

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. If you would like to make a public comment during the board meeting, review the [Public Comment instructions](#).

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

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, NOVEMBER 1, 2023*

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

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 October 5, 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

V. PUBLIC COMMENT (Continued)

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.)

VI. EXECUTIVE UPDATE

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

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VIII. CONSENT ITEMS

A. **H.R. 82 – Social Security Fairness Act of 2023**

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board adopt a "Support" position on H.R. 82, which would enact the "Social Security Fairness Act of 2023." (Memo dated October 17, 2023)

B. **S. 597 – Social Security Fairness Act**

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board adopt a "Support" position on S. 597, which would enact the "Social Security Fairness Act." (Memo dated October 18, 2023)

C. **Request for Proposal - Member Experience Communications Platform**

Recommendation as submitted by Alan Bernstein, Chair, Operations Oversight Committee: That the Board authorize staff to issue a Request for Proposal for software and consulting services to procure, configure, customize and implement a Member Experience Communications Platform for LACERA. (Memo dated October 11, 2023)

VIII. CONSENT ITEMS (Continued)

D. Ratification of Service Retirement and Survivor Benefit Application Approvals

Recommendation that the Board approve the service retirements and survivor benefit applications received as of October 24, 2023, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated October 24, 2023)

E. Compensation Earnable and Pensionable Compensation

Recommendation as submitted by Elaine K. Salon, Interim Senior Staff Counsel: That the Board 1. Adopt Resolutions, No. 2023-BR009, and No. 2023-BR010, 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 October 17, 2023)

F. Appeal(s) for the Board of Retirement's Meeting of November 1, 2023

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board of Retirement grant the appeal(s) and request(s) for administrative hearing received from the following member(s) and direct the Disability Retirement Services Manager to refer each case to a referee: Doris Ticsay. (Memo dated October 20, 2023)

IX. EXCLUDED FROM CONSENT ITEMS

X. NON-CONSENT ITEMS

A. Board Approval of Appointment to a Special Step Placement for the CEO's Proposed Appointee for Senior Staff Counsel, LACERA (Benefits) – Jean J. Kim

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve the appointment to a Special Step Placement for the Chief Executive Officer's proposed appointee for the position of Senior Staff Counsel, LACERA (Benefits) – Jean J. Kim LS 16 (Step 18, \$274,297.32/annual). (Memo dated October 25, 2023)

X. NON-CONSENT ITEMS (Continued)

- B. **Provide Voting Directions on SACRS 2024 Legislative Platform**
Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Board direct its voting delegate to vote YES on sponsorship by the State Association of County Retirement Systems (SACRS) of an omnibus bill for the SACRS 2024 legislative platform. (Memo dated October 19, 2023)

XI. REPORTS

- A. **PEPRA Impact Presentation**
Santos H. Kreimann, Chief Executive Officer
Ted Granger, Interim Chief Financial Officer
Nick Collier, Consulting Actuary, Milliman
Craig Glyde, Consulting Actuary, Milliman
(Presentation) (Memo dated October 23, 2023)
- B. **State Legislative Update**
Barry W. Lew, Legislative Affairs Officer
Naomi Padron, MKP Government Relations
(Presentation) (Memo dated October 20, 2023)
- C. **Monthly Status Report on Legislation**
Barry W. Lew, Legislative Affairs Officer
(For Information Only) (Memo dated October 18, 2023)
- D. **Tier I Merit Salary Adjustment and Tier II Step Advancement**
Santos H. Kreimann, Chief Executive Officer
(For Information Only) (Memo dated October 25, 2023)
- E. **Report on Compensation Earnable and Pensionable Compensation**
Elaine K. Salon, Interim Senior Staff Counsel
(For Information Only) (Memo dated October 11, 2023)
- F. **2023 Quarterly Reports of Paid Invoices**
Ricki M. Contreras, Division Manager, Disability Retirement Services
(For Information Only) (Memo dated October 17, 2023) (Attachment to Memo is Confidential)

XI. REPORTS (Continued)

G. **Monthly Trustee Travel & Education Reports – September 2023**

Ted Granger, Interim Chief Financial Officer

(Public memo dated October 19, 2023)

(Confidential memo dated October 19, 2023 - Includes Pending Travel)

H. **October 2023 Fiduciary Counsel Contract and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated October 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. Staff Recommendations

1. **Application of Dellia-Chante Lemaire (Deceased)**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board of Retirement instruct staff to close Dellia-Chante Lemaire's (Deceased) Application for Disability Retirement.

(Memo dated October 19, 2023)

XVI. EXECUTIVE SESSION

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

Hines v. LACERA, Los Angeles Superior Court, Case No. 23STCV23309
(For Information Only) (Memo dated October 23, 2023)

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

Number of Cases: 1
(For Information Only) (Memo dated October 23, 2023)

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

Title: Chief Counsel

XVII. 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 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, 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., THURSDAY, OCTOBER 5, 2023

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

TRUSTEES PRESENT:

Shawn R. Kehoe, Chair

Alan Bernstein, Vice Chair

Jason E. Green (Arrived at 9:25 a.m.)

Keith Knox

Ronald Okum

Les Robbins

Antonio Sanchez

Herman Santos

TRUSTEES ABSENT:

Vivian H. Gray, Secretary

JP Harris (Alternate Retired)

Elizabeth Greenwood

Trustee Kehoe voted in the absence of Trustees Gray or Green.

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

Luis A. Lugo, Deputy Chief Executive Officer

October 5, 2023

Page 2

STAFF ADVISORS AND PARTICIPANTS (Continued)

Jude Perez, Deputy Chief Investment Officer

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

Steven P. Rice, Chief Counsel

Francis J. Boyd, Senior Staff Counsel

Elaine Salon, Interim Senior Staff Counsel

Dr. Glenn Ehresmann, Medical Advisor

Ted Granger, Interim Chief Financial Officer

Barry W. Lew, Legislative Affairs Officer

Carly Ntoya, Human Resources Director

Ricki Contreras, Disability Retirement Services Manager

Tamara Caldwell, Disability Retirement Specialist Supervisor

Vickie Neely, Disability Retirement Specialist Supervisor

Hernan Barrientos, Disability Retirement Specialist Supervisor

Ricardo Salinas, Disability Retirement Specialist Supervisor

Vincent Lim, Disability Litigation Manager

Craig Glyde, Milliman

Brian Bozajian, Insurance Agent

Robert Klausner, Fiduciary Counsel

Jenni Kregel, Tax Counsel

I. CALL TO ORDER

The meeting was called to order by Chair Kehoe at 9:00 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Mr. Knox 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 September 6, 2023

Trustee Bernstein made a motion, Trustee Robbins seconded, to approve the Minutes of the Regular Meeting of September 6, 2023. The motion passed by the following roll call vote:

Yes: Bernstein, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Gray, Greenwood

V. PUBLIC COMMENT

There were no requests from the public to speak.

VI. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: James Beasley,

VI. EXECUTIVE UPDATE (Continued) (Trustee Green arrived at 9:25 a.m.)

A. LACERA All Stars (Continued)

Edwin Tom, Cynthia LeShay, and Migel Armas. The Rideshare Winner was Elsy Gutierrez.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Rose Fuller-Laster.

C. Service Awards

Santos H. Kreimann was recognized for his 25 years of service with Los Angeles County.

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.

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

On a motion by Trustee Kehoe, seconded by Trustee Bernstein, the Board of Retirement approved a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof.

<u>APPLICATION NO.</u>	<u>NAME</u>
94E	ROSA A. CASTRO
95E	JAMES P. LONG
96E	GEOFFREY R. GRISSO
97E	RUBEN A. PORTILLO
98E	DAMION T. WELLS
99E	THOMAS H. MCNEAL
100E*	GARY L. HARMAN

*Granted SCD – Employer Cannot Accommodate

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
101E	FRANK C. BRAVO, III
102E	JAVIER CHAVEZ
103E	ROBERTO AGOSTO
104E*	DONALD E. RUBIO
105E**	ELIEZER VERA
106E*	JOSE L. GONZALEZ
107E	ENRIQUE B. BOLANOS
108E	MICHAEL E. WELCH
109E	KURTIS H. EBBINGA
110E*	VICTOR B. PALADINO
111E**	JENNIFER L. SNEED
112E	JOSEPH HUYNH
113E*	ROBIN E. DEYOUNG
114E	ROBERT M. TEUFEL
115E***	ROBERT L. WESTPHAL, JR.
116E	BRAD L. BRECKENRIDGE
117E	ERIC A. TSCHARANYAN
118E*	GREGORY W. JACKSON
119E	THOMAS F. SMITH
120E	QUILMES RODRIGUEZ, JR.

The motion passed by the following roll call vote:

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos,
Sanchez

Absent: Greenwood

*Granted SCD – Retroactive

**Granted SCD – Retroactive Employer Cannot Accommodate

***Granted SCD - Employer Cannot Accommodate

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards
Service-Connected Disability Applications

On a motion by Trustee Green, seconded by Trustee Bernstein, the Board of Retirement approved a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof.

<u>APPLICATION NO.</u>	<u>NAME</u>
1668B	JEFFREY W. HENSCHIED
1669B	RALPH D. TAYLOR
1670B	TIM J. CARRILLO
1671B	HEIDI A. MANZANARES
1672B	KENNETH W. GARCIA
1673B	JEFFREY L. PAYNE
1674B	LUIGI DE MARI
1675B	ERNEST D. LOPEZ
1676B	PAUL A. COOPER
1677B*	ANTONIO S. RAMIREZ
1678B	GARY P. HARRIS
1679B	JOHN D. HIRTH
1680B	JAMES F. LAMPE

The motion passed by the following roll call vote:

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

*Granted SCD - Employer Cannot Accommodate

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
2593C	JOHN A. CARILLO
2594C	TERRY L. PHIFER
2595C	JOHN O. ATKINSON, JR.
2596C	NANETTE N. SANCHEZ
2597C*	PAMELA WALKER
2598C**	GLADYS H. SANDOVAL GARCIA
2599C	AARON P. CLARK
2600C	LA'KEYTA PARKER
2601C***	MARCO A. RUIZ
2602C***	YURIDIA ALVARADO
2603C	COLLEEN A. MCDUFFIE- EDMOND
2604C	BERNARD D. MANALANG
2605C****	CATHY GIBSON-MARION
2606C*****	JULIETA A. REYNO (DEC'D)
2607C**	DIANE L. REGECZ
2608C****	MARQUITA N. CRISWELL

The motion passed by the following roll call vote:

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

*Granted SCD – Retroactive Employer Cannot Accommodate

**Granted SCD – Employer Cannot Accommodate

***Granted SCD – Salary Supplement

****Granted SCD – Retroactive

*****Granted SCD – Survivor Benefit

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Nonservice-Connected Disability Applications

On a motion by Trustee Santos, seconded by Trustee Okum, the Board of Retirement made a motion to approve a nonservice-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.

APPLICATION NO.
4422

NAME
TREACEY SADLER

The motion passed by the following roll call vote:

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

VIII. CONSENT ITEMS

On a motion by Trustee Bernstein, Trustee Okum seconded, to approve consent items A-E. The motion passed by the following roll call vote:

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

A. **Amendments to Conflict of Interest Code**

Recommendation as submitted by Jessica C. Rivas, Staff Counsel: That the Board ratify the amended Conflict of Interest Code. (Memo dated September 27, 2023)

Ms. Rivas was present to answer questions from the Board.

B. **Trustee Vivian Gray - Administrative Travel**

Recommendation as submitted by Trustee Vivian Gray: That the Board authorize administrative travel for the purpose of participating in the TLF Trustee Peer Mentoring Program, NASP accepting the "Trustee

VIII. CONSENT ITEMS (Continued)

of the Year Award”, and the SACRS Board and Committees from October 2023 through the end of 2024.

(Memo dated September 13, 2023)

C. **Service Provider Invoice Approval Request - Mark Ganjianpour, M.D.**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Mark Ganjianpour, M.D.

(Memo dated September 22, 2023 - Attachment Confidential).

D. **Service Provider Invoice Approval Request - Stuart Fischer, M.D.**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice request for Stuart Fischer, M.D. c/o Los Alamitos Cardiovascular (Memo dated September 25, 2023 - Attachment Confidential).

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

Recommendation that the Board approve the service retirements and survivor benefit applications received as September 27, 2023, along with any retirement rescissions and/or changes approved at last month’s Board meeting. (Memo dated September 27, 2023)

IX. EXCLUDED FROM CONSENT ITEMS

There were no items excluded from Consent items.

X. NON-CONSENT ITEMS (Mr. Sanchez was not present)

A. **2024 STAR COLA Program Award**

Recommendation as submitted by Ted Granger, Interim Chief Financial Officer: That the Board 1) Decide whether or not to award a STAR COLA for Program Year 2024, and 2) If awarded, determine whether the STAR COLA benefits will be on an ad-hoc basis at a cost of \$277,000 for a one-year addition to retirement allowances, as determined by LACERA’s consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective for calendar year

X. NON-CONSENT ITEMS (Continued)

2024, or 3) If awarded, determine whether the STAR COLA benefits will be on a permanent basis at a cost of \$2,913,000 for a lifetime addition to retirement allowances, as determined by LACERA's consulting actuary, Milliman, to restore eligible retirees to an 80% benefit level effective January 1, 2024.

(Memo dated September 26, 2023)

Mr. Granger was present to answer questions from the Board.

On a motion by Trustee Santos, seconded by Trustee Bernstein, to approve option 1) to award the 2024 STAR COLA, and option 3) to award 2024 STAR COLA benefits on a permanent basis. The motion passed by the following roll call vote:

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

B. Information Technology Manager II, LACERA (Business Solutions): Step Placement Upon Appointment – Ganesh Gopanapalli

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve the proposed Step Placement to hire for the position of Information Technology Manager II, LACERA: Ganesh Gopanapalli – LS 12 (Step 15, \$196,421.76/annual). (Memo dated September 20, 2023)

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

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

X. NON-CONSENT ITEMS (Continued)

C. **Split-Dollar Whole Life Insurance Policy for Chief Executive Officer, Santos H. Kreimann**

Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Board approve and ratify staff's purchase of a \$300,000 split-dollar whole life insurance policy for Chief Executive Officer, Santos H. Kreimann, with \$200,000 payable to the CEO's beneficiaries and the balance of the policy benefit amount payable to LACERA for premium and cost recovery. (Memo dated September 26, 2023.)

(This item was held prior to Item X. A.)

Mr. Kreimann recused himself from the meeting. Mr. Klausner was present to answer questions from the Board.

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

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos

Absent: Greenwood

XI. REPORTS (Mr. Sanchez was not present)

A. **Report of Compensation Earnable and Pensionable Compensation Items**

Elaine K. Salon, Interim Senior Staff Counsel
(For Information Only) (Memo dated September 18, 2023)

The item was received and filed.

B. **Monthly Status Report on Legislation**

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

The item was received and filed.

XI. REPORTS (Continued)

C. **Application Processing Time Snapshot Reports**

Ricki M. Contreras, Division Manager

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

The item was received and filed.

D. **Monthly Trustee Travel & Education Reports – August 2023**

Ted Granger, Interim Chief Financial Officer

(Public memo dated September 20, 2023)

(Confidential memo dated September 20, 2023 - Includes Pending Travel)

The item was received and filed.

E. **September 2023 Fiduciary Counsel Contract and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated September 25, 2023)

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

The item was received and filed.

XII. ITEMS FOR STAFF REVIEW

Trustee Santos requested that the Trustee Travel Policy be updated to allow for new trustee participation in educational conferences.

XIII. ITEMS FOR FUTURE AGENDAS

Trustee Santos requested that the Trustee Travel Policy be agendized on the next Joint Organizational Governance Committee. Trustee Green requested that the PEPRA Impact be agendized on the next Board of Retirement in November.

XIV. GOOD OF THE ORDER

(For Information Purposes Only)

There was nothing to report.

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5336B – CHRISTINA L. ALVAREZ*

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

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

5337B – NIVAL IBRAHIM*

On a motion by Trustee Kehoe, seconded by Trustee Santos, to grant a service-connected disability retirement. The motion passed by the following roll call vote:

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

B. Disability Retirement Appeals

APPLICATION NO. & NAME AND BOARD ACTION

PATRICIA DELGADO – In Pro Per
Eugenia W. Der for the Respondent

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

*Applicant Present

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

B. Disability Retirement Appeals (Continued)

Yes: Bernstein, Green, Kehoe, Knox, Okum, Robbins, Santos, Sanchez

Absent: Greenwood

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) and
Initiation of Litigation (Pursuant to Paragraph (4) of Subdivision (d) of California Government Code Section 54956.9)

Number of Cases: 1
(Memo dated September 25, 2023)

There was nothing to report.

B. Conference with Legal Counsel – Anticipated Litigation
Initiation of Litigation
(Pursuant to Paragraph (4) of Subdivision (d) of California Government Code Section 54956.9)

Number of Cases: 1
(Memo dated September 26, 2023)

There was nothing to report.

XVII. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 10:50 a.m.

VIVIAN GRAY, SECRETARY

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 he prepares to enjoy his well-earned retirement.



Retiring Member

Tyrone Brown

Park Supervisor; County Parks and Recreation Department

Years of Service: 43

Retirement Date: November 2023

MEMBER SPOTLIGHT

Notable Contributions and Service: Mr. Brown began his County career journey as a lifeguard, teaching essential swimming and safety skills to countless children and fostering a safer community atmosphere. Later, he stepped up to park supervisor, overseeing numerous parks and a variety of community programs, from sports leagues to senior activities.

Sources of Career Pride: Having his daughter follow in his footsteps as a County lifeguard, and the sense of unity inspired by hosting community events and programs.

Heroes: His swim coaches, who taught him invaluable lessons in support, education, and service, shaping his approach to life and work.

Retirement Plans: Brown plans to stay active through community involvement, volunteering, and focusing on his health with daily swims. He also looks forward to enjoying more live concerts and quality time with his family.





October 24, 2023

TO: Each Trustee,
Board of Retirement
Board of Investments

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

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

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

LACERA Management Offsite

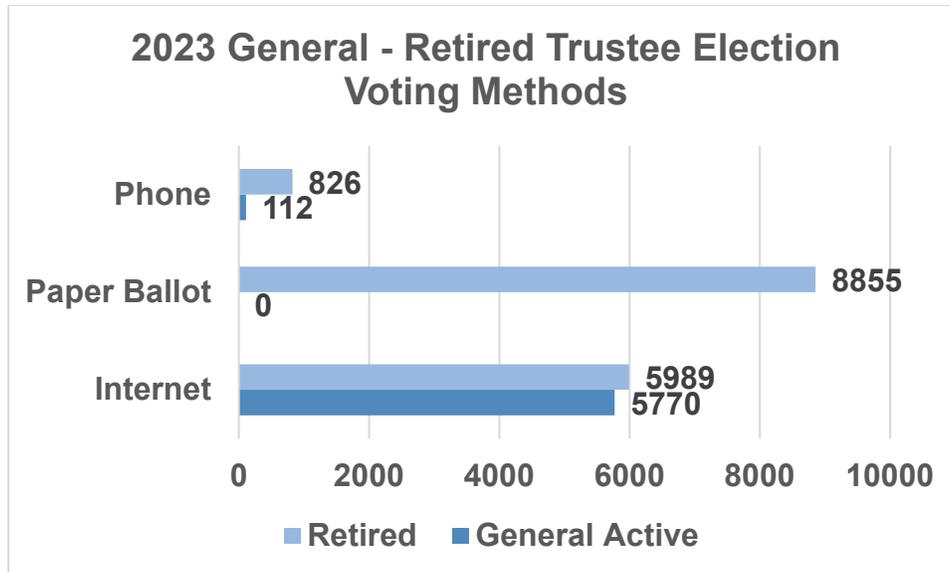
We are pleased to announce the resumption of LACERA's management offsite, which was held at the Descanso Gardens on Wednesday, October 18, 2023. The theme of the offsite was "Leading with Shared Vision and Purpose." The discussion focused on transitioning from strategy to execution as we move to implement the vision approved by the Board of Retirement. We examined and prioritized each strategic priority and objective in order to build a roadmap over the next five years. Our next step is to begin developing work plans for each strategic objective. The discussion was energizing and productive, with concrete progress made and follow-up meetings to be scheduled by individual work groups assigned to develop detailed action plans

OneMeeting Application New Interface & Upcoming Enhancements

The OneMeeting system has been upgraded to a new user interface effective October 20, 2023. The functionality of the system remains the same, but the look of the pages has changed. Interfaces to the Meeting Viewer/LiveMeeting functions will remain the same, but updates will be released over the course of next year.

