Edu - PPI 2022 Summer Roundtable - Canada, Vancouver - 07/13/2022 - 07/15/2022	Attended	\$3,333.80	\$950.00	\$1,053.99	\$393.35	\$0.00	\$120.88	\$0.00	\$107.93	\$0.00	\$440.00	\$175.25
	2 Edu - CII Fall 2022 Conference - Boston MA - 09/21/2022 - 09/23/2022	Attended	\$4,199.76	\$0.00	\$1,614.03	\$2,026.80	\$0.00	\$121.13	\$0.00	\$114.25	\$0.00	\$238.00	\$25.00
	3 Edu - 2022 AAAIM Elevate National Conference - New York NY - 09/28/2022 - 09/30/2022	Attended	\$3,429.25	\$500.00	\$2,278.62	\$0.00	\$0.00	\$0.00	\$0.00	\$114.25	\$0.00	\$350.00	\$25.00
	4 Edu - RFK Compass Winter Investors Conference - Miami FL - 02/26/2023 - 02/28/2023	Attended	\$5,386.04	\$800.00	\$2,115.84	\$1,993.20	\$0.00	\$64.98	\$0.00	\$94.50	\$0.00	\$128.00	\$50.00
	5 Edu - 2023 Infrastructure Investor Global Summit - Berlin Germany - 03/20/2023 - 03/23/2023	Attended	\$12,574.41	\$5,869.08	\$1,812.91	\$4,014.08	\$0.00	\$127.46	\$0.00	\$88.08	\$0.00	\$253.00	\$197.54
	6 Edu - VC Latam Summit 2023 by ColCapital - Miami FL - 04/18/2023 - 04/20/2023	Attended	\$6,152.42	\$722.25	\$2,493.52	\$2,031.80	\$0.00	\$118.69	\$0.00	\$83.72	\$0.00	\$320.00	\$25.00
B	- Edu - 2022 Toigo Foundation Gala - Los Angeles CA - 11/17/2022 - 11/17/2022	Attended	\$150.00	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Admin/Edu - Board of Retirement Offsite - Pasadena CA - 02/22/2023 - 02/23/2023	Attended	\$103.86	\$0.00	\$0.00	\$0.00	\$0.00	\$103.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2023 Milken Institute Global Conference - Los Angeles CA - 04/30/2023 - 05/03/2023	Attended	\$3,030.94	\$0.00	\$2,294.04	\$0.00	\$0.00	\$126.68	\$0.00	\$319.44	\$0.00	\$206.00	\$0.00
	- Edu - SACRS 2023 Spring Conference - San Diego CA - 05/09/2023 - 05/12/2023	Attended	\$985.86	\$120.00	\$835.86	\$0.00	\$0.00	\$0.00	\$0.00	\$30.00	\$0.00	\$0.00	\$0.00



**4TH QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.	
<b>Herman Santos</b>														
C -	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD - 01/22/2023 - 01/24/2023	Attended	\$3,832.64	\$686.68	\$1,096.54	\$1,326.20	\$48.04	\$58.56	\$0.00	\$113.40	\$48.04	\$280.00	\$25.00	
X -	Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Canceled	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
<b>Totals for Herman Santos:</b>			\$43,298.98	\$9,918.01	\$15,595.35	\$11,785.43	\$1,306.55	\$842.24	\$0.00	\$1,065.57	\$48.04	\$2,215.00	\$522.79	
<b>Cnt: 33</b>			<b>Grand Totals:</b>	\$287,364.30	\$97,154.46	\$64,559.14	\$100,755.50	\$7,771.54	\$2,750.99	\$0.00	\$3,494.07	\$595.81	\$8,452.00	\$1,830.79

Category Legend:

- A - Pre-Approved/Board Approved
- B - Educational Conferences and Administrative Meetings in CA where total cost is no more than \$3,000 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.C.2 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



**4TH QUARTER TRUSTEE**  
**REGULAR BOARD AND COMMITTEE MEETINGS**  
**EXPENDITURE REPORT FOR FISCAL YEAR 2023**  
**FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Alan Bernstein</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$125.76					
<b>Vivian Gray</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$105.84					
<b>David Green</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$92.35					
<b>Onyx Jones</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$278.03					
<b>Patrick Jones</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$337.47					
<b>Shawn Kehoe</b>													
	FYTD Lodging/Mileage (M):				\$673.90			\$0.00					
<b>Joseph Kelly</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$64.20					
<b>Les Robbins</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$142.27					
<b>David Ryu</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$75.06					



**4TH QUARTER TRUSTEE**  
**REGULAR BOARD AND COMMITTEE MEETINGS**  
**EXPENDITURE REPORT FOR FISCAL YEAR 2023**  
**FOR EVENTS DURING JULY 2022 - JUNE 2023**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Gina Sanchez</b>													
	FYTD Lodging/Mileage (M):				\$0.00			\$192.57					
<b>Herman Santos</b>													
	FYTD Lodging/Mileage (M):				\$1,432.89			\$1,233.52					
<b>Total of FYTD Lodging/Mileage</b>					\$2,106.79			\$2,647.07					

Category Legend:

M - Regular Board and Committee Meetings

**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES  
REPORT FOR FISCAL YEAR 2021  
FOR TRAVEL DURING JULY 2020 - JUNE 2021**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
<b>Alan Bernstein</b>												
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Vivian Gray</b>												
Edu - CII & NYU Corporate Governance Bootcamp - VIRTUAL -9/23/2020 - 9/25/2020 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Shawn Kehoe</b>												
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Les Robbins</b>												
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	X	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00	12/31/2023	\$0.00		\$0.00
Edu- 2020 SACRS Fall Virtual Conference -VIRTUAL - 11/10/2020 - 11/13/2020 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00		\$0.00		\$0.00
<b>Grand Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00		\$0.00		\$0.00

Category Legend:

X - Canceled events for which expenses have been incurred.  
Z - Trip was Canceled - Balance of \$0.00



**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT  
FOR FISCAL YEAR 2022  
FOR EVENTS DURING JULY 2021 - JUNE 2022**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
<b>Alan Bernstein</b>												
Edu - SuperReturn International Berlin - Berlin, Germany - 11/09/2021 - 11/12/2021 - Canceled	X	\$375.02	\$375.02	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$375.02	\$375.02	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>David Green</b>												
Edu - 2021 CII Fall Conference - Chicago IL - 09/22/2021 - 09/24/2021 - Host Canceled	X	\$387.13	\$0.00	\$0.00	\$387.13	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$387.13	\$0.00	\$0.00	\$387.13	\$0.00		\$0.00		\$0.00		\$0.00
<b>Patrick Jones</b>												
Edu - Duke University Executive Education Program - Corporate Social Responsibility - Durham NC - 09/23/2021 - 09/25/2021 - Host Canceled	X	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$616.80	12/31/2023	\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$616.80		\$0.00
<b>Shawn Kehoe</b>												
Edu - 2021 Milken Institute Global Conference - Los Angeles CA - 10/17/2021 - 10/20/2021 - Canceled	X	\$23.96	\$0.00	\$23.96	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Edu - SACRS Fall Conference - Los Angeles CA - 11/09/2021 - 11/12/2021 - Canceled	X	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$143.96	\$120.00	\$23.96	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Joseph Kelly</b>												
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - 12/14/2021 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Keith Knox</b>												
Edu - 2022 Milken Institute Global Conference - Los Angeles CA - 05/01/2022 - 05/04/2022 - Canceled	X	\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Les Robbins</b>												
Edu - AHIP Health Conference - Las Vegas NV - 06/21/2022 - 06/23/2022 - Canceled	X	\$519.28	\$0.00	\$519.28	\$0.00	\$0.00		\$400.00	6/30/2023	\$97.96	12/31/2040	\$0.00
<b>Attendee Totals:</b>		\$519.28	\$0.00	\$519.28	\$0.00	\$0.00		\$400.00		\$97.96		\$0.00

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
<b>Gina Sanchez</b>												
Edu - 2021 CII Fall Conference - Chicago IL - 09/22/2021 - 09/24/2021 - Host Canceled	X	\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
<b>Herman Santos</b>												
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - 12/14/2021 - Canceled	X	\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Edu - NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/23/2022 - 03/24/2022 - Cancelled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Grand Totals:</b>		\$3,360.12	\$500.01	\$2,190.18	\$669.93	\$0.00		\$400.00		\$714.76		\$0.00

Category Legend:

X - Canceled events for which expenses have been incurred.  
Z - Trip was Canceled - Balance of \$0.00

**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - JUNE 2023**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
<b>Alan Bernstein</b>												
Edu - NCPERS 2023 Legislative Conference - Washington, DC MD - 01/22/2023 - 01/24/2023 - Canceled	X	\$686.66	\$686.66	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
<b>Attendee Totals:</b>		\$686.66	\$686.66	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Vivian Gray</b>												
Edu - TLF Annual Convening 2022 - Cambridge MA - 07/18/2022 - 07/20/2022 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022 - Canceled	X	\$135.00	\$135.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
Edu - NCPERS 2023 Legislative Conference - Washington, DC MD - 01/22/2023 - 01/24/2023 - Canceled	X	\$216.11	\$0.00	\$216.11	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
<b>Attendee Totals:</b>		\$351.11	\$135.00	\$216.11	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Patrick Jones</b>												
Edu - 2023 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/22/2023 - 03/23/2023 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Herman Santos</b>												
Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022 - Canceled	X	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
<b>Attendee Totals:</b>		\$120.00	\$120.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Grand Totals:</b>		\$1,157.77	\$941.66	\$216.11	\$0.00	\$0.00		\$0.00		\$0.00		

Category Legend:

X - Canceled events for which expenses have been incurred.