General and Retired Trustee Elections 2023

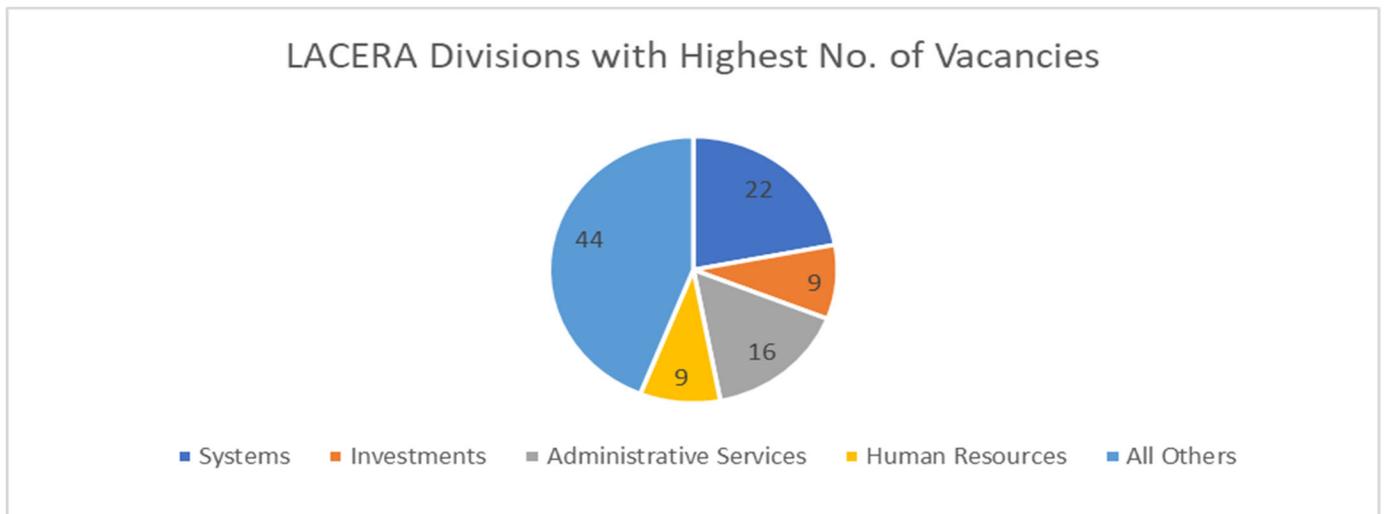
During the October Board of Investments meeting a request was made for a breakdown of the voting method chosen by members in the 2023 General and Retired trustee elections. The following chart provides an overview of voting methods by member category:

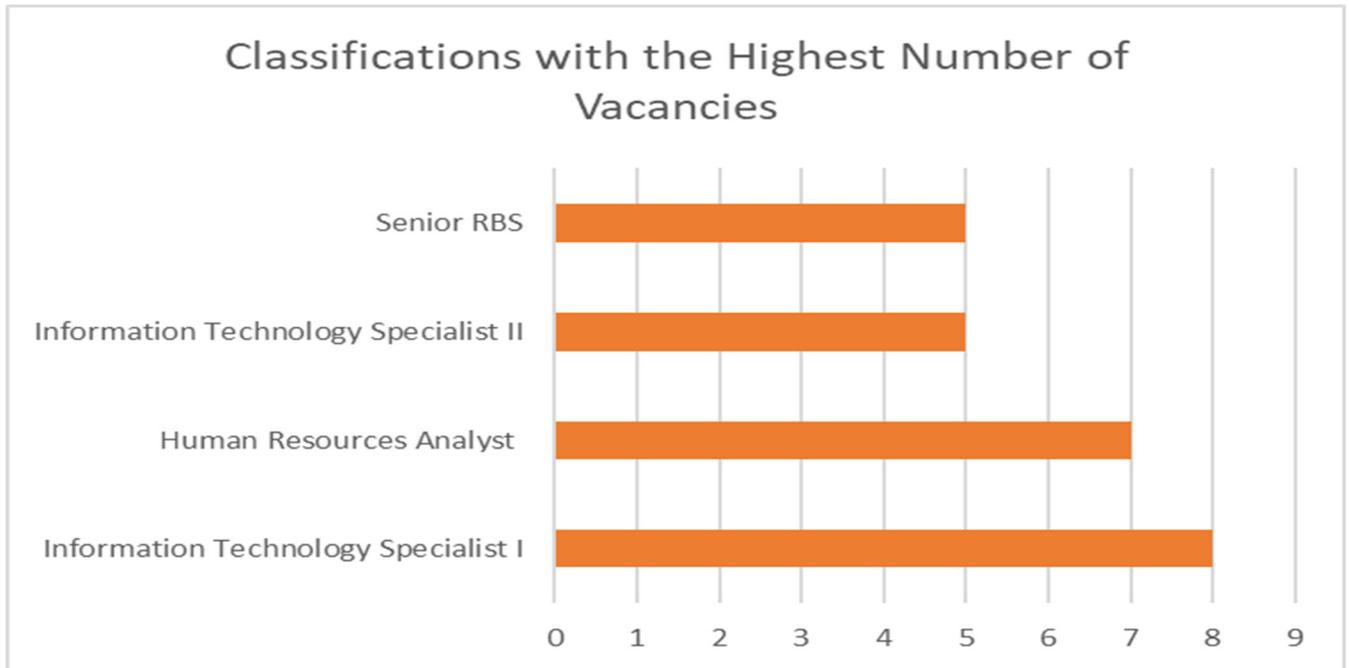


Recruitment Updates

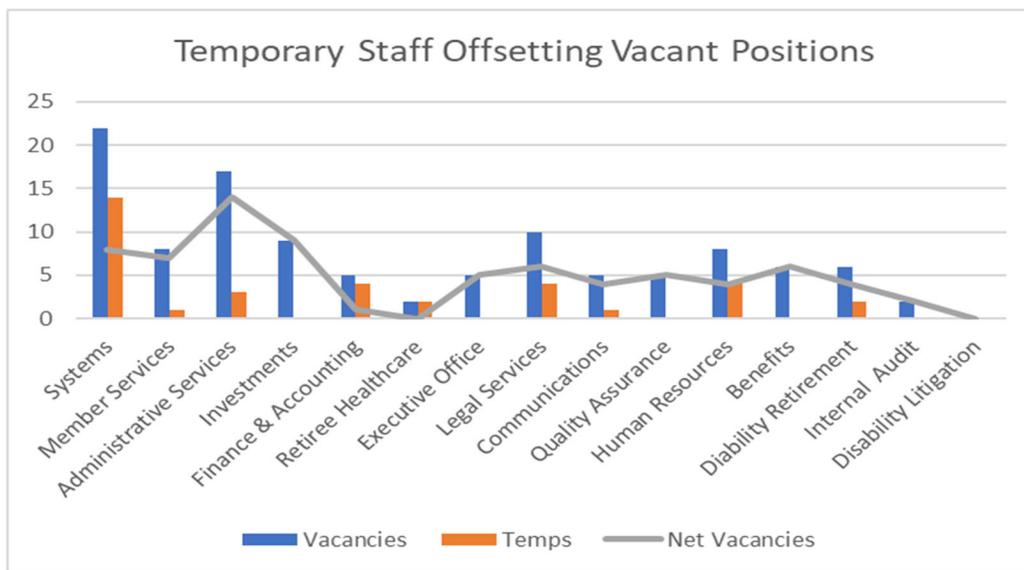
LACERA has 534 budgeted positions, of which 115 are vacant (21% vacancy rate). Additionally, there are 7 over-hired positions (positions that temporary staff members are assigned to but are not permanently budgeted) in the Retirement Benefits Specialist I classification.

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 Senior Investment Officer (Real Estate) and Finance Analyst III (Corporate Governance and Real Estate) recruitments have been posted with the assistance of EFL Associates.

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)
- Staff Counsel (Benefits)

The Senior Human Resources Analyst Eligible List was promulgated. Selection interviews are currently in process.

Internal Recruitments

The Retirement Benefits Specialist I – (Temporary) Trainee examination was open for a week before being closed. We received four hundred and thirty-two (432) applications; the examination assessments are pending.

The Senior Disability Retirement Specialist bulletin closed on September 26, 2023. Examination assessments are in process.

Resumes continue to be accepted for 14 Intern positions included in the Fiscal Year 2023-24 Adopted Budget.

In 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

New Lists Promulgated, Hiring and Promotions

The Eligible Registers for Division Manager positions in Administrative Services, Benefits, and Member Services were promulgated. Selection interviews are in process. A Department Promotional Eligible Register was created.

The Finance Analyst II examination continues to receive applications however, a new Eligible Register was promulgated. Eighteen (18) candidates were added to the eligible register in October 2023, for a total of seventy-two (72) reachable candidates.

The Information Technology Manager II (Project Management and Infrastructure) interviews have been conducted. Offers are pending for both positions. These positions report directly to the Chief, Information Technology. One position will oversee the Project Management Office, the group responsible for developing and implementing new technology projects approved by the Information Technology Coordination Council. The other position will oversee the Infrastructure Team, responsible for data center operations, network engineering, telecommunications and help desk operations.

A Senior Human Resources Assistant was hired effective October 16, 2023 and will be assisting staff in leave management and personnel operations.

The Eligible Register for the Senior Staff Counsel (Benefits) was promulgated. An offer is pending.

An offer was made for the Information Technology Manager II position in the Business Solutions Unit; the background is completed, and the candidate is expected to start in November 2023.

Retiree Healthcare

Kaiser Permanente Tentative Agreement

On October 13, 2023, Kaiser and the Coalition of Kaiser Permanente Unions struck a tentative agreement averting a second strike scheduled for November 1, 2023. The tentative deal, which will be ratified soon, provides assurance and peace of mind to nearly 26,000 LACERA retirees who have chosen Kaiser as their health plan provider.

2024 Medicare Part B Premium Announced

On October 12, 2023, the Center for Medicare & Medicaid Services (CMS) released the 2024 Medicare premiums and deductibles that will take effect on January 1, 2024. The standard Part B premium will increase from \$164.90 to \$174.70 per month, an increase of \$9.80 or nearly 6%. Staff reached out to both Segal and the plan sponsor, L.A. County, to begin the annual Board of Supervisors (BOS) approval process. Staff will promptly inform Trustees when this item will be placed on the BOS agenda for approval.

Discussions continue with the County regarding the Lifetime Maximum Benefit issue.



CEO DASHBOARD



November 1, 2023

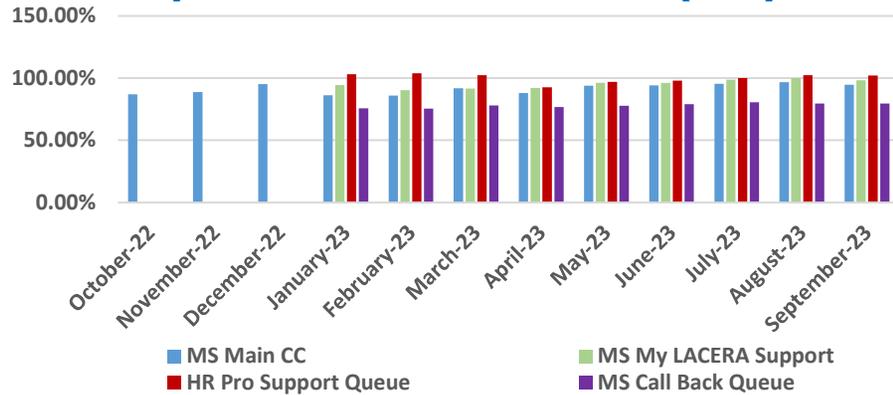


Striving for Excellence

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

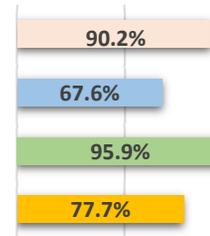
Events / Webinar Attendance Current Mo.: 1,545 Year-to-Date: 3,361	Events / Webinar Current Mo.: 24 Year-to-Date: 67	Webinar Satisfaction 0% Resp. Rate: 0% Change: 0%	Member Service Center Satisfaction 96.21% Resp. Rate: 26.4% Change: 0.53%	MS Main Queue Total Calls 8,078 Current Mo.: 8,078 3 Month Avg.: 8,436				
					Resp. Rate	Change	Resp. Rate	Change
					0%	0%	26.4%	0.53%

Member Service Call Center Queue Key Performance Indicators (KPI)

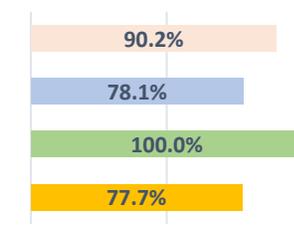


Key Performance Indicator (Components by Queue)

MSCC Main Queue



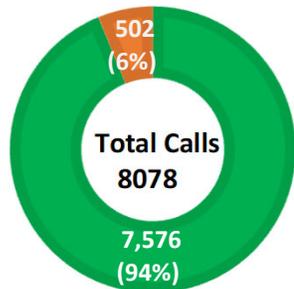
My LACERA Support Queue



Member Services

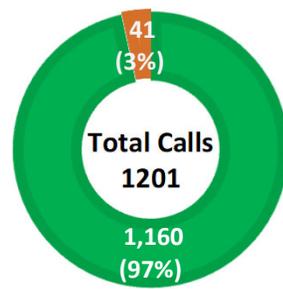
MSCC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned



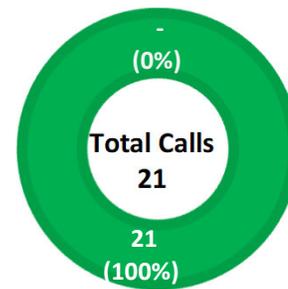
MY LACERA SUPPORT

■ Calls Answered ■ Calls Abandoned



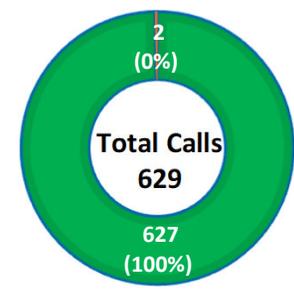
HR PRO SUPPORT

■ Calls Answered ■ Calls Abandoned



MS CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	94.50%	Queue KPI:	98.20%	Queue KPI:	102.10%	Queue KPI:	79.38%
Avg. Speed of Answer	Average Duration						
0:02:18	0:16:20	0:00:44	0:11:27	0:00:26	0:10:09	0:04:05	0:12:11



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 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. Workshops/Appointments

3. Power of Attorney

Contact Center Email/Secure Message Performance



Emails:

457



Secure Message

790

Est. Response Time (hours)

4:00:00

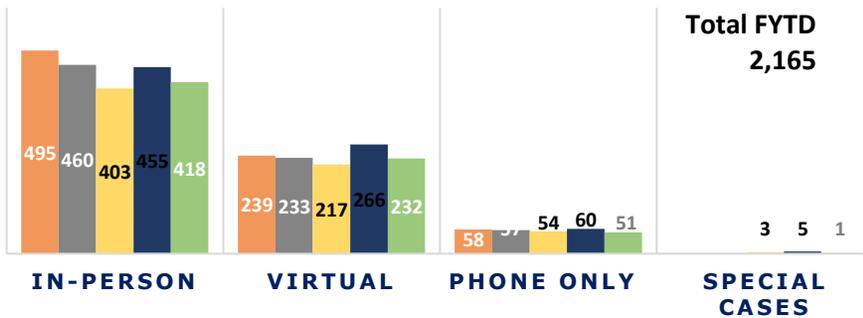
Est. Response Time (hours)

4:00:00

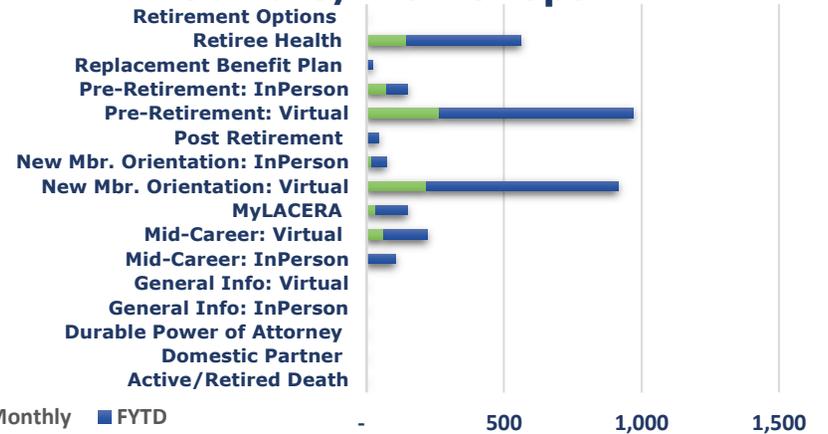
Member Service Center (Outreach)

Member Service Center Appointments

May June July August September



Members Served in Webinars/Workshops



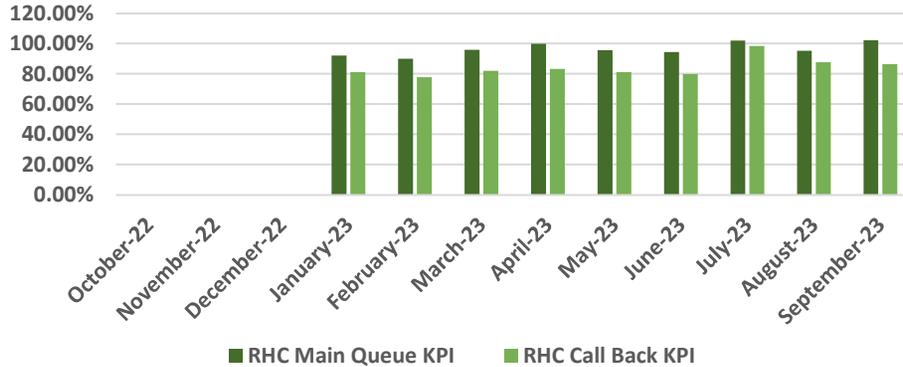
Member Services



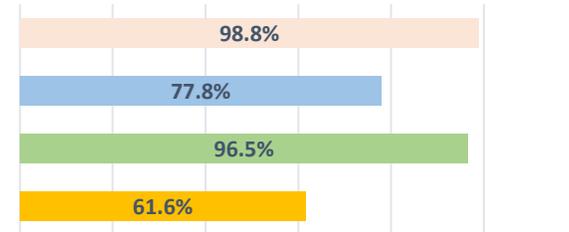
Striving for Excellence

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

RHC Call Center Queue Key Performance Indicator (KPI)



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

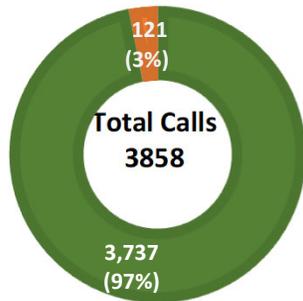


Agent Utilization (Goal:65%)	Grade of Service (Goal: 80% in 60 sec)
After Call Survey (Goal: 90%)	Call Monitoring (Goal: 95%)

Retiree Healthcare

RHC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned

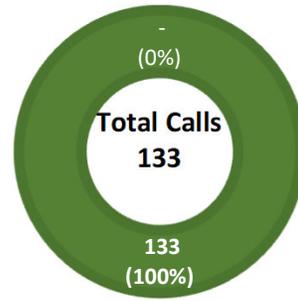


Queue KPI: 102.20%

Avg. Speed of Answer	Average Duration
0:01:17	0:12:23

RHC CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI: 86.40%

Avg. Speed of Answer	Average Duration
0:02:42	0:09:22

TOP RHC CALL TOPICS

1. Medical/Dental Enrollments

2. Medicare Part B

3. General Inquiries

RHC Email/Secure Message Performance



Emails:

269

Est. Response Time (hours)

72:00:00



Secure Message

390

Est. Response Time (hours)

24:00:00



Striving for Excellence

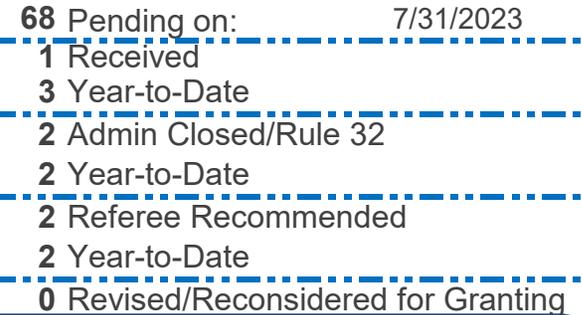
Service Metrics Reported on a Fiscal Year Basis (July 1) Through: September 2023

Applications
1,014



In Process
As Of
8/31/2023

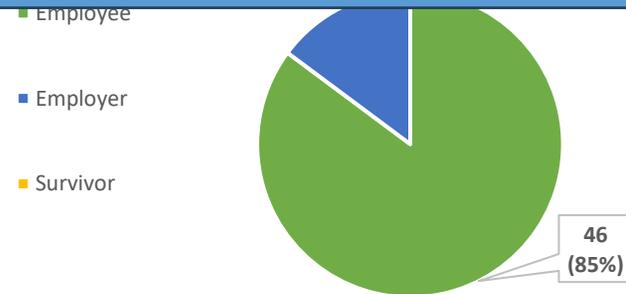
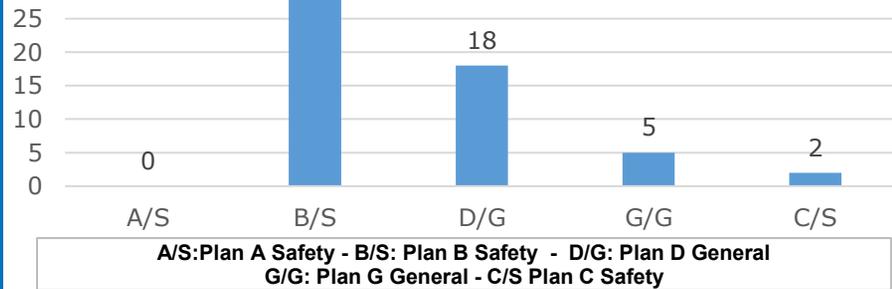
Appeals
65



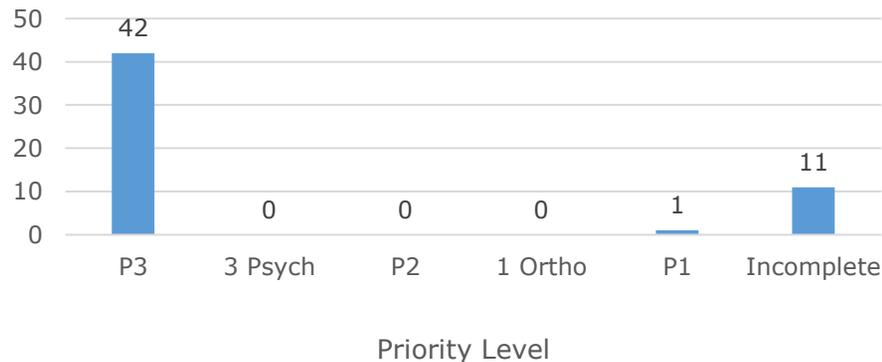
In Process
As Of
8/31/2023

Disability Statistics Unavailable Due to Case Management Implementation. Statistics will be updated on the CEO Dashboard issued in December.

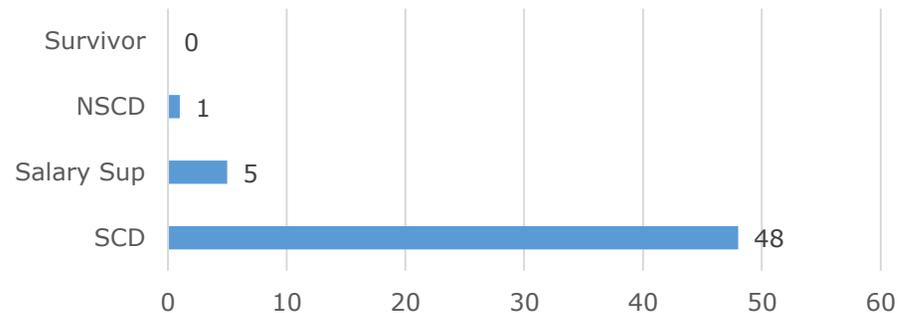
Disability



Applications Filed By Priority Level



Applications Filed By Type

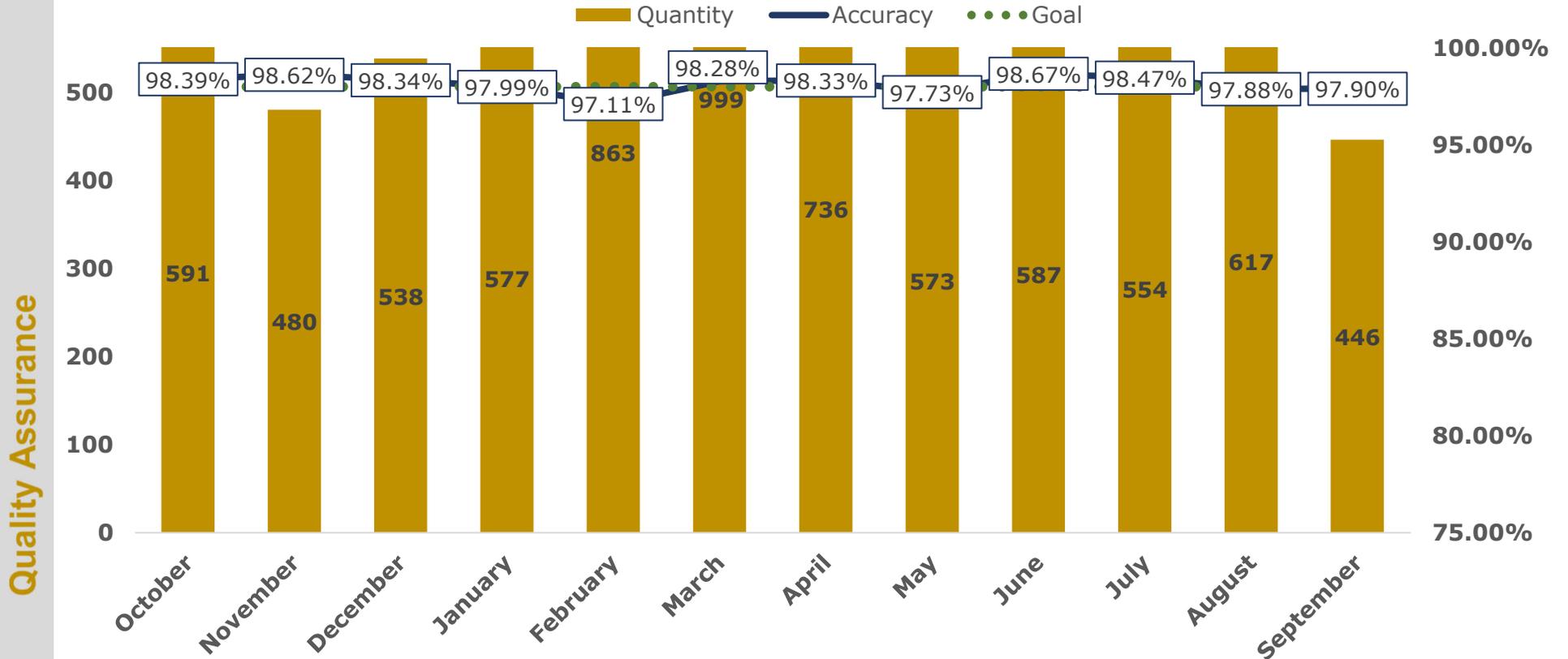




Striving for Excellence in Quality

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

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



September

97.90%



Retirement Elections

182 Samples
97.96% Accuracy

Payment Contracts

144 Samples
97.16% Accuracy

Data Entry

120 Samples
98.58% Accuracy



Service On-Line for All

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

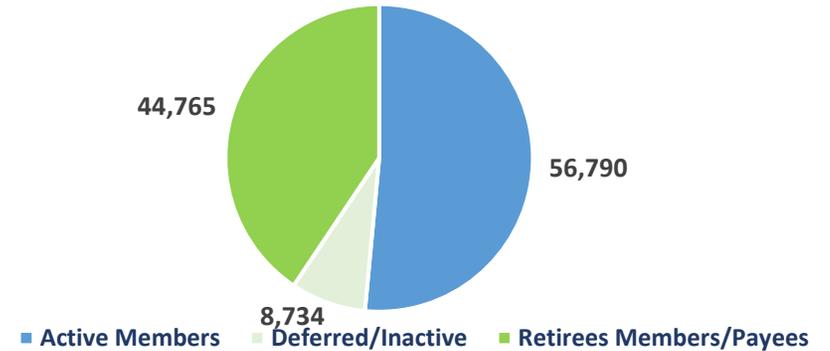
Serving Members Through LACERA.com and MyLACERA

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

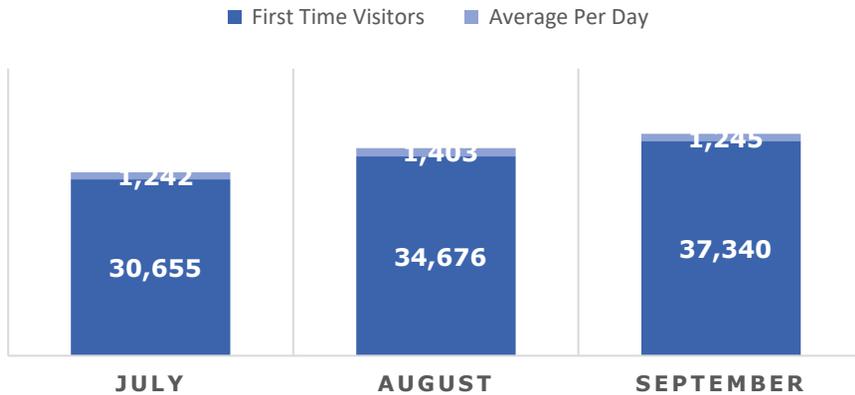


Registered Members / % Total **110,289** **58%**

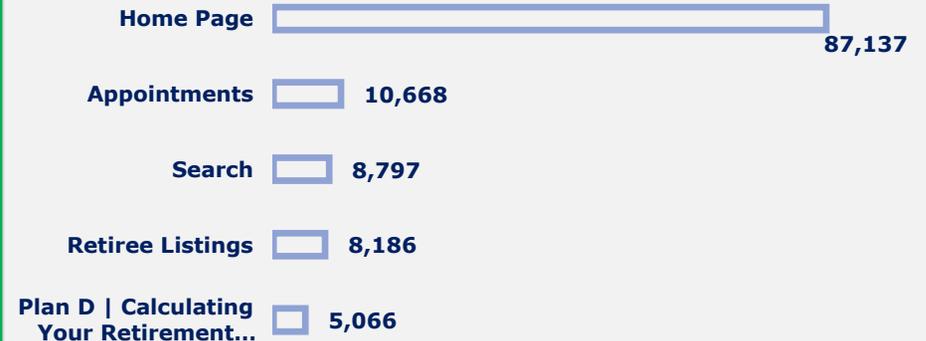
Total Registrations By Member Type



LACERA.com User Traffic



Top Five LACERA.com Page Views



Busiest Day of the Month:

Wednesday, 9/6/2023

Home Page Tile Views

	Views	% of Change
My LACERA	5,628	-5%
Board Meetings	3,164	17%
Careers	3,514	-13%
Pre-Retirement Workshops	2,843	3%
Investments	2,205	0%
Forms & Publications	192	21%

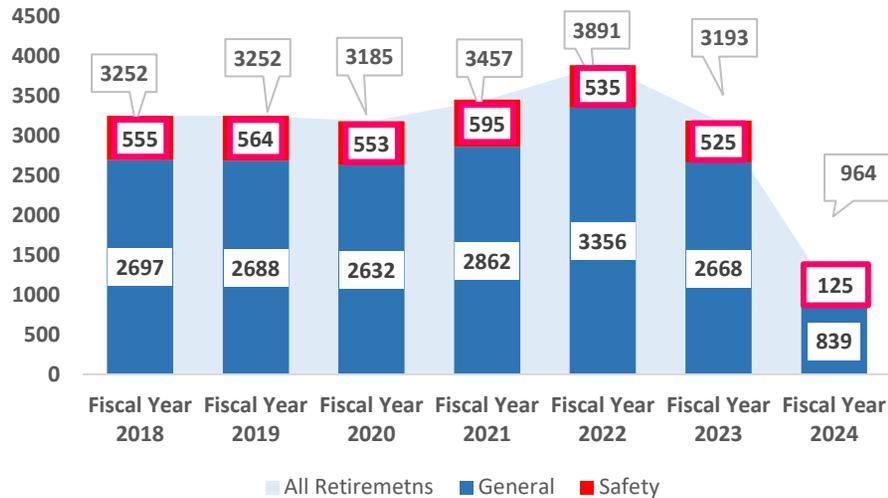


Member Snapshot

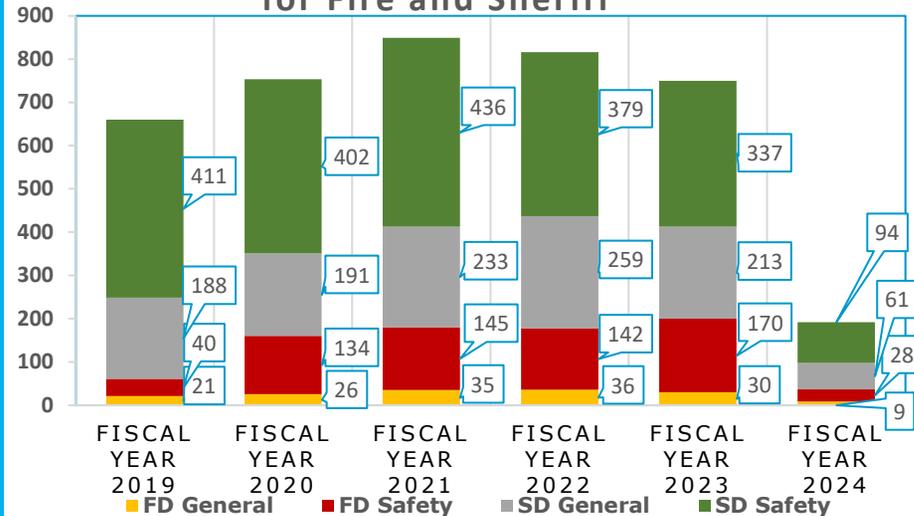
Membership Count as of: October 26, 2023

PLAN	ACTIVE		INACTIVE		RETIRED				Totals by Plan/Type
	Vested	Non-Vested	Vested	Non-Vested	Service	SCD - Disability	NSCD - Disability	Survivors	
General PLAN A	45	-	10	32	11,713	931	158	4,018	16,907
PLAN B	11	-	5	3	564	39	7	73	702
PLAN C	13	-	5	8	359	38	8	65	496
PLAN D	33,477	122	4,392	3,289	19,035	2,017	451	2,020	64,803
PLAN E	12,792	9	2,847	86	15,437	-	-	1,655	32,826
PLAN G	19,335	19,065	1,698	6,818	263	27	7	24	47,237
TOTAL GENERAL	65,673	19,196	8,957	10,236	47,371	3,052	631	7,855	162,971
Safety PLAN A	-	-	2	2	1,808	2,384	26	1,634	5,856
PLAN B	7,381	74	544	227	3,325	4,632	55	424	16,662
PLAN C	2,640	2,500	136	530	11	18	-	3	5,838
TOTAL SAFETY	10,021	2,574	682	759	5,144	7,034	81	2,061	28,356
TOTAL ALL TYPES	75,694	21,770	9,639	10,995	52,515	10,086	712	9,916	191,327

Total Retirements Compared by Type



General vs. Safety Retirements for Fire and Sheriff





Member Snapshot

Average Monthly Benefit Allowance Distribution 10/24/2023

	General	Safety	Total	%
\$0 to \$3,999	30,043	1,339	31,382	49.5%
\$4,000 to \$7,999	14,803	3,433	18,236	28.8%
\$8,000 to \$11,999	4,371	4,285	8,656	13.7%
\$12,000 to \$15,999	1,245	2,445	3,690	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	32	8	40	0.1%
Totals	51,085	12,262	63,347	100%

Average Monthly Benefit Amount:

\$ **4,875.00**

Healthcare Program

(Mo. Ending: 09/30/2023)

	Employer	Member
Medical	\$160.1	\$11.3
Dental	\$12.4	\$1.2
Part B	\$23.2	\$0.0
Total	\$195.7	\$12.5

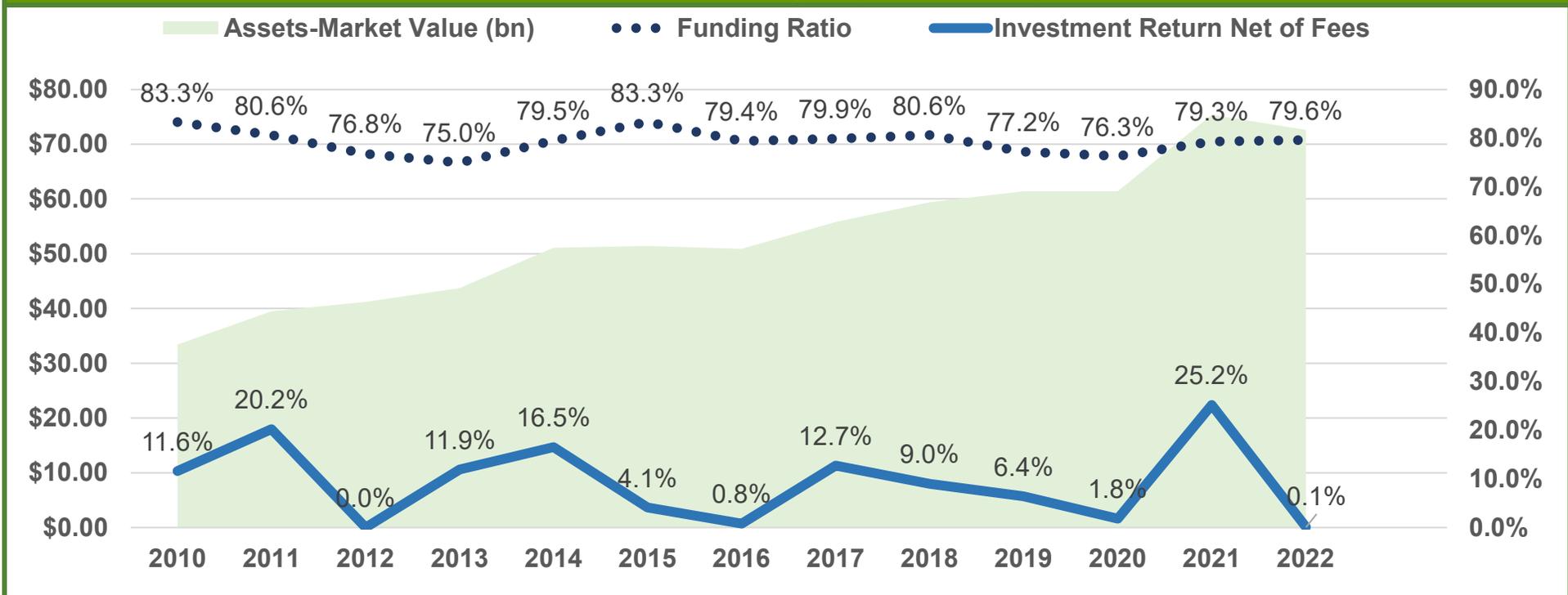
Health Care Enrollments

(Mo. Ending: 09/30/2023)