Z - Trip was Canceled - Balance of \$0.00

**FOR INFORMATION ONLY**

August 24, 2023

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Ted Granger *TG*  
Interim Chief Financial Officer

FOR: September 6, 2023 Board of Retirement Meeting  
September 13, 2023 Board of Investments Meeting

**SUBJECT : MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – JULY 2023**

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 July 2023.

Trustees attend monthly Board and Committee meetings at LACERA's office which are considered administrative meetings per the Trustee Travel Policy. In order to streamline report volume and information, these regular meetings are excluded from the monthly travel reports but are included in the quarterly travel expenditure reports.

Staff travel and education reports are provided to the Chief Executive Officer monthly and to the Boards quarterly.

**REVIEWED AND APPROVED:**

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Santos H. Kreimann  
Chief Executive Officer

TG/EW/SC/se

**Attachments**

c: L. Lugo  
J. Popowich  
L. Guglielmo  
J. Grabel  
S. Rice  
R. Van Nortrick



**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2023 - 2024**  
**JULY 2023**

<b>Attendee</b>	<b>Purpose of Travel - Location</b>	<b>Event Dates</b>	<b>Travel Status</b>
<b>Patrick Jones</b>			
B	- Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	Attended
<b>Gina Sanchez</b>			
B	- Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	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.C.2 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

**FOR INFORMATION ONLY**

August 25, 2023

TO: Each Trustee  
Board of Retirement

FROM: Elaine K. Salon *EKS*  
Interim Senior Staff Counsel

DATE: Meeting of September 6, 2023

SUBJECT: **REPORT OF COMPENSATION EARNABLE AND PENSIONABLE  
COMPENSATION ITEMS**

Over the years, staff submitted recommendations defining compensation earnable and pensionable compensation of newly created pay items. Occasionally, staff is tasked with reviewing revised, pay event, or pay tracking codes. This memorandum will address existing pay items for which determinations have previously been made by the Board. The pay items have been slightly changed by adding new classifications or increasing the eligible pay amount.

**ITEMS OF COMPENSATION**

The Board of Retirement is charged with determining which items of compensation qualify as pensionable earnings includable in the member's retirement allowance. Items of compensation are analyzed as pensionable under the definition of "compensation earnable" in Government Code Section 31461 of the County Employees Retirement Law of 1937 (CERL), and the definition of "pensionable compensation" in Section 7522.34 of the California Public Employees' Pension Reform Act of 2013 (PEPRA).

Based on the 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 Board has already made determinations regarding the inclusion of the attached eleven (11) items of compensation in the definition of compensation earnable and pensionable compensation. However, as these pay items

Trustees – Board of Retirement  
August 25, 2023  
Re: Comp Earn Pen Comp  
Page 2

have been modified, staff reviewed the revised items to ensure that the prior determinations are still applicable. Our review of these revised pay items is attached. For your convenience, the revisions to the pay items have been bolded.

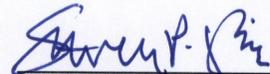
The pay items have been modified for the following reasons:

1. Inclusion of additional employment titles or classifications;
2. Changes to the amount of the standard salary levels allowed; and/or
3. Revisions of the flat dollar amount or percentage allowed.

Nothing has changed in the character of the existing pay items. The initial analysis regarding these pay items remains relevant.

As these pay items already exist and have 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



Steven P. Rice  
Chief Counsel

EKS/et  
Attachment

Salon/BOR FOI Memo/9.6.2023

## Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
INCLUDED under Sections 31461 and 7522.34		
440	TACTICAL FLIGHT DEPUTY	<p>This pay event is being revised to provide additional skill pay for Deputy Sheriff generalists and being <b>renamed to "Tactical Flight Deputy."</b></p> <p>Tactical Flight Deputies shall receive an <b>additional skill pay of 2%, for a total of 7.5% over generalist pay effective July 1, 2023.</b></p>
457	PATROL STATION RETENTION BONUS	<p>This pay event is being revised for Bargaining Unit 612 (Supervisory Peace Officers). The pay rate of this bonus shall <b>increase by 0.25% to 1.25% effective July 1, 2023.</b> This pay event applies to members of BU 612 who are currently assigned to work at any of the following stations (or assignments) and have been so assigned on a cumulative basis for 30 or more months:</p> <ul style="list-style-type: none"> <li>- Mental Evaluation Team (MET)</li> <li>- Transportation Services Bureau (TSB)</li> <li>- Metrolink</li> <li>- Parks Bureau</li> <li>- Community College Bureau</li> <li>- North Patrol Division</li> <li>- Central Patrol Division</li> <li>- East Patrol Division</li> <li>- South Patrol Division</li> <li>- County Services Bureau</li> <li>- Civil Management Bureau</li> </ul>
INCLUDED under Section 31461 and EXCLUDED under 7522.34		
251	POST BONUS - SUPERVISORY	<p>Effective July 1, 2023, classifications in Bargaining Unit 612 and certain nonrepresented Safety classifications who possess a POST Supervisory Certificate, or meet the criteria and POST-related requirements, shall receive a rate increase applied to their base salary.</p> <p><b><u>BU 612</u></b> The amount of the bonus shall be <b>increased by 0.5% from 3.5% to 4%</b> for the following classifications: 2717 - Sergeant 2719 - Lieutenant 2891 - Sergeant, DA 2894 - Lieutenant, DA</p> <p><b><u>Nonrepresented Safety Classes (County Code Section 6.10.105D)</u></b> The amount of the bonus shall be <b>increased from 14 standard salary levels, or 3.5574%, to 16 standard salary levels, or 4.0759%</b>, for the following classifications: 2721 - Captain 2723 - Commander 2896 - Captain, DA 9980 - Detective (UC)</p> <p>The amount of the bonus shall be <b>increased from 3.5% to 4%</b> for the following classifications: 9968 - Division Chief, Sheriff (UC) 9969 - Assistant Sheriff (UC) 9970 - Undersheriff (UC) 9977 - Detective (UC) 9978 - Detective (UC) 9979 - Detective (UC)</p>

## Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
<b>INCLUDED under Section 31461 and EXCLUDED under 7522.34</b>		
504	NIGHT SHIFT DIFFERENTIAL	<p>This pay event is being revised to <b>increase the hourly rate bonus</b> for members in Bargaining Units 301 (Pharmacists) and 321 (Physician Assistants and Senior Physician Assistants).</p> <p><b><u>BU 301</u></b>  <b>Effective October 1, 2022</b>, the night shift differential bonus shall be <b>\$5.75 per hour</b> for each hour worked during such shifts.</p> <p><b><u>BU 321</u></b>  <b>Effective October 1, 2022</b>, the night shift differential bonus shall be <b>\$4.00 per hour</b> for each hour worked during such shifts.</p>
515	WEEKEND BONUS	<p><b><u>BU 301</u></b>  <b>Effective 10/1/22</b>, full-time permanent Pharmacists covered by the MOU who work on a weekend (i.e., 7 p.m. on Friday through 7 a.m. on Monday) shall receive an additional <b>\$4.00 per hour</b> bonus for each hour worked on a weekend shift.</p> <p><b><u>BU 321</u></b>            Persons employed in classifications within this bargaining unit who work on a weekend (i.e., 7 p.m. on Friday through 7 a.m. on Monday) <b>effective October 1, 2022</b>, shall receive an additional <b>\$4.00 per hour</b> differential for each hour worked on a weekend shift.</p> <p><b><u>BU 331</u></b>  <b>Effective January 1, 2023</b>, any Department of Public Health employee in this bargaining unit assigned to a weekend schedule shall be entitled to <b>\$1.50 an hour</b> bonus for each hour worked on a Saturday, Sunday, or recognized County holiday.</p> <p><b><u>BU 341/342</u></b>            Bargaining Unit employees who work on a weekend shall receive an additional bonus of <b>\$2.25 for each hour</b> worked on a weekend. For the purposes of paying the weekend bonus, a weekend shall be defined as any hours occurring between the hours of 7:00 p.m. Friday, through 7:00 a.m., Monday.</p> <p><b><u>BU 631/632</u></b>  <b>Effective March 1, 2023</b>, members covered by this MOU who work weekend shifts shall receive a premium of <b>\$1.25 per hour</b>. The weekend shift is a shift of which at least five-eighths (5/8) falls between 7:00 pm Friday and 7:00 am Monday.</p> <p><b><u>BU 721 &amp; 724</u></b>            BU 721 (9029, 9030, 8148, 9037, 9034, 9035)            BU 724 (9041, 9014, 9015, 9040, 9038, 9132)  <b>Effective October 1, 2022</b>, all members of BUs 721 and 724 who work a weekend shift and are not assigned to a Sheriff's facility shall receive an additional <b>\$2.50 per hour</b> bonus for each eligible hour worked.  <b>Effective October 1, 2022</b>, all members of BUs 721 and 724 who work a weekend shift and whose regular assignments are within a Sheriff's facility shall receive an additional \$3.75 per hour bonus for each eligible hour worked.</p> <p><b><u>BU 729</u></b>            Weekend shift employees shall receive a premium of <b>\$1.50 per hour</b>. The weekend shift is a shift of which at least five-eighths (5/8) falls between 7:00 pm Friday and 7:00 am Monday.</p>
517	EVENING SHIFT DIFFERENTIAL	<p>This pay event is being revised to <b>increase the hourly rate bonus</b> for members in Bargaining Units 301 (Pharmacists) and 321 (Physician Assistants and Senior Physician Assistants).</p> <p><b><u>BU 301</u></b>  <b>Effective October 1, 2022</b>, the evening shift differential bonus shall be <b>\$3.00 per hour</b> for each hour worked during such shifts.</p> <p><b><u>BU 321</u></b>  <b>Effective October 1, 2022</b>, the evening shift differential bonus shall be <b>\$3.00 per hour</b> for each hour worked during such shifts.</p>

## Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
<b>INCLUDED under Section 31461 and EXCLUDED under 7522.34</b>		
547	<b>COVID-19 APPRECIATION</b>	<p>This pay provision is being revised to <b>extend eligibility to Bargaining Unit 864 (Legal Professional Unit)</b>. A one-time payment of <b>\$1,500</b> is payable to members of BU 864 on the Court's payroll as of June 27, 2023, and who are still employed during the effective pay period.</p>
572	<b>SIGNING BONUS</b>	<p>This pay event is being revised to <b>extend eligibility to members of the Legal Professional Unit (Bargaining Unit 864)</b> in accordance with the terms of their MOU.</p> <p>A one-time payment of <b>\$2,000</b> is payable to members of BU 864. Employees must be on the Court's payroll as of June 27, 2023, and remain employed by the Court during the effective pay period to receive the payment.</p>
601	<b>SPECIALTY CARE BONUS</b>	<p>This pay event is being revised to <b>add classifications in Bargaining Unit 321 (Physician Assistants and Senior Physician Assistants) and retitle the pay event name from "Registered Nurse Specialty Care Bonus" to "Specialty Care Bonus."</b></p> <p><b>Eligibility Criteria:</b></p> <ul style="list-style-type: none"> <li>-Employed in a permanent full-time position covered by this MOU</li> <li>-Physician Assistants must be assigned 30 hours per week of direct patient care in the following areas:                             <ul style="list-style-type: none"> <li>-Emergency Medicine Department</li> <li>-Acute Care Surgical Services</li> <li>-Orthopedics</li> <li>-Neurosurgery</li> <li>-Urology</li> <li>-Urgent Care</li> <li>-Neurology Plastic Surgery</li> <li>-Radiology</li> <li>-Oncology</li> <li>-Hematology</li> <li>-Ophthalmology</li> </ul> </li> </ul> <p>The additional pay is <b>\$125 per pay period effective October 1, 2023</b>. There is no pyramiding of this bonus for working in multiple areas.</p>

## Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
<b>INCLUDED under Section 31461 and EXCLUDED under 7522.34</b>		
388	<b>INTEGRATED CORRECTIONAL HEALTH SERVICES (ICHS BONUS)</b>	<p>This assignment bonus is being <b>renamed and expanded to include new classifications and increase existing bonuses for classifications assigned to Department of Health Services' Integrated Correctional Health Services (ICHS)</b> in response to the April 19, 2022, Board of Supervisors (BOS) action regarding Investing in Strengthening the County Health Care Workforce. This bonus is cumulative with existing correctional facility assignment bonuses. However, the intent when the new bonus is implemented is for employees to receive a maximum bonus of approximately 20% above their regular earnings. This bonus shall only be authorized for employees permanently assigned to and are physically working on-site at a correctional facility. This assignment bonus is authorized for one year, effective May 1, 2023.</p> <p><b><u>New Assignment Bonus – All ICHS Work Locations</u></b>            Implement a new 73 salary level (19.9941%) assignment bonus for employees assigned to ICHS in the following classifications:            1389 - Medical Records Supervisor I            1409 - Health Information Management Supervisor            1411 - Health Information Manager            1416 - Health Information Associate            1417 - Health Information Technician            1418 - Health Information Senior Technician            2545 - IT Technical Support Analyst I            2546 - IT Technical Support Analyst II            2547 - Senior IT Technical Support Analyst            2584 - Information Technology Aide            2590 - Information Systems Analyst I            4895 - Clinical Laboratory Scientist I            4896 - Clinical Laboratory Scientist II            4903 - Supervising Clinical Laboratory Scientist I            4904 - Supervising Clinical Laboratory Scientist II            5107 - Nursing Assistant, Sheriff</p> <p><b><u>New Assignment Bonus – Dependent on Work Location</u></b>            Implement a new assignment bonus for employees in the following classifications who are assigned to and are physically working on-site at a correctional facility. Employees with 100% of scheduled hours at the correctional facility will receive a 73 salary level (19.9941%) bonus and employees with 50% of scheduled hours at the correctional facility will receive a 38 level (9.9528%) bonus.            1138 - Intermediate Clerk            1140 - Senior Clerk            2214 - Intermediate Typist-Clerk            2216 - Senior Typist-Clerk            8149 - Mental Health Services Coordinator II            9001 - Medical Case Worker I            9002 - Medical Case Worker II            9013 - Clinical Social Worker</p> <p><b><u>Additional Assignment Bonus – All ICHS Work Locations</u></b>            Implement an additional 63 level (17.0351%) assignment bonus for employees assigned to ICHS in the following classifications:            5512 - Pharmacist            5513 - Clinical Pharmacist            Items 5512 and 5513 currently receive a 10 level ICHS bonus. The additional 63 level bonus under this provision brings the total bonus to 19.9941%. BU 301 will raise the value of their current bonus to a 22 level bonus retroactive to October 1, 2022 following implementation of their 2022-2025 MOU. At that time, the additional assignment bonus should be reduced to 51 levels to maintain the compounded total value of 19.9941%.</p>

## Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
388 (Continued)	INTEGRATED CORRECTIONAL HEALTH SERVICES (ICHS BONUS) (Continued)	<p><b>(Continued)</b></p> <p>Implement an additional 51 level (13.5804%) assignment bonus for employees assigned to ICHS in the following classifications:</p> <ul style="list-style-type: none"> <li>4977 - Phlebotomy Technician I</li> <li>4981 - Phlebotomy Technician II</li> <li>5092 - Certified Medical Assistant</li> <li>5098 - Nursing Attendant I</li> <li>5100 - Nursing Attendant II</li> <li>5504 - Pharmacy Technician</li> <li>5871 - Recreation Therapist I</li> <li>5872 - Recreation Therapist II</li> <li>8161 - Psychiatric Technician I</li> <li>8162 - Psychiatric Technician II</li> <li>8163 - Psychiatric Technician III</li> <li>8695 - Clinical Psychologist I</li> <li>8697 - Clinical Psychologist II</li> <li>8712 - Supervising Psychologist</li> <li>9014 - Clinical Social Work Supervisor I</li> </ul> <p>These items currently receive a 22 level ICHS bonus. The additional 51 level bonus under this provision brings the total bonus to 19.9941%.</p> <p>Implement an additional 13.75% assignment bonus for employees assigned to ICHS in the following classifications:</p> <ul style="list-style-type: none"> <li>4735 - Mental Health Psychiatrist</li> <li>5139 - Registered Nurse I, Sheriff</li> <li>5140 - Registered Nurse II, Sheriff</li> <li>5141 - Registered Nurse III, Sheriff</li> <li>5214 - Nursing Instructor</li> <li>5230 - Public Health Nurse</li> <li>5340 - Supervising Staff Nurse I, Sheriff</li> <li>5341 - Supervising Staff Nurse II, Sheriff</li> </ul> <p>These items currently receive a 5.5% ICHS bonus. The compounding of a 5.5% bonus and a 13.75% bonus equals 20.0063%.</p> <p><b><u>Additional Assignment Bonus – Dependent on Work Location</u></b></p> <p>Implement a new assignment bonus for employees in the following classifications who are assigned to and are physically working on-site at a correctional facility. Employees with 100% of scheduled hours at the correctional facility will receive an additional 51 salary level (13.5804%) bonus and employees with 50% scheduled hours at the correctional facility will receive an additional 16 level (4.0759%) bonus.</p> <ul style="list-style-type: none"> <li>5064 - Clinic Driver</li> <li>8148 - Mental Health Services Coordinator I</li> <li>9034 - Psychiatric Social Worker I</li> <li>9035 - Psychiatric Social Worker II</li> <li>9038 - Mental Health Clinical Supervisor</li> </ul> <p>These items currently receive a 22 level ICHS bonus. The compounding of a 22 level bonus and a 51 level bonus equals 19.9941%. The compounding of a 22 level bonus and a 16 level bonus equals 9.9528%.</p> <p><b><u>Additional Pro-Rata Assignment Bonus – Dependent on Days Assigned</u></b></p> <p>Implement a new assignment bonus for full-time employees in the following classifications who are permanently assigned to and physically working on-site at a correctional facility at least one day per week. Each day assigned to the correctional facility shall be worth 2.75% up to a maximum of 13.75%.</p> <ul style="list-style-type: none"> <li>5455-53 - Phys. Specialist (MF) – Emergency Medicine</li> <li>5455-54 - Phys. Specialist (MF) – Family Practice</li> <li>5455-62 - Phys. Specialist (MF) – Infectious Disease</li> <li>5455-69 - Phys. Specialist (MF) – OB/GYN-General</li> <li>5455-79 - Phys. Specialist (MF) – Psychiatry</li> <li>5455-92 - Phys. Specialist (MF) – Internal Med-General</li> <li>5476-53 - Phys. Specialist (NMF) – Emergency Medicine</li> <li>5476-54 - Phys. Specialist (NMF) – Family Practice</li> <li>5476-62 - Phys. Specialist (NMF) – Infectious Disease</li> <li>5476-69 - Phys. Specialist (NMF) – OB/GYN-General</li> <li>5476-79 - Phys. Specialist (NMF) – Psychiatry</li> <li>5476-92 - Phys. Specialist (NMF) – Internal Med-General</li> </ul>

## Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
EXCLUDED under Sections 31461 and 7522.34		
591	<p><b>LICENSURE/CERTIFICATION REIMBURSEMENT</b></p>	<p>This pay event is being revised to <b>include classifications in Bargaining Unit 222 (Supervising Paramedical Health)</b>.</p> <p><b>Effective July 1, 2023</b>, current Patient Transportation Supervisor I (Item 6035) and Patient Transportation Supervisor II (Item 6036) will receive a <b>one-time payment of \$150</b> with proof of certification for the purpose of helping to offset the cost of EMT certification/recertification.</p> <p>Patient Transportation Supervisor I (Item 6035) and Patient Transportation Supervisor II (Item 6036) hired and onboarded after the initial payment but no later than January 1, 2024, will receive a <b>one-time payment of \$150 effective July 1, 2024</b>, with proof of certification for the purpose of helping to offset the cost of EMT certification/recertification.</p> <p>For the purposes of this section no employee shall receive more than one payment. This provision shall expire March 31, 2025.</p>

**FOR INFORMATION ONLY**

August 29, 2023

TO: Each Trustee  
Board of RetirementFROM: Ricki Contreras, Division Manager  
Disability Retirement Services

FOR: September 6, 2023, 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 September 6, 2023, Disability Retirement Applications Agenda.

<b>Consent &amp; Non-Consent Calendar</b>	
Number of Applications	55
Average Processing Time (in Months)	14.54
<b>Revised/Held Over Calendar</b>	
Number of Applications	1
Processing Time Per Case (in Months)	72

# DISABILITY RETIREMENT SERVICES

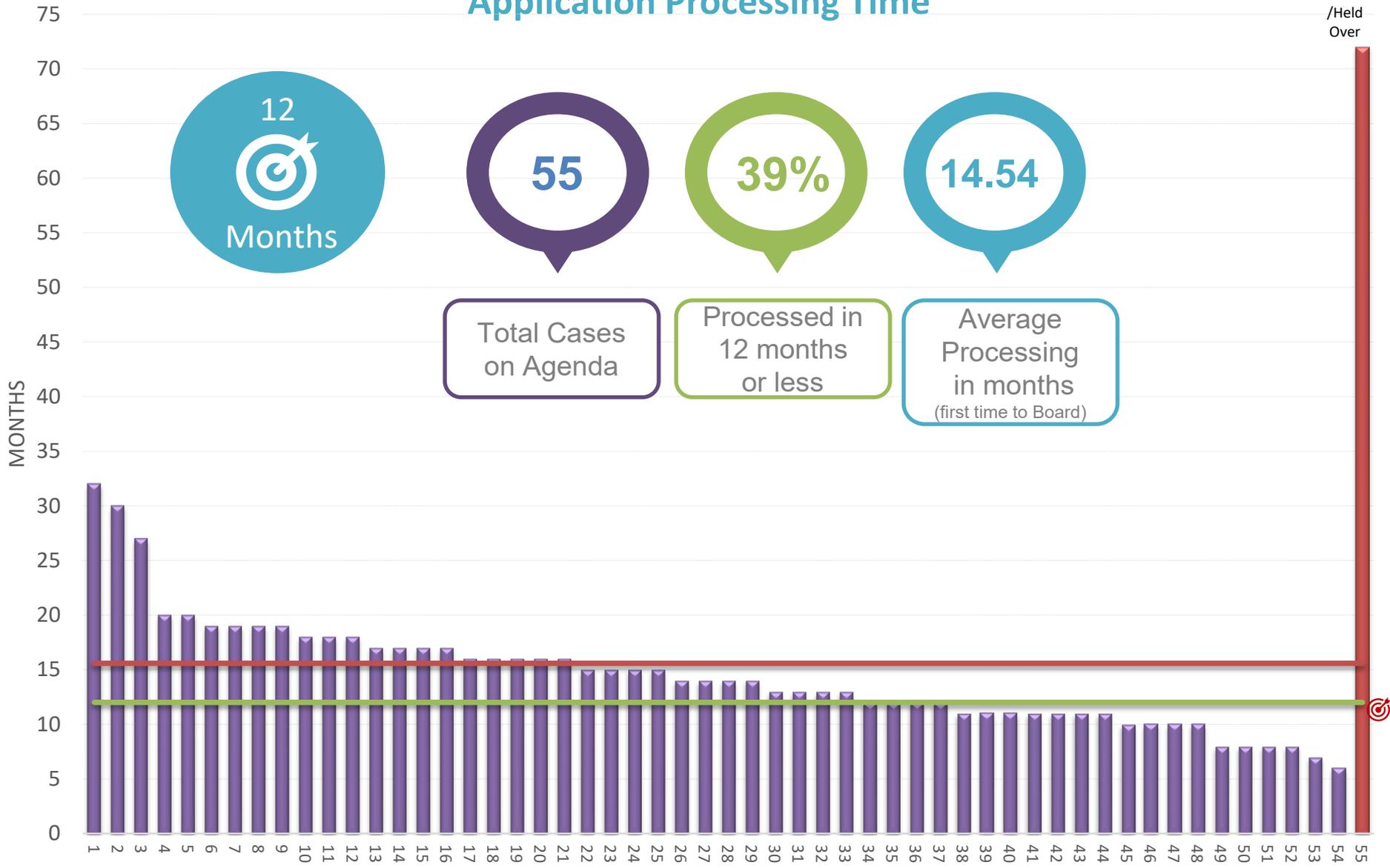
## Application Processing Time



Total Cases on Agenda

Processed in 12 months or less

Average Processing in months (first time to Board)