Medical	55,490
Dental	57,452
Part B	38,264
LTC	487
Total	151,693

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 09/30/2023)

Monthly Payroll	\$371.72m
Payroll YTD	\$1.1b
New Retired Payees Added	285
Seamless %	96.84%
New Seamless Payees Added	932
Seamless YTD	96.78%
By Check %	2.00%
By Direct Deposit %	98.00%

RETIREE PAYROLL BY YEAR





ADMINISTRATIVE/OPERATIONS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
RFP: Audit Committee Consultant	Internal Audit	9/06/2023	Soliciting Process	<ul style="list-style-type: none"> • Audit and Risk Management Services • Mitchell Titus • Williams Adley
RFP: Policy Management Solution	Executive Office	2/3/2023	Vendor Selection	<ul style="list-style-type: none"> • Compass 365 • AuditBoard • LogicGate
RFI: Death Audit and Data Cleansing Services	Benefits	4/14/2023	Bid Review	<ul style="list-style-type: none"> • PBI
RFP: External SOC Auditor	Internal Audit	3/08/2023	Contract Execution	<ul style="list-style-type: none"> • Moss Adams
RFP: Prepaid Debit Card Services	Benefits	6/15/2022 ISD's Website 08/2022	Contract Execution	<ul style="list-style-type: none"> • Conduent
RFB: Classification and Compensation Study Services	Human Resources	8/24/2023	Solicitation Process	<ul style="list-style-type: none"> • TBD

*Subject to change



INVESTMENTS

Solicitation Name	Public Release Date	Solicitation Stage*	Bid Respondents *
RFP: Commercial Real Estate Brokers	5/10/2023	Vendor Selection	<ul style="list-style-type: none"> • Avison • CBRE Group • Cushman and Wakefield • Eastdil • Higgenbotham • JLL • Newmark
RFP: Real Assets Emerging Manager Program Discretionary Separate Account Manager	1/30/2023	Vendor Selection	<ul style="list-style-type: none"> • ACRES Capital • Aether Investment Partners • ORG Portfolio Management • Barings • Belay Investment Group • Encore Enterprises, Inc. • Stable • Cambridge Associates • GCM Grosvenor • The Townsend Group • Cypress Creek Partners • Hamilton Lane Advisors • Neuberger Berman Group • Wafra Inc. • Artemis Real Estate Partners • Hawkeye Partners, LP • BlackRock • Astarte Capital Partners • Bentall Green Oak • Clear Sky Advisers • Clear Investment Group • Poverni Sheikh Group • Trilogy • Stepstone • Oak Street • White Deer
RFP: Private Market Analytics Platform Search	8/11/2023	Vendor Selection	<ul style="list-style-type: none"> • BlackRock • Burgiss • CEPRES • Clearwater • Dynamo • Hamilton Lane • Nasdaq

*Subject to change

Date	Conference
November, 2023	
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
December, 2023	
1	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
6	Southeast Investors Annual Meeting Miami, FL
January, 2024	
22-24	NCPERS (National Conference on Public Employee Retirement Systems) Legislative Conference Washington D.C.
29-31	IFEBP (International Foundation of Employment Benefit Plans) Health Benefits Conference & Expo Clearwater, FL
March, 2024	
2-5	CALAPRS (California Association of Public Retirement Systems) General Assembly 2024 Rancho Mirage, CA
4-6	Council of Institutional Investors (CII) Spring Conference Washington D.C.
6-7	IFEBP (International Foundation of Employment Benefit Plans) Investments Institute Rancho Mirage, CA
6-8	Pacific Pension Institute (PPI) Winter Roundtable Napa, CA
12-14	AHIP (America’s Health Insurance Plans) Medicare, Medicaid, Duals and Commercial Markets Forum Baltimore, MD

Date	Conference
21-22	PREA (Pension Real Estate Association) Spring Conference Nashville, TN
April, 2024	
4-5	IFEBP (International Foundation of Employment Benefit Plans) Health Care Mgmt. Conference Rancho Mirage, CA
15-19	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
May, 2024	
6-7	IFEBP (International Foundation of Employment Benefit Plans) Washington Legislative Update Washington D.C.



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**

October 17, 2023

TO: Each Member
Board of Retirement

FROM: Insurance, Benefits and Legislative Committee
Les Robbins, Chair
Vivian H. Gray, Vice Chair
Shawn R. Kehoe
Ronald A. Okum
JP Harris, Alternate

FOR: November 1, 2023 Board of Retirement Meeting

SUBJECT: **H.R. 82—Social Security Fairness Act of 2023**

Author: Graves [R-LA]
Sponsor: Author and 298 co-sponsors
Introduced: January 9, 2023
Status: Referred to House Committee on Ways and Means (01/09/2023)

IBLC Recommendation: Support
Staff Recommendation: Support

RECOMMENDATION

That the Board of Retirement adopt a “Support” position on H.R. 82, which would enact the “Social Security Fairness Act of 2023.”

LEGISLATIVE POLICY STANDARD

LACERA’s legislative policy standard is to support proposals that repeal or modify the Windfall Elimination Provision and Government Pension Offset. (Legislative Policy, page 6.)

SUMMARY

H.R. 82 would repeal the Windfall Elimination Provision and the Government Pension Offset of the Social Security Act.

ANALYSIS

Participation in Social Security by the County of Los Angeles

Prior to July 1, 1964. Employees of the County were not covered under Social Security because the County did not participate in Social Security.

July 1, 1964 through December 31, 1982. The County elected to participate in the Social Security system effective July 1, 1964. General members who were hired before July 1,

1964 were given the option to elect Social Security coverage and pay Social Security taxes retroactive to January 1, 1959 or date of hire, whichever was later. General members who were hired on or after July 1, 1964 were mandatorily covered under Social Security. Safety members were never participants under Social Security.

On and after January 1, 1983. The County withdrew its participation from Social Security effective January 1, 1983. As a result, some LACERA members may not have earned sufficient credits under County employment to be fully insured under Social Security, unless they had other employment that was covered by Social Security.

Windfall Elimination Provision (WEP)

Social Security benefits are designed to replace a percentage of a worker's pre-retirement earnings. A Social Security benefit is calculated by separating average monthly earnings into three amounts known as "bend points." Each bend point is multiplied by a percentage, and the total of the three amounts is the Social Security benefit.

For example, for a worker who turns 62 in 2023, the first \$1,115 of average monthly earnings is multiplied by 90 percent, earnings between \$1,115 and \$6,721 are multiplied by 32 percent, and the earnings over \$6,721 are multiplied by 15 percent. The sum of these amounts is the benefit amount, which is decreased or increased depending on whether the worker begins receiving benefits before or after full retirement age.

For workers who qualify for a pension from a government employer that does not participate in Social Security, the percentage that is multiplied against the first \$1,115 of average monthly earnings is reduced from 90 percent to as low as 40 percent, based on years of substantial earnings. Those who have 30 years or more of substantial earnings do not see a reduction of the 90-percent factor. Note that to protect workers who receive a low government pension, the reduction of the Social Security benefit under the WEP cannot exceed more than one-half of the worker's government pension amount.

Government Pension Offset (GPO)

Under the GPO, dependent benefits paid by Social Security to a spouse, widow, or widower would be offset by two-thirds of the government pension paid to that person. Therefore, in some cases, if a person receives a government pension and two-thirds of the pension benefit is greater than his or her own Social Security dependent benefits, the GPO will completely eliminate the Social Security dependent benefit.

Social Security Beneficiaries Affected by WEP and GPO

According to analyses of the WEP¹ and GPO² by the Congressional Research Service,

¹ Li, Z. (2023). *Social Security: The Windfall Elimination Provision (WEP)*. (CRS Report No. 98-35, updated February 13, 2023). Retrieved from <https://crsreports.congress.gov/product/pdf/RS/98-35>

² Li, Z. (2023). *Social Security: The Government Pension Offset (GPO)*. (CRS Report No. RL32453, updated February 13, 2023). Retrieved from <https://crsreports.congress.gov/product/pdf/RL/RL32453>

as of December 2022, the WEP affects 283,270 beneficiaries in California, consisting of retired workers, disabled workers, and spouses and children. Nationwide, the WEP affects 2,013,310 beneficiaries.

The GPO affects 102,344 beneficiaries in California, consisting of spouses and widow(er)s, with 81,631 beneficiaries whose benefits are fully offset and 20,713 whose benefits are partially offset. Nationwide, the GPO affects 734,601 beneficiaries, with 511,487 beneficiaries whose benefits are fully offset and 223,114 whose benefits are partially offset.

Conclusion

For LACERA members who are eligible for a pension, the WEP and GPO reduce and, in some cases, eliminate the Social Security benefits that they earned through covered employment with the County of Los Angeles or become eligible for through their spouses. LACERA has traditionally supported legislation to repeal the WEP and GPO as well as resolutions by the California State Legislature urging the President and Congress of the United States to repeal the provisions.

IT IS THEREFORE RECOMMENDED THAT THE BOARD adopt a “Support” position on H.R. 82, which would enact the “Social Security Fairness Act of 2023.”

Attachments

Attachment 1—Board Positions Adopted on Related Legislation
Attachment 2—Support and Opposition
H.R. 82 (Graves) as introduced on January 9, 2023
Windfall Elimination Provision Fact Sheet
Government Pension Offset Fact Sheet

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Anthony Roda, Williams & Jensen

BOARD POSITIONS ADOPTED ON RELATED LEGISLATION

H.R. 82 (2021, reported by the Committee on Ways and Means) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

S. 1302 (2021, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

AJR 9 (Resolution Chapter 78, Statutes of 2021) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

H.R. 4540 (2019, held in committee) would have amended the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

H.R. 3934 (2019, held in committee) would have amended the Social Security Act to replace the Windfall Elimination Provision with a formula equalizing benefits for certain individuals with noncovered employment. The Board of Retirement adopted a “Support” position.

SJR 3 (Resolution Chapter 129, Statutes of 2019) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

H.R. 141 (2019, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

S. 521 (2019, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

H.R. 1205 (2017, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

S. 915 (2017, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

SJR 1 (Resolution Chapter 92, Statutes of 2015) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

H.R. 711 (2015, held in committee) would have amended the Social Security Act to replace the Windfall Elimination Provision with a new formula for the treatment of noncovered earnings in determining Social Security benefits for individuals who become eligible for benefits after 2016. It would have established a second formula to modify the Windfall Elimination Provision for current beneficiaries. The Board of Retirement adopted a “Watch” position.

H.R. 973 (2015, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

S. 1651 (2015, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

H.R. 1332 (2011, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

AJR 10 (Resolution Chapter 103, Statutes of 2009) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

S. 484 (2009, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

AJR 5 (Resolution Chapter 116, Statutes of 2007) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

H.R. 82
Attachment 2—Support and Opposition
Board of Retirement
October 17, 2023
Page 1

SUPPORT

American Federation of State, County & Municipal Employees
California State Teachers' Retirement System
Fraternal Order of Police
National Active and Retired Federal Employees Association
National Association of Police Organizations
National Education Association

OPPOSITION

Unknown

118TH CONGRESS
1ST SESSION

H. R. 82

To amend title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 9, 2023

Mr. GRAVES of Louisiana (for himself, Ms. SPANBERGER, Mr. COMER, Mr. GARAMENDI, Ms. LETLOW, Mr. TAKANO, Mr. DIAZ-BALART, and Ms. BROWNLEY) introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To amend title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Social Security Fair-
5 ness Act of 2023”.

1 **SEC. 2. REPEAL OF GOVERNMENT PENSION OFFSET PROVI-**
2 **SION.**

3 (a) IN GENERAL.—Section 202(k) of the Social Secu-
4 rity Act (42 U.S.C. 402(k)) is amended by striking para-
5 graph (5).

6 (b) CONFORMING AMENDMENTS.—

7 (1) Section 202(b)(2) of the Social Security Act
8 (42 U.S.C. 402(b)(2)) is amended by striking “sub-
9 sections (k)(5) and (q)” and inserting “subsection
10 (q)”.

11 (2) Section 202(c)(2) of such Act (42 U.S.C.
12 402(c)(2)) is amended by striking “subsections
13 (k)(5) and (q)” and inserting “subsection (q)”.

14 (3) Section 202(e)(2)(A) of such Act (42
15 U.S.C. 402(e)(2)(A)) is amended by striking “sub-
16 section (k)(5), subsection (q),” and inserting “sub-
17 section (q)”.

18 (4) Section 202(f)(2)(A) of such Act (42 U.S.C.
19 402(f)(2)(A)) is amended by striking “subsection
20 (k)(5), subsection (q)” and inserting “subsection
21 (q)”.

22 **SEC. 3. REPEAL OF WINDFALL ELIMINATION PROVISIONS.**

23 (a) IN GENERAL.—Section 215 of the Social Security
24 Act (42 U.S.C. 415) is amended—

25 (1) in subsection (a), by striking paragraph (7);

1 (2) in subsection (d), by striking paragraph (3);

2 and

3 (3) in subsection (f), by striking paragraph (9).

4 (b) CONFORMING AMENDMENTS.—Subsections (e)(2)
5 and (f)(2) of section 202 of such Act (42 U.S.C. 402) are
6 each amended by striking “section 215(f)(5), 215(f)(6),
7 or 215(f)(9)(B)” in subparagraphs (C) and (D)(i) and in-
8 serting “paragraph (5) or (6) of section 215(f)”.

9 **SEC. 4. EFFECTIVE DATE.**

10 The amendments made by this Act shall apply with
11 respect to monthly insurance benefits payable under title
12 II of the Social Security Act for months after December
13 2023. Notwithstanding section 215(f) of the Social Secu-
14 rity Act, the Commissioner of Social Security shall adjust
15 primary insurance amounts to the extent necessary to take
16 into account the amendments made by section 3.

○



Windfall Elimination Provision

Your Social Security retirement or disability benefits may be reduced

The Windfall Elimination Provision can affect how Social Security calculates your retirement or disability benefit. If you work for an employer who doesn't withhold Social Security taxes from your salary, any retirement or disability pension you get from that work can reduce your Social Security benefits. Such an employer may be a government agency or an employer in another country.

When your benefits can be affected

The following provisions can affect you if both of them are true:

- You earn a retirement or disability pension from an employer who didn't withhold Social Security taxes.
- You qualify for Social Security retirement or disability benefits from work in other jobs for which you did pay taxes.

The Windfall Elimination Provision can apply if 1 of the following is true:

- You reached age 62 after 1985.
- You developed a qualifying disability after 1985.

If the latter applies, you must first have become eligible for a monthly pension based on work where you didn't pay Social Security taxes after 1985. This rule applies even if you're still working.

This provision also affects Social Security benefits for people who performed federal service under the Civil Service Retirement System (CSRS) after 1956. We won't reduce your Social Security benefit amount if you only performed federal service under a system such as the Federal Employees' Retirement System (FERS). Social Security taxes are withheld for workers under FERS.

How it works

Social Security benefits are intended to replace only some of a worker's pre-retirement earnings.

We base your Social Security benefit on your average monthly earnings adjusted for average wage growth. We separate your average earnings into 3 amounts and multiply the amounts using 3 factors to compute your full Primary Insurance Amount (PIA). For example, for a worker who turns 62 in 2023, the first \$1,115 of average monthly earnings is multiplied by 90%; earnings between \$1,115 and \$6,721 are multiplied by 32%; and the

balance by 15%. The sum of the 3 amounts equals the PIA, which is then decreased or increased depending on whether the worker starts benefits before or after full retirement age (FRA). This formula produces the monthly payment amount.

When we apply this formula, the percentage of career average earnings paid to lower-paid workers is greater than higher-paid workers. For example, consider workers age 62 in 2023, with average earnings of \$3,000 per month. They could receive a benefit at FRA of \$1,606 (approximately 53%) of their pre-retirement earnings increased by applicable cost of living adjustments (COLAs). For a worker with average earnings of \$8,000 per month, the benefit starting at FRA could be \$2,989 (approximately 37%) plus COLAs. However, if either of these workers starts benefits earlier than their FRA, we'll reduce their monthly benefit.

Why we use a different formula

Before 1983, people whose primary job wasn't covered by Social Security had their Social Security benefits calculated as if they were long-term, low-wage workers. They had the advantage of receiving a Social Security benefit that represented a higher percentage of their earnings. They also had a pension from a job for which they didn't pay Social Security taxes. Congress passed the Windfall Elimination Provision to remove that advantage.

Under the provision, we reduce the 90% factor in our formula and phase it in for workers who reached age 62 or developed a disability between 1986 and 1989. For people who reach 62 or developed a disability in 1990 or later, we reduce the 90% factor to as little as 40%.

Some exceptions

The Windfall Elimination Provision doesn't apply if:

- You're a federal worker first hired after December 31, 1983.
- You're an employee of a non-profit organization who was exempt from Social Security coverage on December 31, 1983. This does not apply if the non-profit organization waived exemption and did pay Social Security taxes, but then the waiver was terminated prior to December 31, 1983.
- Your only pension is for railroad employment.
- The only work you performed for which you didn't pay Social Security taxes was before 1957.

- You have 30 or more years of substantial earnings under Social Security.

The Windfall Elimination Provision doesn't apply to survivors benefits. We may reduce spouses, widows, or widowers benefits because of another law. For more information, read *Government Pension Offset* (Publication No. 05-10007).

Social Security years of substantial earnings

If you have 30 or more years of substantial earnings, we don't reduce the standard 90% factor in our formula. See the first table that lists substantial earnings for each year.

The second table shows the percentage used to reduce the 90% factor depending on the number of years of substantial earnings. If you have 21 to 29 years of substantial earnings, we reduce the 90% factor to between 45% and 85%. To see the maximum amount we could reduce your benefit, visit www.ssa.gov/benefits/retirement/planner/wep.html.

A guarantee

The law protects you if you get a low pension. We won't reduce your Social Security benefit by more than half of your pension for earnings after 1956 on which you didn't pay Social Security taxes.

Contacting Us

The most convenient way to do business with us is to visit www.ssa.gov to get information and use our online services. There are several things you can do online: apply for benefits; start or complete your request for an original or replacement Social Security card; get useful information; find publications; and get answers to frequently asked questions.

Or, you can call us toll-free at **1-800-772-1213** or at **1-800-325-0778** (TTY) if you're deaf or hard of hearing. We can answer your call from 8 a.m. to 7 p.m., weekdays. We provide free interpreter services upon request. For quicker access to a representative, try calling early in the day (between 8 a.m. and 10 a.m. local time) or later in the day. **We are less busy later in the week (Wednesday to Friday) and later in the month.** You can also use our automated services via telephone, 24 hours a day, so you do not need to speak with a representative.

Year	Substantial earnings
1937–1954	\$900
1955–1958	\$1,050
1959–1965	\$1,200
1966–1967	\$1,650
1968–1971	\$1,950
1972	\$2,250
1973	\$2,700
1974	\$3,300
1975	\$3,525
1976	\$3,825
1977	\$4,125
1978	\$4,425
1979	\$4,725
1980	\$5,100
1981	\$5,550
1982	\$6,075
1983	\$6,675
1984	\$7,050
1985	\$7,425
1986	\$7,875
1987	\$8,175
1988	\$8,400
1989	\$8,925

Year	Substantial earnings
1990	\$9,525
1991	\$9,900
1992	\$10,350
1993	\$10,725
1994	\$11,250
1995	\$11,325
1996	\$11,625
1997	\$12,150
1998	\$12,675
1999	\$13,425
2000	\$14,175
2001	\$14,925
2002	\$15,750
2003	\$16,125
2004	\$16,275
2005	\$16,725
2006	\$17,475
2007	\$18,150
2008	\$18,975
2009–2011	\$19,800
2012	\$20,475
2013	\$21,075
2014	\$21,750

Year	Substantial earnings
2015–2016	\$22,050
2017	\$23,625
2018	\$23,850
2019	\$24,675
2020	\$25,575
2021	\$26,550
2022	\$27,300
2023	\$29,700

Years of substantial earnings	Percentage
30 or more	90 %
29	85 %
28	80 %
27	75 %
26	70 %
25	65 %
24	60 %
23	55 %
22	50 %
21	45 %
20 or less	40 %



Securing today
and tomorrow



Government Pension Offset

A law that affects spouses and widows or widowers

If you receive a retirement or disability pension from a federal, state, or local government based on your own work for which you didn't pay Social Security taxes, we may reduce your Social Security spouses or widows or widowers benefits. This fact sheet provides answers to questions you may have about the reduction.

How much will my Social Security benefits be reduced?

We'll reduce your Social Security benefits by two-thirds of your government pension. In other words, if you get a monthly civil service pension of \$600, two-thirds of that, or \$400, must be deducted from your Social Security benefits. For example, if you're eligible for a \$500 spouses, widows, or widowers benefit from Social Security, you'll get \$100 a month from Social Security ($\$500 - \$400 = \$100$). If two-thirds of your government pension is more than your Social Security benefit, your benefit could be reduced to zero.

If you take your government pension annuity in a lump sum, Social Security will calculate the reduction as if you chose to get monthly benefit payments from your government work.

Why will my Social Security benefits be reduced?

Benefits we pay to spouses, widows, and widowers are "dependent" benefits. Set up in the 1930s, these benefits were to compensate spouses who stayed home to raise a family and were financially dependent on the working spouse. It's now common for both spouses to work, each earning their own Social Security retirement benefit. The law requires a person's spouse, widow, or widower benefit to be offset by the dollar amount of their own retirement benefit.

For example, if a woman worked and earned her own \$800 monthly Social Security benefit, but was also due a \$500 spouse's benefit on her husband's record, we couldn't pay that spouse's benefit because her own benefit offsets it. Before enactment of the Government Pension Offset law, if that same woman was a government employee who didn't pay into Social Security and earned an \$800 government pension, there was no offset. We had to pay her a full spouse's benefit and her full government pension.

If this person's government work had been subject to Social Security taxes, we would reduce any spouse, widow, or widower benefit because of their own Social Security retirement benefit. The Government Pension Offset ensures that we calculate the benefits of government employees who don't pay Social Security taxes the same as workers in the private sector who pay Social Security taxes.

When won't my Social Security benefits be reduced?

Generally, we won't reduce your Social Security benefits as a spouse, widow, or widower if you:

- Receive a government pension that's not based on your earnings; or
- Are a federal (including Civil Service Offset), state, or local government employee and your government pension is from a job for which you paid Social Security taxes; and:
 - Your last day of employment (that your pension is based on) is before July 1, 2004; or
 - You filed for and were entitled to spouses, widows, or widowers benefits before April 1, 2004 (you may work your last day in Social Security covered employment at any time); or
 - You paid Social Security taxes on your earnings during the last 60 months of government service. (Under certain

conditions, we require fewer than 60 months for people whose last day of employment falls after June 30, 2004, and before March 2, 2009.)

There are other situations for which we won't reduce your Social Security benefits as a spouse, widow, or widower; for example, if you:

- Are a federal employee who switched from the Civil Service Retirement System (CSRS) to the Federal Employees' Retirement System (FERS) after December 31, 1987; and:
 - Your last day of service (that your pension is based on) is before July 1, 2004;
 - You paid Social Security taxes on your earnings for 60 months or more during the period beginning January 1988 and ending with the first month of entitlement to benefits; or
 - You filed for and were entitled to spouses, widows, or widowers benefits before April 1, 2004 (you may work your last day in Social Security covered employment at any time).
- Received, or were eligible to receive, a government pension before December 1982 and meet all the requirements for Social Security spouse's benefits in effect in January 1977; or
- Received, or were eligible to receive, a federal, state, or local government pension before July 1, 1983, and were receiving one-half support from your spouse.

Note: A Civil Service Offset employee is a federal employee, rehired after December 31, 1983, following a break in service of more than 365 days, with five years of prior CSRS coverage.

What about Medicare?

Even if you don't get benefit payments from your spouse's work, you can still get Medicare at age 65 on your spouse's record if you aren't eligible for it on your own record.

Can I still get Social Security benefits from my own work?

The offset applies only to Social Security benefits as a spouse, or widow, or widower. However, we may reduce your own benefits because of another provision. For more information, go online to read *Windfall Elimination Provision* (Publication No. 05-10045).

Contacting Social Security

The most convenient way to contact us anytime, anywhere is to visit www.socialsecurity.gov. There, you can: apply for benefits; open a *my* Social Security account, which you can use to review your *Social Security Statement*, verify your earnings, print a benefit verification letter, change your direct deposit information, request a replacement Medicare card, and get a replacement SSA-1099/1042S; obtain valuable information; find publications; get answers to frequently asked questions; and much more.

If you don't have access to the internet, we offer many automated services by telephone, 24 hours a day, 7 days a week. Call us toll-free at **1-800-772-1213** or at our TTY number, **1-800-325-0778**, if you're deaf or hard of hearing.

If you need to speak to a person, we can answer your calls from 7 a.m. to 7 p.m., Monday through Friday. We ask for your patience during busy periods since you may experience higher than usual rate of busy signals and longer hold times to speak to us. We look forward to serving you.



Securing today
and tomorrow

Social Security Administration
Publication No. 05-10007 | ICN 451453 | Unit of Issue — HD (one hundred)
May 2019 (Recycle prior editions)
Government Pension Offset
Produced and published at U.S. taxpayer expense

October 18, 2023

TO: Each Member
Board of Retirement

FROM: Insurance, Benefits and Legislative Committee
Les Robbins, Chair
Vivian H. Gray, Vice Chair
Shawn R. Kehoe
Ronald A. Okum
JP Harris, Alternate

FOR: November 1, 2023 Board of Retirement Meeting

SUBJECT: **S. 597—Social Security Fairness Act**

Author: Brown [D-OH]
Sponsor: Author and 46 co-sponsors
Introduced: March 1, 2023
Status: Read twice and referred to the Senate Committee on Finance (03/01/2023)

IBLC Recommendation: Support
Staff Recommendation: Support

RECOMMENDATION

That the Board of Retirement adopt a “Support” position on S. 597, which would enact the “Social Security Fairness Act.”

LEGISLATIVE POLICY STANDARD

LACERA’s legislative policy standard is to support proposals that repeal or modify the Windfall Elimination Provision and Government Pension Offset. (Legislative Policy, page 6.)

SUMMARY

S. 597 would repeal the Windfall Elimination Provision and the Government Pension Offset of the Social Security Act.

ANALYSIS

Participation in Social Security by the County of Los Angeles

Prior to July 1, 1964. Employees of the County were not covered under Social Security because the County did not participate in Social Security.

July 1, 1964 through December 31, 1982. The County elected to participate in the Social Security system effective July 1, 1964. General members who were hired before July 1,

1964 were given the option to elect Social Security coverage and pay Social Security taxes retroactive to January 1, 1959 or date of hire, whichever was later. General members who were hired on or after July 1, 1964 were mandatorily covered under Social Security. Safety members were never participants under Social Security.

On and after January 1, 1983. The County withdrew its participation from Social Security effective January 1, 1983. As a result, some LACERA members may not have earned sufficient credits under County employment to be fully insured under Social Security, unless they had other employment that was covered by Social Security.

Windfall Elimination Provision (WEP)

Social Security benefits are designed to replace a percentage of a worker's pre-retirement earnings. A Social Security benefit is calculated by separating average monthly earnings into three amounts known as "bend points." Each bend point is multiplied by a percentage, and the total of the three amounts is the Social Security benefit.

For example, for a worker who turns 62 in 2023, the first \$1,115 of average monthly earnings is multiplied by 90 percent, earnings between \$1,115 and \$6,721 are multiplied by 32 percent, and the earnings over \$6,721 are multiplied by 15 percent. The sum of these amounts is the benefit amount, which is decreased or increased depending on whether the worker begins receiving benefits before or after full retirement age.

For workers who qualify for a pension from a government employer that does not participate in Social Security, the percentage that is multiplied against the first \$1,115 of average monthly earnings is reduced from 90 percent to as low as 40 percent, based on years of substantial earnings. Those who have 30 years or more of substantial earnings do not see a reduction of the 90-percent factor. Note that to protect workers who receive a low government pension, the reduction of the Social Security benefit under the WEP cannot exceed more than one-half of the worker's government pension amount.

Government Pension Offset (GPO)

Under the GPO, dependent benefits paid by Social Security to a spouse, widow, or widower would be offset by two-thirds of the government pension paid to that person. Therefore, in some cases, if a person receives a government pension and two-thirds of the pension benefit is greater than his or her own Social Security dependent benefits, the GPO will eliminate the Social Security dependent benefit.

Social Security Beneficiaries Affected by WEP and GPO

According to analyses of the WEP¹ and GPO² by the Congressional Research Service,

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as of December 2022, the WEP affects 283,270 beneficiaries in California, consisting of retired workers, disabled workers, and spouses and children. Nationwide, the WEP affects 2,013,310 beneficiaries.

The GPO affects 102,344 beneficiaries in California, consisting of spouses and widow(er)s, with 81,631 beneficiaries whose benefits are fully offset and 20,713 whose benefits are partially offset. Nationwide, the GPO affects 734,601 beneficiaries, with 511,487 beneficiaries whose benefits are fully offset and 223,114 whose benefits are partially offset.

Conclusion

For LACERA members who are eligible for a pension, the WEP and GPO reduce and, in some cases, eliminate the Social Security benefits that they earned through covered employment with the County of Los Angeles or become eligible for through their spouses. LACERA has traditionally supported legislation to repeal the WEP and GPO as well as resolutions by the California State Legislature urging the President and Congress of the United States to repeal the provisions.

IT IS THEREFORE RECOMMENDED THAT THE BOARD adopt a “Support” position on S. 597, which would enact the “Social Security Fairness Act.”

Attachments

Attachment 1—Board Positions Adopted on Related Legislation
Attachment 2—Support and Opposition
S. 597 (Brown) as introduced on March 1, 2023
Windfall Elimination Provision Fact Sheet
Government Pension Offset Fact Sheet

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Anthony Roda, Williams & Jensen

BOARD POSITIONS ADOPTED ON RELATED LEGISLATION

H.R. 82 (2021, reported by the Committee on Ways and Means) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

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AJR 9 (Resolution Chapter 78, Statutes of 2021) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

H.R. 4540 (2019, held in committee) would have amended the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

H.R. 3934 (2019, held in committee) would have amended the Social Security Act to replace the Windfall Elimination Provision with a formula equalizing benefits for certain individuals with noncovered employment. The Board of Retirement adopted a “Support” position.

SJR 3 (Resolution Chapter 129, Statutes of 2019) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

H.R. 141 (2019, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

S. 521 (2019, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

H.R. 1205 (2017, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

S. 915 (2017, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

SJR 1 (Resolution Chapter 92, Statutes of 2015) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

H.R. 711 (2015, held in committee) would have amended the Social Security Act to replace the Windfall Elimination Provision with a new formula for the treatment of noncovered earnings in determining Social Security benefits for individuals who become eligible for benefits after 2016. It would have established a second formula to modify the Windfall Elimination Provision for current beneficiaries. The Board of Retirement adopted a “Watch” position.

H.R. 973 (2015, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

S. 1651 (2015, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

H.R. 1332 (2011, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

AJR 10 (Resolution Chapter 103, Statutes of 2009) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

S. 484 (2009, held in committee) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a “Support” position.

AJR 5 (Resolution Chapter 116, Statutes of 2007) requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a “Support” position.

S. 597
Attachment 2—Support and Opposition
Board of Retirement
October 18, 2023
Page 1

SUPPORT

American Federation of Teachers
American Federation of State, County & Municipal Employees
Fraternal Order of Police
International Association of Fire Fighters
National Education Association

OPPOSITION

Unknown

118TH CONGRESS
1ST SESSION

S. 597

To amend title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

IN THE SENATE OF THE UNITED STATES

MARCH 1, 2023

Mr. BROWN (for himself, Ms. COLLINS, Ms. BALDWIN, Mr. BLUMENTHAL, Mr. BOOKER, Mr. CASEY, Mr. CASSIDY, Ms. CORTEZ MASTO, Ms. DUCKWORTH, Ms. HASSAN, Ms. HIRONO, Mr. HICKENLOOPER, Mr. KING, Mr. MARKEY, Mr. MENENDEZ, Mr. MERKLEY, Mr. MURPHY, Ms. MURKOWSKI, Mr. PADILLA, Mr. REED, Mr. SANDERS, Ms. SMITH, Ms. WARREN, and Mr. WHITEHOUSE) introduced the following bill; which was read twice and referred to the Committee on Finance

A BILL

To amend title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Social Security Fair-
5 ness Act”.

1 **SEC. 2. REPEAL OF GOVERNMENT PENSION OFFSET PROVI-**
2 **SION.**

3 (a) IN GENERAL.—Section 202(k) of the Social Secu-
4 rity Act (42 U.S.C. 402(k)) is amended by striking para-
5 graph (5).

6 (b) CONFORMING AMENDMENTS.—

7 (1) Section 202(b)(2) of the Social Security Act
8 (42 U.S.C. 402(b)(2)) is amended by striking “sub-
9 sections (k)(5) and (q)” and inserting “subsection
10 (q)”.

11 (2) Section 202(c)(2) of such Act (42 U.S.C.
12 402(c)(2)) is amended by striking “subsections
13 (k)(5) and (q)” and inserting “subsection (q)”.

14 (3) Section 202(e)(2)(A) of such Act (42
15 U.S.C. 402(e)(2)(A)) is amended by striking “sub-
16 section (k)(5), subsection (q),” and inserting “sub-
17 section (q)”.

18 (4) Section 202(f)(2)(A) of such Act (42 U.S.C.
19 402(f)(2)(A)) is amended by striking “subsection
20 (k)(5), subsection (q)” and inserting “subsection
21 (q)”.

22 **SEC. 3. REPEAL OF WINDFALL ELIMINATION PROVISIONS.**

23 (a) IN GENERAL.—Section 215 of the Social Security
24 Act (42 U.S.C. 415) is amended—

25 (1) in subsection (a), by striking paragraph (7);

1 (2) in subsection (d), by striking paragraph (3);

2 and

3 (3) in subsection (f), by striking paragraph (9).

4 (b) CONFORMING AMENDMENTS.—Subsections (e)(2)
5 and (f)(2) of section 202 of such Act (42 U.S.C. 402) are
6 each amended by striking “section 215(f)(5), 215(f)(6),
7 or 215(f)(9)(B)” in subparagraphs (C) and (D)(i) and in-
8 serting “paragraph (5) or (6) of section 215(f)”.

9 **SEC. 4. EFFECTIVE DATE.**

10 The amendments made by this Act shall apply with
11 respect to monthly insurance benefits payable under title
12 II of the Social Security Act for months after December
13 2023. Notwithstanding section 215(f) of the Social Secu-
14 rity Act, the Commissioner of Social Security shall adjust
15 primary insurance amounts to the extent necessary to take
16 into account the amendments made by section 3.

○



Windfall Elimination Provision

Your Social Security retirement or disability benefits may be reduced

The Windfall Elimination Provision can affect how Social Security calculates your retirement or disability benefit. If you work for an employer who doesn't withhold Social Security taxes from your salary, any retirement or disability pension you get from that work can reduce your Social Security benefits. Such an employer may be a government agency or an employer in another country.

When your benefits can be affected

The following provisions can affect you if both of them are true:

- You earn a retirement or disability pension from an employer who didn't withhold Social Security taxes.
- You qualify for Social Security retirement or disability benefits from work in other jobs for which you did pay taxes.

The Windfall Elimination Provision can apply if 1 of the following is true:

- You reached age 62 after 1985.
- You developed a qualifying disability after 1985.

If the latter applies, you must first have become eligible for a monthly pension based on work where you didn't pay Social Security taxes after 1985. This rule applies even if you're still working.

This provision also affects Social Security benefits for people who performed federal service under the Civil Service Retirement System (CSRS) after 1956. We won't reduce your Social Security benefit amount if you only performed federal service under a system such as the Federal Employees' Retirement System (FERS). Social Security taxes are withheld for workers under FERS.

How it works

Social Security benefits are intended to replace only some of a worker's pre-retirement earnings.

We base your Social Security benefit on your average monthly earnings adjusted for average wage growth. We separate your average earnings into 3 amounts and multiply the amounts using 3 factors to compute your full Primary Insurance Amount (PIA). For example, for a worker who turns 62 in 2023, the first \$1,115 of average monthly earnings is multiplied by 90%; earnings between \$1,115 and \$6,721 are multiplied by 32%; and the

balance by 15%. The sum of the 3 amounts equals the PIA, which is then decreased or increased depending on whether the worker starts benefits before or after full retirement age (FRA). This formula produces the monthly payment amount.

When we apply this formula, the percentage of career average earnings paid to lower-paid workers is greater than higher-paid workers. For example, consider workers age 62 in 2023, with average earnings of \$3,000 per month. They could receive a benefit at FRA of \$1,606 (approximately 53%) of their pre-retirement earnings increased by applicable cost of living adjustments (COLAs). For a worker with average earnings of \$8,000 per month, the benefit starting at FRA could be \$2,989 (approximately 37%) plus COLAs. However, if either of these workers starts benefits earlier than their FRA, we'll reduce their monthly benefit.

Why we use a different formula

Before 1983, people whose primary job wasn't covered by Social Security had their Social Security benefits calculated as if they were long-term, low-wage workers. They had the advantage of receiving a Social Security benefit that represented a higher percentage of their earnings. They also had a pension from a job for which they didn't pay Social Security taxes. Congress passed the Windfall Elimination Provision to remove that advantage.

Under the provision, we reduce the 90% factor in our formula and phase it in for workers who reached age 62 or developed a disability between 1986 and 1989. For people who reach 62 or developed a disability in 1990 or later, we reduce the 90% factor to as little as 40%.

Some exceptions

The Windfall Elimination Provision doesn't apply if:

- You're a federal worker first hired after December 31, 1983.
- You're an employee of a non-profit organization who was exempt from Social Security coverage on December 31, 1983. This does not apply if the non-profit organization waived exemption and did pay Social Security taxes, but then the waiver was terminated prior to December 31, 1983.
- Your only pension is for railroad employment.
- The only work you performed for which you didn't pay Social Security taxes was before 1957.

- You have 30 or more years of substantial earnings under Social Security.

The Windfall Elimination Provision doesn't apply to survivors benefits. We may reduce spouses, widows, or widowers benefits because of another law. For more information, read *Government Pension Offset* (Publication No. 05-10007).

Social Security years of substantial earnings

If you have 30 or more years of substantial earnings, we don't reduce the standard 90% factor in our formula. See the first table that lists substantial earnings for each year.

The second table shows the percentage used to reduce the 90% factor depending on the number of years of substantial earnings. If you have 21 to 29 years of substantial earnings, we reduce the 90% factor to between 45% and 85%. To see the maximum amount we could reduce your benefit, visit www.ssa.gov/benefits/retirement/planner/wep.html.

A guarantee

The law protects you if you get a low pension. We won't reduce your Social Security benefit by more than half of your pension for earnings after 1956 on which you didn't pay Social Security taxes.

Contacting Us

The most convenient way to do business with us is to visit www.ssa.gov to get information and use our online services. There are several things you can do online: apply for benefits; start or complete your request for an original or replacement Social Security card; get useful information; find publications; and get answers to frequently asked questions.