Revised /Held Over

# DISABILITY RETIREMENT SERVICES

## Pending Applications/Months



As of August 29, 2023

**FOR INFORMATION ONLY**

August 29, 2023

TO: Each Trustee,  
Board of Retirement

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

FOR: September 6, 2023 Board of Retirement Meeting

SUBJECT: Legal Office Benefits Staffing, including Internal and External Legal Resources

The volume and complexity of LACERA's benefits legal needs have increased with the system's growing membership and changes in applicable law. The Legal Office seeks to deliver timely, high quality benefits legal work to further the performance of LACERA's fiduciary duty to its members. The Benefits Legal staff provides counsel on the full range of issues under the County Employees Retirement Law of 1937 (CERL), the Public Employees' Pension Reform Act of 2013 (PEPRA), other applicable law, and LACERA's benefits policies and procedures. They advise the Board of Retirement, the Executive Office staff, Benefits and Member Services Division staff, and other divisions of LACERA. They communicate with the County of Los Angeles and employee organizations. They also deal directly with members, primarily in connection with their Domestic Relations Orders (DROs).

The Legal Office's staffing strategy to support LACERA's benefits legal work into the future includes the following elements:

First, the Benefits Section of the Legal Office was well-led for many years by Fern Billings, who, as the Board is aware, recently retired after over 29 years of service. With Fern's departure, a strong Benefits team remains in place to fully and effectively meet LACERA's legal needs in this area. Benefits Staff Counsel Elaine Salon will serve as Interim Senior Benefits Staff Counsel while LACERA searches for a new permanent attorney in this role. Elaine is knowledgeable regarding CERL and PEPRA and the other benefits issues addressed by the Legal Office. She will be a good leader for the other three members of Legal's Benefits team. She has good relationships with our internal clients on benefits issues. Legal Analysts Karina Lopez and Hannah Huynh provide excellent work in supporting the high volume of DROs that must be processed every month and communicating with members. Senior Legal Secretary Elizabeth Tirado provides administrative support for the Benefits team and has deep knowledge about the section's processes; she also speaks to members about the status of their matters when needed. Other

attorneys in the Legal Office's Disability and Litigation Sections, such as Frank Boyd, Michael Herrera, Jasmine Bath, and Jessica Rivas, are knowledgeable about benefits issues and are available to supplement the four members of the Benefits team described above.

Second, in order to position LACERA's search efforts to reach the national market for high quality legal talent in benefits and other areas of need, the Board of Retirement gave its approval on February 1, 2023 for the engagement of an external recruiting firm to help fill existing attorney vacancies. Staff selected a team from the firm of Major, Lindsey & Africa (MLA). LACERA's recruitments are spearheaded by MLA's Managing Partner and National Law Firm Diversity Practice Leader, who is actively involved in running LACERA's searches on a day-to-day basis. MLA is recruiting for one Senior Benefits Staff Counsel and one Benefits Staff Counsel, as well as four Investment attorneys, all of which are included in the FY 2023-2024 budget. MLA generates benefits attorney candidates on an ongoing basis for consideration and vetting through LACERA's hiring process.

Third, LACERA has experienced outside and tax counsel to assist on benefits issues under CERL, PEPRA, and other applicable law when external resources are necessary. Many of the firms have represented LACERA for many years and have solid knowledge of LACERA's benefits practices, policies, and procedures and have close relationships with staff in the Legal Office, the Executive Office, and the Member Services, Benefits, Quality Assurance, and other Divisions. The external counsel are also experienced in appearing before the Board, and fiduciary counsel interacts individually with Trustees. The Legal Office manages which matters are handled in house and which justify the use of outside counsel; assignments are based on the nature of each project, expertise and experience, prior results, fit with the LACERA legal team and the client teams in other divisions, projected cost, and availability given applicable deadlines.

The Legal Office will focus, in conjunction with MLA, Human Resources, and the Executive Office, on filling attorney vacancies with excellent benefits attorneys so that in house resources will be available to perform LACERA's benefits legal work. The Office will also continue to think creatively about additional effective means when necessary to provide the best benefits legal services, and the other categories of legal work performed by the Office, for the benefit of LACERA and its members and staff.

c:	Santos H. Kreimann	JJ Popowich	Carly Ntoya
	Jonathan Grabel	Laura Guglielmo	Kaelyn Ung
	Luis A. Lugo	Ted Granger	



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**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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