Or, you can call us toll-free at **1-800-772-1213** or at **1-800-325-0778** (TTY) if you're deaf or hard of hearing. We can answer your call from 8 a.m. to 7 p.m., weekdays. We provide free interpreter services upon request. For quicker access to a representative, try calling early in the day (between 8 a.m. and 10 a.m. local time) or later in the day. **We are less busy later in the week (Wednesday to Friday) and later in the month.** You can also use our automated services via telephone, 24 hours a day, so you do not need to speak with a representative.

Year	Substantial earnings
1937–1954	\$900
1955–1958	\$1,050
1959–1965	\$1,200
1966–1967	\$1,650
1968–1971	\$1,950
1972	\$2,250
1973	\$2,700
1974	\$3,300
1975	\$3,525
1976	\$3,825
1977	\$4,125
1978	\$4,425
1979	\$4,725
1980	\$5,100
1981	\$5,550
1982	\$6,075
1983	\$6,675
1984	\$7,050
1985	\$7,425
1986	\$7,875
1987	\$8,175
1988	\$8,400
1989	\$8,925

Year	Substantial earnings
1990	\$9,525
1991	\$9,900
1992	\$10,350
1993	\$10,725
1994	\$11,250
1995	\$11,325
1996	\$11,625
1997	\$12,150
1998	\$12,675
1999	\$13,425
2000	\$14,175
2001	\$14,925
2002	\$15,750
2003	\$16,125
2004	\$16,275
2005	\$16,725
2006	\$17,475
2007	\$18,150
2008	\$18,975
2009–2011	\$19,800
2012	\$20,475
2013	\$21,075
2014	\$21,750

Year	Substantial earnings
2015–2016	\$22,050
2017	\$23,625
2018	\$23,850
2019	\$24,675
2020	\$25,575
2021	\$26,550
2022	\$27,300
2023	\$29,700

Years of substantial earnings	Percentage
30 or more	90 %
29	85 %
28	80 %
27	75 %
26	70 %
25	65 %
24	60 %
23	55 %
22	50 %
21	45 %
20 or less	40 %



Securing today
and tomorrow

Social Security Administration

Publication No. 05-10045

January 2023 (Recycle prior editions)

Windfall Elimination Provision

Produced and published at U.S. taxpayer expense



Government Pension Offset

A law that affects spouses and widows or widowers

If you receive a retirement or disability pension from a federal, state, or local government based on your own work for which you didn't pay Social Security taxes, we may reduce your Social Security spouses or widows or widowers benefits. This fact sheet provides answers to questions you may have about the reduction.

How much will my Social Security benefits be reduced?

We'll reduce your Social Security benefits by two-thirds of your government pension. In other words, if you get a monthly civil service pension of \$600, two-thirds of that, or \$400, must be deducted from your Social Security benefits. For example, if you're eligible for a \$500 spouses, widows, or widowers benefit from Social Security, you'll get \$100 a month from Social Security ($\$500 - \$400 = \$100$). If two-thirds of your government pension is more than your Social Security benefit, your benefit could be reduced to zero.

If you take your government pension annuity in a lump sum, Social Security will calculate the reduction as if you chose to get monthly benefit payments from your government work.

Why will my Social Security benefits be reduced?

Benefits we pay to spouses, widows, and widowers are "dependent" benefits. Set up in the 1930s, these benefits were to compensate spouses who stayed home to raise a family and were financially dependent on the working spouse. It's now common for both spouses to work, each earning their own Social Security retirement benefit. The law requires a person's spouse, widow, or widower benefit to be offset by the dollar amount of their own retirement benefit.

For example, if a woman worked and earned her own \$800 monthly Social Security benefit, but was also due a \$500 spouse's benefit on her husband's record, we couldn't pay that spouse's benefit because her own benefit offsets it. Before enactment of the Government Pension Offset law, if that same woman was a government employee who didn't pay into Social Security and earned an \$800 government pension, there was no offset. We had to pay her a full spouse's benefit and her full government pension.

If this person's government work had been subject to Social Security taxes, we would reduce any spouse, widow, or widower benefit because of their own Social Security retirement benefit. The Government Pension Offset ensures that we calculate the benefits of government employees who don't pay Social Security taxes the same as workers in the private sector who pay Social Security taxes.

When won't my Social Security benefits be reduced?

Generally, we won't reduce your Social Security benefits as a spouse, widow, or widower if you:

- Receive a government pension that's not based on your earnings; or
- Are a federal (including Civil Service Offset), state, or local government employee and your government pension is from a job for which you paid Social Security taxes; and:
 - Your last day of employment (that your pension is based on) is before July 1, 2004; or
 - You filed for and were entitled to spouses, widows, or widowers benefits before April 1, 2004 (you may work your last day in Social Security covered employment at any time); or
 - You paid Social Security taxes on your earnings during the last 60 months of government service. (Under certain

conditions, we require fewer than 60 months for people whose last day of employment falls after June 30, 2004, and before March 2, 2009.)

There are other situations for which we won't reduce your Social Security benefits as a spouse, widow, or widower; for example, if you:

- Are a federal employee who switched from the Civil Service Retirement System (CSRS) to the Federal Employees' Retirement System (FERS) after December 31, 1987; and:
 - Your last day of service (that your pension is based on) is before July 1, 2004;
 - You paid Social Security taxes on your earnings for 60 months or more during the period beginning January 1988 and ending with the first month of entitlement to benefits; or
 - You filed for and were entitled to spouses, widows, or widowers benefits before April 1, 2004 (you may work your last day in Social Security covered employment at any time).
- Received, or were eligible to receive, a government pension before December 1982 and meet all the requirements for Social Security spouse's benefits in effect in January 1977; or
- Received, or were eligible to receive, a federal, state, or local government pension before July 1, 1983, and were receiving one-half support from your spouse.

Note: A Civil Service Offset employee is a federal employee, rehired after December 31, 1983, following a break in service of more than 365 days, with five years of prior CSRS coverage.

What about Medicare?

Even if you don't get benefit payments from your spouse's work, you can still get Medicare at age 65 on your spouse's record if you aren't eligible for it on your own record.

Can I still get Social Security benefits from my own work?

The offset applies only to Social Security benefits as a spouse, or widow, or widower. However, we may reduce your own benefits because of another provision. For more information, go online to read *Windfall Elimination Provision* (Publication No. 05-10045).

Contacting Social Security

The most convenient way to contact us anytime, anywhere is to visit www.socialsecurity.gov. There, you can: apply for benefits; open a *my* Social Security account, which you can use to review your *Social Security Statement*, verify your earnings, print a benefit verification letter, change your direct deposit information, request a replacement Medicare card, and get a replacement SSA-1099/1042S; obtain valuable information; find publications; get answers to frequently asked questions; and much more.

If you don't have access to the internet, we offer many automated services by telephone, 24 hours a day, 7 days a week. Call us toll-free at **1-800-772-1213** or at our TTY number, **1-800-325-0778**, if you're deaf or hard of hearing.

If you need to speak to a person, we can answer your calls from 7 a.m. to 7 p.m., Monday through Friday. We ask for your patience during busy periods since you may experience higher than usual rate of busy signals and longer hold times to speak to us. We look forward to serving you.



Securing today
and tomorrow

October 11, 2023

TO: Each Trustee
Board of Retirement

FROM: Operations Oversight Committee
Alan Bernstein, Chair
Herman B. Santos, Vice Chair
Keith Knox
Antonio Sanchez
Jason Green, Alternate

FOR: November 1, 2023, Board of Retirement Meeting

SUBJECT: **REQUEST FOR PROPOSAL: Member Experience Communications Platform**

RECOMMENDATION

It is recommended that the Board of Retirement authorize staff to issue a Request for Proposal (RFP) for software and consulting services to procure, configure, customize, and implement a Member Experience Communications Platform for LACERA.

EXECUTIVE SUMMARY

The traditional voice networks of the past have been in a rapid state of change over the last decade. This has given rise to new cloud hosted voice providers. These changes have come due to advances in routing technologies, the decline in the cost of cloud computing and an increased need for security of voice platforms. This has been leading traditional providers of voice services to partner with the new leaders in this space. Gartner predicts that by 2024, more than 80% of all phone systems will be off-premises and located in the cloud.

Prior to the COVID-19 pandemic, LACERA relied on an aging on-premises enterprise communications platform that powered both our on-site physical phones and our call centers. This aging platform was installed in 2011 and over the ensuing decade, technology and service offerings have advanced greatly. When the pandemic struck, LACERA quickly pivoted to cloud based services through Microsoft Teams for our internal communication needs, Amazon Connect for our Call Center needs and other platforms for our webinar and teleconference needs.

While we have moved to cloud-based services for our Call Center and Member Service's needs, we have not been able to take advantage of advances in technology and service offerings that would improve our ability to provide the member experience our members deserve. For example, in 2021 we worked with our current provider to launch a call back service so members would not have to remain on hold. Due to technology limitations, we

were unable to deliver the true “keep-your-place in line” call back feature that most larger customer service operations offer their customers. We have also struggled to implement voice recognition-based services which could make validating members more efficient and reduce call wait times. There are many other advanced services we would like to offer such as artificial intelligence (AI) assisted chat for basic information; improved call monitoring technology that can identify developing problems that may indicate assistance is needed; AI assisted member support to help make suggestions to a Specialist to improve real time service; and many other features. We also believe we have a chance to link disparate systems together under one platform, allowing our Member Services and Retiree Healthcare staff to seamlessly move between traditional voice interactions to virtual interactions depending on member needs. Currently this requires multiple platforms.

With this RFP, LACERA is seeking a Member Experience Communications Platform with a proven, state-of-the-art, commercial-off-the-shelf solution with minimal modifications. LACERA’s goal is to gain efficiencies and update existing processes through a best-of-breed Enterprise Communications system, focusing on improving the timeliness, accuracy, consistency of information, and internal operations.

The new system shall meet the following objectives:

- Replace the existing AWS Connect service with a cloud-based communications service that provides Omni-Channel Contact Center with native MS Teams certified integration. Through the RFP process, the current vendor, AWS, would be eligible to bid and would be evaluated without prejudice.
- Implement skills-based routing; remote agents; multi-channel agents; voice and screen recording; place-in-queue estimated wait time and scheduled callback; IVR self-service/help; screen pops; priority routing; workforce optimization/management (including forecasting capability); customer feedback; voice authentication; real time voice analytics during calls (resulting in real time AI assisted calls), AI assisted chat capability integrated with email, IVR, and lacera.com; service requirement escalations, analytics and reporting.
- Complete the implementation of the platform by Q2 2024.

In addition to the functionality identified above, LACERA is seeking a Proposer to provide professional services (e.g., best practices guidance, training, project management, implementation, integration, and report development) that will ensure a successful implementation in a timely and professional manner.

LACERA intends to negotiate in good faith, all terms, and conditions of the contract with the selected Proposer and will award a contract in part based upon the rates proposed by the Proposer.

The contract term or period of performance shall be for a five-year base period. There may be two one-year extensions under the same terms and conditions at LACERA's option.

PROPOSED RFP TIMELINE

The proposed timeline for the RFP process:

Event Description	Date/Time
RFP release date	11/06/2023
Intent to Respond closing date	11/27/2023
Written questions from Respondents due date	12/08/2023
LACERA's response to Respondents' questions	12/15/2023
Proposal due date	01/12/2024
Finalist Interviews (estimate)	02/26/2024
Vendor Recommendation to BOR (estimate)	04/03/2024
Selection Notification (estimate)	04/03/2024
Commencement of work	Upon contract execution

PROPOSED RFP EVALUATION PROCESS

A copy of the proposed RFP is attached for the Board's reference. A committee will review the proposals and rate those that meet the minimum qualifications based on the following criteria:

Description	Percentage
Company Profile	20%
Functions, Features, & Capabilities	30%
Integration, Security, Support and Implementation	25%
Pricing	20%
RFP Responsiveness and Compliance	5%

The evaluation team will assess the proposer's commitment to Diversity, Equity and Inclusion, experience, reputation, and references as part of the company profile.

CONCLUSION AND RECOMMENDATION

LACERA seeks to replace the existing AWS Connect with a cloud-based communications service that provides Omni-Channel Contact Center with native MS Teams certified integration.

IT IS THEREFORE RECOMMENDED THAT THE BOARD OF RETIREMENT authorize staff to issue a Request for Proposal for software and consulting services to procure,

Re: Request for Proposal: Member Experience Communications Platform

October 11, 2023

Page 4

configure, customize, and implement Member Experience Communications Platform for LACERA.

Attachment

c:	Santos H. Kreimann	Luis Lugo	JJ Popowich
	Kathy Delino	Summy Voong	Kelly Puga
	Celso Templo	Cookie Jaranilla	Jim Lyle
	Roberta Van Nortrick	Cynthia Martinez	Cassandra Smith
	Leilani Ignacio		

9/18/2023



REQUEST FOR PROPOSAL

Member Experience Communication Platform

Cookie Jaranilla

Project Manager

626-564-6000

mecp@lacera.com

300 NORTH LAKE AVENUE, SUITE 650

PASADENA, CA 91101

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**LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION
REQUEST FOR PROPOSAL (RFP)
MEMBER EXPERIENCE COMMUNICATIONS PLATFORM
9/18/2023**

1. INTRODUCTION

1.1. Purpose of Request

The Los Angeles County Employees Retirement Association (LACERA), a \$73.6 billion public pension fund (as of June 30, 2023), is seeking proposals from qualified firms to replace its current AWS Connect contact center and implement and migrate to an enterprise cloud contact center solution.

1.2. Background Information

LACERA is a tax-qualified defined benefit public pension fund established to administer retirement, disability, and death benefits for the employees of the County of Los Angeles and other participating agencies pursuant to the County Employees Retirement Law of 1937 (CERL) (California Government Code Section 31450, et seq.), the California Public Employees' Pension Reform Act of 2013 (PEPRA) (California Government Code Section 7522, et seq.), LACERA's Bylaws and Board Policies, and other applicable California law. LACERA also administers the County's medical and dental retiree health benefits program.

LACERA operates as an independent governmental entity separate and distinct from Los Angeles County and the other participating agencies. LACERA has approximately 168,110 members, including 96,539 active members and 71,571 retired members.

The Respondent(s) selected through this RFP process may be recommended to LACERA's - Board of Retirement (BOR). The BOR has responsibility over the administration of pension and healthcare benefits and other fund administrative issues. The BOR comprises four Trustees elected by the general, safety, and retired members, four Trustees appointed by the County's Board of Supervisors, and the sitting County Treasurer and Tax Collector as an ex officio Trustee. The BOR also has two alternate Trustees, one elected by safety members, and one elected by retired members.

The Boards and their trustees have fiduciary duties as defined in Article XVI, Section 17 of the California Constitution and CERL, with duties owed to the plan members and their beneficiaries taking precedence over any other duties.

LACERA is seeking a Member Experience Communications Platform with a proven, state-of-the-art, commercial-off-the-shelf solution with minimal modifications. LACERA's goal is to gain efficiencies and update existing processes through a best-of-breed Enterprise Communications system, focusing on improving the timeliness, accuracy, consistency of information, and internal operations.

The new MECP system shall meet the following objectives:

- Replace the existing AWS Connect with a cloud based communications service that provides Omni-Channel Contact Center with native MS Teams certified integration.
- Implement skills-based routing; remote agents; multi-channel agents; voice and screen recording; place-in-queue estimated wait time and scheduled callback; IVR self-service/help; screen pops; priority routing; workforce optimization/management (including forecasting capability); customer feedback; voice authentication; real time voice analytics during calls (resulting in real time AI assisted calls), AI assisted chat capability integrated with email, IVR, and lacera.com; service requirement escalations, analytics and reporting.
- Complete the initial implementation of the platform by end of FY 2024, with subsequent phase with TBD implementation dates as we fully capitalize on all services sought.

In addition to the functionality identified above, LACERA is seeking a Proposer to provide professional services (e.g., best practices guidance, training, project management, implementation, integration, and report development) that will ensure a successful implementation in a timely and professional manner.

The full scope of work is detailed in the next section below.

For additional information about LACERA, please refer to LACERA's Annual Financial Report, which is posted on the LACERA website, www.lacera.com, in the "Investments" section.

2. **SCOPE OF SERVICES**

LACERA is currently using the following telephony equipment and services. The current contact center, will be upgraded and/or replaced by the proposed solution, as part of this RFP:

2.1. Current UC

- 2.1.1. Teams Phone
- 2.1.2. Teams Rooms
- 2.1.3. E911
- 2.1.4. Voicemail
- 2.1.5. Conferencing/Collaboration
- 2.1.6. Auto Attendant and Queues

2.2. Current Contact Center

- 2.2.1. AWS Connect
- 2.2.2. Callback
- 2.2.3. Customer Feedback
- 2.2.4. Audio Recording

2.3. Sample Current Contact Center Summary Data

- 2.3.1. LACERA Contact Center – Operational Profile
- 2.3.2. # Locations 1

2.3.3.	# Contact Center Splits	3
2.3.4.	Spanish Queue	
2.3.5.	Remote Agents	Yes
2.3.6.	Logins	~260
2.3.7.	Active Agents	~80
2.3.8.	Total Annual ACD Calls	~233,120
2.3.9.	Daily Average ACD Calls	~940
2.3.10.	Average Handle Time	~13 minutes
2.3.11.	Hours of Operation	7:00-5:30 PST – Monday-Friday

3. **MINIMUM QUALIFICATIONS**

All respondents must clearly show and document in the proposal the following minimum qualifications:

- 3.1. The proposed solution must be based upon the proposer's existing commercially available CCaaS and UCaaS product offerings. The solution will require minimal modifications/customization and will meet substantially all LACERA's defined requirements, as identified in Exhibit C, LACERA Member Experience Communications Platform Requirements Questionnaire.
- 3.2. Proposed solution must demonstrate compatibility and full integration with LACERA's Microsoft Teams UCaaS.
- 3.3. Proposer must have a minimum of (5) five years' experience in successful implementation of their cloud hosted CCaaS and UCaaS solutions, and in successful migration from on premise to their cloud-based solutions, preferred experience with, but not limited to migration from Avaya on premise and AWS cloud solutions.
- 3.4. Proposer must have completed, at a minimum, two fully operational system implementations of similar or larger size and scope, and at least an average of over 1,000 incoming calls per day to the contact center.
- 3.5. Proposer must demonstrate strong relevant and successful experience in providing similar services/solutions to similar industry organizations, as evidenced by client qualifications and references. Proposer must provide at least 3 references for work completed with similar requirements as to those described in this RFP.
- 3.6. Proposer must provide supporting evidence to substantiate that their overall solution is open, flexible, scalable, and portable.
- 3.7. Proposer must complete this RFP's Exhibit C, LACERA Member Experience Communications Platform Requirements Questionnaire and provide appropriate supplemental system information and documentation to demonstrate their software's functionality and responsiveness.
- 3.8. Proposer will be responsible for a turnkey solution of all components of the total solution.

- 3.9. The Proposer Project Manager will be a key role and will be responsible for all interactions with solution team members for the design, delivery, and configuration implementation and testing. LACERA Project Manager works with the Proposer Project Manager and will be responsible for LACERA's sign off of the delivered solution prior to implementation.
- 3.10. Proposer will manage the proposer resources as a single LACERA delivery team and will provide dedicated (not shared) resources to perform the migration and implementation work.
- 3.11. Proposer must possess an office or physical presence in the Southern California area or, alternatively, clearly demonstrate how they will have a sufficient local presence to serve and be readily accessible to LACERA both during the implementation project and for support post implementation.
- 3.12. Proposer must affirm ability to work within the Southern California area, specifically at the LACERA offices at 300 N Lake Ave in the City of Pasadena. LACERA will not accommodate time or expenses for Proposer's employees to travel or commute.
- 3.13. Proposer must be able to provide and support both an UCaaS and a CCaaS solution and the stated requirements.

4. INSTRUCTIONS TO RESPONDENTS

The following table provides a tentative schedule of important dates and deadlines for this RFP. All dates are subject to modification by LACERA without notice.
1/26/ - 2/23

Event Description	Date/Time
RFP release date	11/06/2023
Intent to Respond closing date	11/27/2023
Written questions from Respondents due date	12/08/2023
LACERA's response to Respondents' questions	12/15/2023
Proposal due date	01/12/2024
Finalist Interviews (estimate)	02/26/2024
Vendor Recommendation to BOR (estimate)	04/03/2024
Selection Notification (estimate)	04/03/2024
Commencement of work	Upon contract execution

4.1. Response Requirements and Formatting

4.1.1. Respondents to this RFP must submit the completed proposal no later than **5:00 PM PDT** on December 8, 2023. Any proposal delivered after the proposal deadline will not be considered. Faxed transmissions are not acceptable. Completed proposals are to be emailed to the attention of (see also 4.2):

MECP RFP
Project Manager
LACERA
mecp@lacera.com

Send an electronic copy in PDF or Microsoft Word format via email. If the file is too large to email, it may be submitted on a USB flash drive.

RFP Registration Procedures:

1. Go to
<https://lacera.cobblestone.software/gateway/SolicitationPublicDetails.aspx?rid=Labi6mRxRg6yM6pAQcrMgQ%3d%3d>
2. Create an Account to register for this RFP.
3. Enter your Company Information, User information then validate the account via the verification process.
4. Verify receipt of login information confirmation from Contract Insight Alerts.
5. Sign in to the LACERA RFP portal using the login information provided.
6. Navigate to Solicitations>Search All Solicitations.
7. Click on the View hyperlink for the MECP RFP.
8. On the left spine under Page Actions please click on Register as Respondent.
9. Please scroll down all the way to the bottom of the page under Response Status and change your response status to Interested in Responding to confirm intention to bid and click on Submit.
10. If your response status has changed, please navigate back to Response status and change and submit accordingly.

If Respondent requires any confidential information to be exempt from public disclosure, then submissions should also include one **electronic copy** marked “**REDACTED**”. The redacted copies should redact all material from the proposal that the respondent believes in good faith is exempt from disclosure under the California Public Records Act, (California Government Code §7920.000 et seq. the “Act”). Individual redactions should appear as blacked out material. Large sections, tables, or entire blank page(s) shall include the word “REDACTED” or “PROPRIETARY” inserted. Each respondent must indicate the basis for each redaction under the Act (defined below) with a citation to the code section and subsection relied upon. LACERA cannot guarantee that redacted information will not be publicly available. Please see the **Section 5** below “*Notice to Respondents Regarding the Public Records Act AND RALPH M. BROWN ACT*” for further information. An electronic copy of both the original and the redacted response in PDF format saved on separate DVDs, each labeled accordingly.

4.1.2. Submittals shall be at least 10-point font, but no larger than 12-point font and page limit maximums (as indicated below) are to be complied with. Submittals shall address all RFP sections in the same order presented and be responsive to each section.

4.1.2.1. Cover Letter. A cover letter (1 page) shall be signed by the individual(s) who is (are) authorized to bind the respondent contractually. The letter shall contain a statement to the effect that the respondent is not currently under investigation by any regulatory agency, state or federal, for any reason. The letter should identify your firm's competitive advantage, the specific team that will be working on the LACERA account, and the reasons why the firm should be selected.

4.1.2.2. Minimum Qualifications Certification. You must certify, by completing and signing EXHIBIT B, that your firm meets the minimum qualifications required.

4.1.2.3. Table of Contents. The response must contain a Table of Contents that identifies the major sub-sections of the Questionnaire.

4.1.2.4. Questionnaire. Provide your response to the enclosed Questionnaire (Exhibit C). Excluding the requested Exhibits, your response must not exceed [50] pages. Responses shall be in the prescribed format. The RFP and Exhibits have been made available for review and download via LACERA's website (www.lacera.com) under the "Business Opportunities" section.

4.1.2.5. Attachments. Optional material such as brochures or company information may be included as an attachment but will not be counted as responsive to this RFP and will not be used in scoring.

4.1.3. All proposals made in response to this RFP must remain open and in effect for a period of not less than 180 days after the submission deadline. Responses to this RFP may be changed or withdrawn in writing if modifications are received prior to the submission deadline. Modification to or withdrawal of a proposal received after the submission deadline will not be considered. Responses received after the specified deadline may be considered for evaluation solely at the discretion of LACERA. In addition, LACERA reserves the right to request more information or clarifications from respondents, or to allow corrections of errors or omissions.

4.1.4. Proposals not following these instructions or not including complete information as requested may result in a lower evaluation score or the proposal being declared non-responsive. For each part of the response, restate the RFP item immediately above the response. Pages in the proposal shall be numbered. When asked, please provide details and state all qualifications or exceptions. All information supplied should be concise and relevant to qualifications.

4.2. Contacts with LACERA Personnel

Contacts with LACERA personnel about this RFP, and all inquiries and requests for information shall be directed to the Point of Contact identified below:

MECP RFP
Project Manager
LACERA

Gateway Plaza
300 North Lake Avenue, Suite 200
Pasadena, CA 91101-4199

Email: mecp@lacera.com
Phone: 626-564-6000

4.3. Quiet Period

To ensure that prospective Respondents to this RFP have equal access to information about the RFP and communications related to the RFP are consistent and accurate so that the selection process is efficient and fair, a quiet period will be in effect from the date of issuance of this RFP until the selection of one or more respondents is completed and announced.

This RFP and other relevant information related to the RFP, including addenda, modifications, answers to questions, and other updates, will be available to the public at lacera.com. Each respondent to this RFP will be subject to the same terms and conditions and will receive the same information.

During the quiet period, respondents are not allowed to communicate with any LACERA staff member or Board member regarding this RFP except through the point of contact named herein. Respondents violating the quiet period may be disqualified at LACERA's discretion.

Respondents who have existing relationships with LACERA must limit their communications between LACERA staff and Board members to the subject of the existing services provided by them.

4.4. Questions relating to this RFP

All questions, inquiries, and requests for additional information concerning this RFP should be received no later than 5:00 PM PDT, November 10, 2023, and should be emailed to mecp@lacera.com (see 4.2). All questions received and responses thereto will be posted on LACERA's website (www.lacera.com) under the "Business Opportunities" section that relates to this RFP (<https://www.lacera.com/who-we-are/business-opportunities>) on or about 5:00 PM PDT, November 17, 2023.

Please note that during this evaluation process LACERA staff will not answer any questions related to the RFP except as set forth in the above paragraph. After November 17, 2023, if a question appears unclear to you, please state your interpretation of the question and answer it accordingly.

4.5. Evaluation Process

An evaluation committee consisting of LACERA staff members will review the RFP responses. An initial screen and assessment will be conducted to both ensure that minimum qualifications are met and that proposals align with the objectives of the search.

Responses that meet minimum qualifications and are fit for purpose shall be subject to evaluation and scored on the following categories by the review committee:

1. Company Overview (20%)
2. Functions, Features and Capabilities (30%)
 - a. Inbound Call Center
 - b. Outbound Call Center
 - c. Infrastructure and Architecture
 - d. Omni Channel
 - e. WFM and QM
 - f. Unified Communications
 - g. Administration and Reporting
3. Integration, Security, Support, and Implementation (25%)
4. Pricing (20%)
5. RFP Response Compliance (5%)

If advanced beyond round one of the evaluation phase, web-based and/or in-person interviews with LACERA may be scheduled. Finalists may be asked to make oral presentations to the Board of Retirement and the final selection will be made by the Board of Retirement.

4.6. Intent to Respond

If your firm chooses to respond to this RFP, please send the Intent to Respond, Exhibit F, via email (see 4.2), by 5:00 p.m. PDT, October 27, 2023. Failure to send your Intent to Respond may disqualify your firm from submitting a response to this RFP. Preferably, you can register and submit your intent to respond at our RFP portal <https://lacera.cobblestone.software/gateway/SolicitationPublicDetails.aspx?rid=Labi6mRxRg6yM6pAQcrMgQ%3d%3d>

5. **NOTICE TO RESPONDENTS REGARDING THE PUBLIC RECORDS ACT AND THE RALPH M. BROWN ACT**

The information submitted in response to this RFP will be subject to public disclosure pursuant to the California Public Records Act (California Government Code §7920.000, et. seq., the “Act”). The Act provides generally that all records relating to a public agency’s business are open to public inspection and copying unless specifically exempted under one of several exemptions set forth in the Act. If a respondent believes that any portion of its proposal is exempt from public disclosure or discussion under the Act, the respondent must provide a full explanation and mark such portion “TRADE SECRETS,” “CONFIDENTIAL” or “PROPRIETARY,” and make it readily separable from the balance of the response. Proposals marked “TRADE SECRETS,” “CONFIDENTIAL” or “PROPRIETARY” in their entirety will not

be honored, and LACERA will not deny public disclosure of all or any portion of proposals so marked.

By submitting a proposal with material marked “TRADE SECRETS,” “CONFIDENTIAL” or “PROPRIETARY,” a respondent represents it has a good faith belief that the material is exempt from disclosure under the Act; however, such designations will not necessarily be conclusive, and a respondent may be required to justify in writing why such material should not be disclosed by LACERA under the Act. Fee and pricing proposals are not considered “TRADE SECRET,” “CONFIDENTIAL” or “PROPRIETARY”.

If LACERA receives a request pursuant to the Act for materials that a respondent has marked “TRADE SECRET,” “CONFIDENTIAL” or “PROPRIETARY,” and if LACERA agrees that the material requested is not subject to disclosure under the Act, LACERA will deny disclosure of those materials. LACERA will not be held liable, however, for inadvertent disclosure of such materials, data, and information or for disclosure of such materials if deemed appropriate in LACERA’s sole discretion. LACERA retains the right to disclose all information provided by a respondent.

If LACERA denies public disclosure of any materials designated as “TRADE SECRETS,” “CONFIDENTIAL” or “PROPRIETARY,” the respondent agrees to reimburse LACERA for, and to indemnify, defend and hold harmless LACERA, its Boards, officers, fiduciaries, employees, and agents from and against:

1. All claims, damages, losses, liabilities, suits, judgments, fines, penalties, costs, and expenses, including without limitation attorneys’ fees, expenses, and court costs of any nature whatsoever (collectively, Claims) arising from or relating to LACERA’s non-disclosure of any such designated portions of a proposal; and
2. All Claims arising from or relating to LACERA’s public disclosure of any such designated portions of a proposal if LACERA determines disclosure is deemed required by law, or if disclosure is ordered by a court of competent jurisdiction.

If LACERA staff recommends any respondent to the Boards for hiring, such recommendation, the reasons for the recommendation, and the relevant proposal(s) will appear on a publicly posted agenda and in supporting materials for public meetings of the Boards.

Nothing in this RFP requires LACERA to withhold any documents from production under the Act.

6. DIVERSITY, EQUITY, AND INCLUSION

LACERA values diversity, equity, and inclusion (“DEI”), and believes that effectively accessing and managing diverse talent leads to improved outcomes. LACERA takes a broad view of diversity, inclusive of varied backgrounds including, but not limited to, age, experience, race, ethnicity, sexual orientation, gender, gender identity, disability status, national origin, and culture. LACERA expects its business partners to respect and reflect LACERA’s value of DEI.

With respect to diversity, the response must include (see Exhibit H):

- description of diversity policies, practices, and procedures maintained by the firm regarding equal employment opportunity, including the recruitment, development, retention, and promotion of a diverse and inclusive workforce, non-discrimination based on gender, race, ethnicity, sexual orientation, age, disability status, veteran's status, and other legally protected categories, and prohibition of sexual harassment in the workplace. If the respondent has written policies that address these matters, provide copies with the response to this RFP.
- the oversight, monitoring, and other compliance processes for implementation and enforcement of the firm's diversity policies, practices, and procedures, including the name of the individual who is responsible for oversight of the firm's method to measure the effectiveness of the policies, and conclusions as to effectiveness.
- any judicial, regulatory, or other legal finding, formal action, or claims related to equal employment opportunity, workplace discrimination, or sexual harassment during the past ten (10) years.

7. NOTICE TO RESPONDENTS REGARDING LACERA DATA PROTECTION

LACERA, its consultants, vendors, and contractors have a duty to protect all LACERA data, including without limitation, information related to members and beneficiaries, finances, systems, and operations.

The finalist selected through this procurement will have access to sensitive information protected by LACERA's internal policies, State, and Federal law. In such a case, by submitting a proposal, respondent agrees to subject itself to certain contractual terms designed to protect such information, including without limitation cyber liability insurance – used when vendor might have access to or use of LACERA systems or information, SOC-2 reports – used when vendor might have access to or use of LACERA systems or information, systems penetration testing – used when vendor has access to LACERA systems or information and HIPAA Business Associate agreements – used when vendor has access to member personal health information. Respondents shall inform LACERA in their response if they have any limitations to agreeing to such terms. Respondents that do not make reservations shall lose their right to do so at the contracting phase.

8. CONTRACT NEGOTIATIONS

Upon Board approval, staff will enter contract negotiations with the approved Respondent. LACERA may end negotiations, at its sole discretion, if it believes a satisfactory agreement cannot be negotiated. LACERA reserves the right to award a contract based upon proposals received; you should not rely upon the opportunity to alter your proposal (e.g., services to be provided, fees, etc.) during contract negotiations.

The final contract must allow LACERA to terminate a) for its convenience, b) if funds are not appropriated for the services to be provided, and c) for default.

The general form of the contract LACERA intends to use for this engagement is attached as **Exhibit D**. By sending a proposal without comment on the general form contract, Respondent agrees to each term in the contract, and will not seek any modifications to the contract.

LACERA has the right to change or negotiate contract terms different than those in Exhibit D in our sole discretion.

Respondents are required in their response to identify and explain any exception that it desires to take to any of the terms and conditions of this RFP. In addition, a respondent will be deemed to have agreed to each clause in the agreement (and not to seek inclusion of additional clauses), unless the respondent identifies an objection or inclusion, sets forth the basis for the objection or inclusion, and provides substitute language to make the clause acceptable to the respondent or to address an issue the respondent feels is not addressed by the agreement in its response to this RFP. If a satisfactory agreement cannot be negotiated with one or more of the firms, LACERA may, at its sole discretion, terminate such negotiations. LACERA, may then, at its option, initiate fee negotiations with another firm.

At LACERA's discretion the term of the contract entered under this RFP may be for an initial period of up to five (5) years, beginning from the date of final execution. There may be two (2) one-year extensions under the same terms and conditions at LACERA's option. All contracts may be terminated at LACERA's convenience at any time.

9. **RESERVATIONS BY LACERA**

In addition to the other provisions of this RFP, LACERA reserves the right to:

- 9.1. Cancel or modify this RFP, in whole or in part, at any time.
- 9.2. Make such investigation as it deems necessary to determine the respondent's ability to furnish the required services, and the respondent agrees to furnish all such information for this purpose as LACERA may request.
- 9.3. Reject the proposal of any respondent who has failed to comply with the requirements of this RFP, or who is not currently in a position to perform the contract, or who has previously failed to perform similar contracts properly, or in a timely manner or for any other reason in LACERA's sole discretion.
- 9.4. Waive irregularities to negotiate in any manner necessary to best serve the public interest, and to make a whole award, multiple awards, a partial award, or no award.
- 9.5. Award a contract, if at all, to the firm which will provide the best match to the requirements of the RFP and the service needs of LACERA in LACERA's sole discretion, which may not be the proposal offering the lowest fees or achieving the highest score.
- 9.6. Request additional documentation or information from respondents. Requested information may vary by respondent. LACERA may ask questions of any respondent to seek clarification of a proposal or to ensure the respondent understands the scope of the work or other terms of the RFP.

- 9.7. The right to choose to not enter into an agreement with any of the respondents to this RFP or negotiate for the services described in this RFP with a party that did not submit a proposal.
- 9.8. Determine the extent, without limitation, to which the services of a successful respondent are or are not actually utilized.
- 9.9. Defer selection of a winning bidder to a time of LACERA's choosing.
- 9.10. Consider information about a respondent in addition to the information submitted in the response or interview.
- 9.11. Add terms and conditions during contract negotiations.
- 9.12. The information that a respondent submits in response to this RFP becomes the exclusive property of LACERA. LACERA will not return any proposal or reimburse proposal preparation expenses.

The information you submit in response to this RFP will become the exclusive property of LACERA. Your response will not be returned to you, and LACERA will not reimburse you for response preparation expenses.

(The rest of this page is left intentionally blank)

EXHIBIT A

PROPOSAL COVER PAGE AND CHECKLIST (TO BE SUBMITTED ON RESPONDENT'S LETTERHEAD)

Respondent Name:

Respondent Address:

By submitting this response, the undersigned hereby affirms and represents that they have reviewed the proposal requirements and have submitted a complete and accurate response to the best of their knowledge. By signing below, I hereby affirm that the respondent has reviewed the entire RFP and intends to follow all requirements.

Respondent specifically acknowledges the following facts:

1. Respondent has the required technical expertise and has sufficient capacity to provide the services outlined in the RFP.
2. Respondent has no unresolved questions about the RFP and believes that there are no ambiguities in the scope of work.
3. The fee schedule or price proposal sent in response to the RFP is for the entire scope of work and no extra charges or expenses will be paid by LACERA.
4. Respondent has completely disclosed to LACERA all facts bearing upon any possible interests, direct or indirect, that Respondent believes any member of LACERA, or other officer, agent or employee of LACERA presently has, or will have, in this contract, or in the performance thereof, or in any portion of the profits thereunder.
5. Materials contained in proposals and all correspondence and written questions sent during the RFP process may be subject to disclosure pursuant to the Act.
6. Respondent is not currently under investigation by any state or federal regulatory agency for any reason.
7. The signatory below is authorized to bind the respondent contractually.

[/s]

EXHIBIT B

**MINIMUM QUALIFICATIONS CERTIFICATION
(TO BE SUBMITTED ON RESPONDENT'S LETTERHEAD)**

All Respondents must sign and return this exhibit, along with written evidence of how you meet each qualification. The undersigned hereby certifies that the Respondent submitting this response fulfills the minimum qualifications outlined below, as well as the requirements contained in the RFP.

Minimum Qualifications include:

[INSERT MINIMUM QUALIFICATION REQUIREMENTS HERE FROM SECTION 3]

The undersigned hereby certifies that they are an individual authorized to bind the Firm contractually, and said signature authorizes verification of this information.

Authorized Signature

Date

Name and Title (please print)

Name of Firm

EXHIBIT C

QUESTIONNAIRE

(RESPONDENT SHALL USE QUESTIONNAIRE NUMBERING IN ITS PROPOSAL)

[INSERT RFP QUESTIONS IN THIS EXHIBIT]

QUESTIONS SHOULD REQUEST INFORMATION NECESSARY TO DETERMINE THE RESPONDENT'S QUALIFICATIONS AND THEIR ABILITY TO PERFORM THE SERVICES REQUESTED OR THE PRODUCTS DESIRED.

QUESTIONS SHOULD ENCOMPASS THE DATA, TECHNICAL REQUIREMENTS, PERFORMANCE SPECIFICATIONS, CONSULTING EXPERTISE, PRODUCT INFORMATION, OR OTHER LACERA REQUIREMENTS.

INCLUDE A STANDARDIZED FEE SCHEDULE OR A REQUIREMENT FOR A VENDOR-SUPPLIED SCHEDULE AND QUESTIONS THAT THE RESPONDENT WILL ANSWER WITH THEIR RESPONSE.

EXHIBIT D

AGREEMENT FOR SERVICES

THIS IS THE GENERAL FORM AND CONTENT OF THE CONTRACT LACERA INTENDS TO USE. IN SUBMITTING A PROPOSAL WITHOUT COMMENT ON THE CONTRACT, THE BIDDER WILL BE DEEMED TO HAVE AGREED TO EACH CLAUSE IN THE AGREEMENT BELOW (AND TO NOT SEEK ANY MODIFICATIONS TO THE AGREEMENT), UNLESS BIDDER'S PROPOSAL IDENTIFIES AN OBJECTION OR INCLUSION, SETS FORTH THE BASIS FOR THE OBJECTION OR INCLUSION, AND PROVIDES SUBSTITUTE LANGUAGE TO MAKE THE CLAUSE ACCEPTABLE TO BIDDER.

LACERA RESERVES THE UNILATERAL RIGHT IN ITS SOLE DISCRETION TO MAKE CHANGES TO THE CONTRACT PRIOR TO EXECUTION, WHICH CHANGES WILL NOT PROVIDE BIDDER WITH AN OPPORTUNITY TO MAKE FURTHER CHANGES TO THE OTHER TERMS OF THE CONTRACT.

[TEMPLATE AGREEMENT TO BE INSERTED]

EXHIBIT E

IT SECURITY CONTROLS

If selected through this RFP process respondent shall provide an initial Security Controls Assessment in the form attached hereto prior to executing an agreement with LACERA. All subsequent Security Controls Assessments that are required after this first report shall be performed and submitted annually. The questionnaires are to focus on security as it applies to the technologies impacting services provided in relation to the scope of work. If a control is found to be inadequate, the respondent will develop a remediation plan within 30 days. The respondent will implement the plan and inform LACERA of the change within a mutually agreed upon and reasonable time.

The Security Controls Assessments shall report in writing on the respondent's system(s) and the suitability of the design and operating effectiveness of controls, information functions, and/or processes applicable to the environment in which the respondent receives and maintains LACERA records, including the security requirements.

Respondent shall provide to LACERA, within 30 calendar days of the issuance of each Security Controls Assessment, a documented corrective action plan that addresses each audit finding or exception contained therein. The corrective action plan shall show in detail the required remedial action by the respondent along with the implementation date(s) for each remedial action.

If the respondent does not obtain an annual Security Controls Assessment, LACERA shall have the right to retain an independent audit firm to perform such an audit engagement for such a report. The audit will include the controls, information functions, and processes used or provided by the respondent. Respondent agrees to allow the independent audit firm to access its facilities for purposes of conducting this audit engagement. They will provide the necessary support and cooperation to the independent audit firm.

The independent audit firm will be engaged by LACERA's legal department and subject to the same confidentiality requirements supported in this agreement, and any disclosure will be on a need-to-know basis only for the purpose of the Security Controls Assessment. LACERA will invoice the respondent for the expense of the report(s) or deduct the cost from future payments to the respondent.

<u>LACERA Supply Chain IT Security Controls Assessment</u>			Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
Control Identifier	Control Name	Control Description		
LACERA-0		LACERA Conducts supplier assessment of risk prior to the acquisition or outsourcing of information Systems, Security Services; and will verify that the acquisition or outsourcing of dedicated information security services is approved by the CISO.		
LACERA-1	Supplier	Legal Name of Supplier		
LACERA-2	Supplier	Legal form of business (e.g., U.S. Corporation)		
LACERA-3	Supplier	Parent Corporation		
LACERA-4	Supplier	Web Site		
LACERA-5	Supplier	Dun & Bradstreet Number		
LACERA-6	Supplier	U.S. Federal Taxpayer ID		
LACERA-7	Supplier	What percentage of product/service - development/support is off-shore (non-U.S.)		
LACERA-8	Supplier	What is Supplier's 3rd-Party Security Assessment Validation (e.g., ISO, 27001:13, SOC 2 Type 2)		
LACERA-8	Supplier	Is your product FIPS 140-2 or 140-3 Certified (if yes, provide cert #)		
AC-1	Policy and Procedures	Are Access Control Policy(s) supported		
AC-2(1)	Account Management	Are System Accounts / Service Accounts / Privileged Accounts supported or required		
AC-2(3)	Account Management Disable Accounts	Documented procedure or automated tool to Disable accounts		
AC-2(4)	Account Management Automated Audit Actions	Automatic logging for audit of account creation, modification, enabling, disabling, and removal actions.		
AC-2(5)	Account Management Inactivity Logout	Automatically log out users when [defined time period of inactivity].		
Control Identifier	Control Name	<u>LACERA Supply Chain IT Security Controls Assessment</u> Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
AC-2(12)	Account Management Account Monitoring for Atypical Usage	(a) Monitor / log system accounts login; and (b) Report usage of system accounts to [actions].		
AC-3(7)	Access Enforcement Role-based Access Control	Enforce a role-based access control policy over defined subjects and objects and control access based upon [defined roles and users authorized to assume such roles].		

AC-3(9)	Access Enforcement Controlled Release	Release information outside of the system only if: (a) The receiving [destination] provides [authentication]; and (b) [user roles] are used to validate the appropriateness of the information designated for release.		
AC-3(11)	Access Enforcement Restrict Access to Specific Information Types	Restrict access to data repositories containing [Customer-defined information types].		
AC-3(12)	Access Enforcement Assert and Enforce Application Access	(a) Require integration / API applications to use validated certificates. (c) Validate access changes after initial installation of the application.		
AC-3(14)	Access Enforcement Individual Access	Provide [mechanisms] to enable individuals (Subjects) to have access to [defined elements] of their personally identifiable information.		
AC-4	Information Flow Enforcement	Enforce approved authorizations for controlling the flow of information within the system and between connected systems based on [defined information flow control policies].		
AC-4(2)	Information Flow Enforcement Processing Domains	Use protected processing domains to enforce [defined information flow control policies] as a basis for flow control decisions.		
AC-4(5)	Information Flow Enforcement Embedded Data Types	Enforce [defined limitations] on embedding data types within other data types.		
Control Identifier	Control Name	<u>LACERA Supply Chain IT Security Controls Assessment</u> Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
AC-4(11)	Information Flow Enforcement Configuration of Security or Privacy Policy Filters	Provide the capability for privileged administrators to configure [defined] security or privacy policy filters to support different security or privacy policies.		
AC-4(26)	Information Flow Enforcement Audit Filtering Actions	When transferring information between different security domains, record and audit content filtering actions and results for the information being filtered.		
AC-6(6)	Least Privilege Privileged Access by Non-organizational Users	Prohibit privileged access to the system by non-organizational users.		
AC-6(9)	Least Privilege Log Use of Privileged Functions	Log the execution of privileged functions.		
AC-6(10)	Least Privilege Prohibit Non-privileged Users from Executing Privileged Functions	Prevent non-privileged users from executing privileged functions.		

AC-7	Unsuccessful Login Attempts	Enforce a limit of [defined number] consecutive invalid login attempts by a user during a [organization-defined time period]; and automatically lock the account for an [organization-defined time period] or lock the account until released by an administrator and notify system administrator when the maximum number of unsuccessful attempts is exceeded.		
AC-8	System Use Notification	a. Display system use notification message or banner to users before granting access to the system		
AC-12(2)	Session Termination Termination Message	Display an explicit logout message to users indicating the termination of authenticated communications sessions.		
AC-12(3)	Session Termination Timeout Warning Message	Display an explicit message to users indicating that the session will end in [defined time until end of session].		
Control Identifier	Control Name	Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
		<u>LACERA Supply Chain IT Security Controls Assessment</u>		
AC-14	Permitted Actions Without Identification or Authentication	a. Identify [user actions] that can be performed on the system without identification or authentication; and b. Document and provide supporting rationale in the security plan for the system, user actions not requiring identification or authentication.		
AC-16(10)	Security and Privacy Attributes Attribute Configuration by Authorized Individuals	Provide authorized individuals the capability to define or change the type and value of security and privacy attributes available for association with subjects and objects.		
AC-24	Access Control Decisions	Establish procedures; Implement mechanisms to ensure [access control decisions] are applied to each access request prior to access enforcement.		
AU-2	Event Logging	a. Identify the types of events that the system is capable of logging in support of the audit function		
AU-3	Content of Audit Records	Ensure that audit records contain information that establishes the following: a. What type of event occurred; b. When the event occurred; c. Where the event occurred; d. Source of the event; e. Outcome of the event; and f. Identity of any individuals, subjects, or objects/entities associated with the event.		
AU-9(2)	Protection of Audit Information Store on Separate Physical Systems or Components	Store audit records in a repository that is part of a physically different system or system component than the system or component being audited.		
AU-9(3)	Protection of Audit Information Cryptographic Protection	Implement cryptographic mechanisms to protect the integrity of audit information and audit tools.		

Control Identifier	Control Name	<u>LACERA Supply Chain IT Security Controls Assessment</u> Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
AU-11	Audit Record Retention	Retain audit records for [organization-defined time period consistent with records retention policy] to provide support for after-the-fact investigations of incidents and to meet regulatory and organizational information retention requirements.		
CM-3(2)	Configuration Change Control Testing, Validation, and Documentation of Changes	Test, validate, and document changes to the system before finalizing the implementation of the changes.		
CM-14	Signed Components	Prevent the installation of [software and firmware components] without verification that the component has been digitally signed using a certificate that is recognized and approved by the organization.		
CP-4(4)	Contingency Plan Testing Full Recovery and Reconstitution	Include a full recovery and reconstitution of the system to a known state as part of [Organization]contingency plan.		
CP-9(8)	System Backup Cryptographic Protection	Implement cryptographic mechanisms to prevent unauthorized disclosure and modification of backup information.		
CP-10	System Recovery and Reconstitution	Provide for the recovery and reconstitution of the system to a known state within recovery time and recovery point objectives after a disruption, compromise, or failure.		
CP-10(2)	System Recovery and Reconstitution Transaction Recovery	Implement transaction recovery for systems that are transaction-based.		
CP-10(4)	System Recovery and Reconstitution Restore Within Time Period	Provide the capability to restore system components from configuration-controlled and integrity-protected information representing a known, operational state for the components.		
CP-10(6)	System Recovery and Reconstitution Component Protection	Protect system components used for recovery and reconstitution.		
Control Identifier	Control Name	<u>LACERA Supply Chain IT Security Controls Assessment</u> Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
IA-2(1)	Identification and Authentication (organizational Users) Multi-factor Authentication to Privileged Accounts	Implement multi-factor authentication for access to privileged accounts.		

IA-2(2)	Identification and Authentication (organizational Users) Multi-factor Authentication to Non-privileged Accounts	Implement multi-factor authentication for access to non-privileged accounts.		
IA-2(5)	Identification and Authentication (organizational Users) Individual Authentication with Group Authentication	When shared accounts or authenticators are employed, require users to be individually authenticated before granting access to the shared accounts or resources.		
IA-2(8)	Identification and Authentication (organizational Users) Access to Accounts — Replay Resistant	Implement replay-resistant authentication mechanisms for access to [Selection (one or more): privileged accounts; non-privileged accounts]. Techniques used to address this include protocols using nonces (e.g., numbers generated for a specific one-time use) or challenges (e.g., TLS, WS-Security) and PKI certificates. Additional techniques include time-synchronous or challenge-response one-time authenticators.		
IA-2(10)	Identification and Authentication (organizational Users) Single Sign-on	Provide a single sign-on capability for system accounts and services.		
IA-2(12)	Identification and Authentication (organizational Users) Acceptance of PIV Credentials	Accept and electronically verify Personal Identity Verification-compliant credentials.		
Control Identifier	Control Name	Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
IA-4(1)	Identifier Management Prohibit Account Identifiers as Public Identifiers	Prohibit the use of system account identifiers that are the same as public identifiers for individual accounts.		

IA-5(1)	Authenticator Management Password-based Authentication	For password-based authentication: (a) Maintain a list of commonly-used, expected, or compromised passwords and update the list when organizational passwords are suspected to have been compromised directly or indirectly; (b) Verify, when users create or update passwords, that the passwords are not found on the list of commonly-used, expected, or compromised passwords in IA-5(1)(a); (c) Transmit passwords only over cryptographically-protected channels; (d) Store passwords using an approved salted key derivation function, preferably using a keyed hash; (e) Require immediate selection of a new password upon account recovery; (f) Allow user selection of long passwords and passphrases, including spaces and all printable characters; (g) Employ automated tools to assist the user in selecting strong password authenticators.		
IA-5(2)	Authenticator Management Public Key-based Authentication	(a) For public key-based authentication: (1) Enforce authorized access to the corresponding private key; and (2) Map the authenticated identity to the account of the individual or group; and (b) When public key infrastructure (PKI) is used: (1) Validate certificates by constructing and verifying a certification path to an accepted trust anchor, including checking certificate status information; and (2) Implement a local cache of revocation data to support path discovery and validation.		
Control Identifier	Control Name	Control Description <u>LACERA Supply Chain IT Security Controls Assessment</u>	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
IA-5(5)	Authenticator Management Change Authenticators Prior to Delivery	Require developers and installers of system components to provide unique authenticators or change default authenticators prior to delivery and installation.		
IA-5(7)	Authenticator Management No Embedded Unencrypted Static Authenticators	Ensure that unencrypted static authenticators are not embedded in applications or other forms of static storage.		
IA-7	Cryptographic Module Authentication	Implement mechanisms for authentication to a cryptographic module that meets the requirements of AT LEAST FIPS -140-2.		
IA-8(2)	Identification and Authentication (non-organizational Users) Acceptance of External Authenticators	(a) Accept only external authenticators that are NIST-compliant; and (b) Document and maintain a list of accepted external authenticators.		

IR-4(5)	Incident Handling Automatic Disabling of System	Implement a configurable capability to automatically disable the system if [security violations] are detected.		
IR-4(6)	Incident Handling Insider Threats	Implement an incident handling capability for detecting incidents involving insider threats.		
IR-4(11)	Incident Handling Integrated Incident Response Team	Establish and maintain an incident response team that can be deployed to any location identified by the organization within [defined time period].		
IR-4(14)	Incident Handling Security Operations Center	Establish and maintain a security operation [support] center.		
IR-4(15)	Incident Handling Public Relations and Reputation Repair	(a) Manage public relations associated with an incident; and (b) Employ measures to repair the reputation of the organization.		
IR-5	Incident Monitoring	Track and document incidents.		
Control Identifier	Control Name	Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
		<u>LACERA Supply Chain IT Security Controls Assessment</u>		
IR-5(1)	Incident Monitoring Automated Tracking, Data Collection, and Analysis	Track [security] incidents and collect and analyze incident information [preferably using automated mechanisms].		
IR-6(3)	Incident Reporting Supply Chain Coordination	Provide incident information to the customer of the product or service and other organizations involved in the supply chain or supply chain governance for systems or system components related to the incident.		
IR-7	Incident Response Assistance	Provide an incident response support resource, integral to the supplier's organizational incident response capability, that offers advice and assistance to users of the system for the handling and reporting of incidents.		
IR-8	Incident Response Plan	<ol style="list-style-type: none"> 1. Provide the [Customer's] organization with a roadmap for implementing supplier's incident response capability; 2. Describes the structure and organization of the incident response capability; 3. Provides a high-level approach for how the incident response capability fits into the overall organization; 5. Defines reportable incidents; 6. Provides metrics for measuring the incident response capability within the organization; 7. Defines the resources and management support needed to effectively maintain and mature an incident response capability; 8. Addresses the sharing of incident information; 10. Explicitly designates responsibility for incident response. 		

Control Identifier	Control Name	<u>LACERA Supply Chain IT Security Controls Assessment</u> Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
IR-8(1)	Incident Response Plan Breaches	Include the following in the Incident Response Plan for breaches involving personally identifiable information: (a) A process to determine if notice to individuals or other organizations, including oversight organizations, is needed; (b) An assessment process to determine the extent of the harm, embarrassment, inconvenience, or unfairness to affected individuals and any mechanisms to mitigate such harms; and (c) Identification of applicable privacy requirements.		
IR-9	Information Spillage Response	Respond to information spills by: a. Assigning personnel with responsibility for responding to information spills; b. Identifying the specific information involved in the system contamination; c. Alerting [defined personnel or roles] of the information spill using a method of communication not associated with the spill; d. Isolating the contaminated system or system component; e. Eradicating the information from the contaminated system or component; f. Identifying other systems or system components that may have been subsequently contaminated.		
IR-9(3)	Information Spillage Response Post-spill Operations	Implement procedures to ensure that organizational personnel impacted by information spills can continue to carry out assigned tasks while contaminated systems are undergoing corrective actions.		
MA-2(2)	Controlled Maintenance Automated Maintenance Activities	(a) Schedule, conduct, and document maintenance, repair, and replacement actions for the system; and (b) Produce up-to date, accurate, and complete records of all maintenance, repair, and replacement actions requested, scheduled, in process, and completed.		
MA-3(2)	Maintenance Tools Inspect Media	Check media containing diagnostic and test programs for malicious code before the media are used in the system.		
PL-7	Concept of Operations	a. Develop a Concept of Operations (CONOPS) for the system describing how to operate the system from the perspective of information security and privacy; and b. Review and update the CONOPS.		
Control Identifier	Control Name	<u>LACERA Supply Chain IT Security Controls Assessment</u> Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
PL-10	Baseline Selection	Define the security controls baseline for the system.		

PM-2	Information Security Program Leadership Role	Appoint a senior agency information security officer with the mission and resources to coordinate, develop, implement, and maintain an organization-wide information security program.		
PM-3	Information Security and Privacy Resources	a. Include the resources needed to implement the information security and privacy programs in capital planning and investment requests and document all exceptions to this requirement; b. Prepare documentation required for addressing information security and privacy programs in capital planning and investment requests in accordance with applicable laws, executive orders, directives, policies, regulations, standards; and c. Make available for expenditure, the planned information security and privacy resources.		
PM-4	Plan of Action and Milestones Process	a. Implement a process to ensure that plans of action and milestones for the information security, privacy, and supply chain risk management programs and associated organizational systems: 1. Are developed and maintained; 2. Document the remedial information security, privacy, and supply chain risk management actions to adequately respond to risk to organizational operations and assets, individuals, other organizations, and 3. Are reported in accordance with established reporting requirements. b. Review plans of action and milestones for consistency with the organizational risk management strategy and organization-wide priorities for risk response actions.		
PM-7(1)	Enterprise Architecture Offloading	As a supplier of products / services, are any essential functions or services offloaded to other systems, system components, or an external provider [specify]		
Control Identifier	Control Name	Control Description <u>LACERA Supply Chain IT Security Controls Assessment</u>	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
RA-5	Vulnerability Monitoring and Scanning	a. Monitor and scan for vulnerabilities in the system and hosted applications b. Employ vulnerability monitoring tools for: 1. Enumerating platforms, software flaws, and improper configurations; 2. Formatting checklists and test procedures; and 3. Measuring vulnerability impact; c. Analyze vulnerability scan reports and results from vulnerability monitoring; d. Remediate legitimate vulnerabilities; e. Share information obtained from the vulnerability monitoring process		

RA-5(11)	Vulnerability Monitoring and Scanning Public Disclosure Program	Establish a public reporting channel for receiving reports of vulnerabilities in systems and system components.		
SA-4(1)	Acquisition Process Functional Properties of Controls	Require the developer of the system, system component, or system service to provide a description of the functional properties of the controls to be implemented.		
SA-4(2)	Acquisition Process Design and Implementation Information for Controls	The developer of the system, system component, or system service must provide design and implementation information for the controls that includes security-relevant external system interfaces; high-level design; low-level design; source code or hardware schematics;		
SA-4(3)	Acquisition Process Development Methods, Techniques, and Practices	The developer of the system, system component, or system service must demonstrate the use of a system development life cycle process that includes: (a) Systems engineering methods; (b) Systems security; privacy, engineering methods; and (c) Software development methods; testing, evaluation, assessment, verification, and validation methods; and quality control processes.		
SA-4(5)	Acquisition Process System, Component, and Service Configurations	The developer of the system, system component, or system service must: (a) Deliver the system, component, or service with security configurations implemented; and (b) Use security configurations as the default for any subsequent system, component, or service reinstallation or upgrade.		
Control Identifier	Control Name	<u>LACERA Supply Chain IT Security Controls Assessment</u> Control Description	Has the Control Been Tested and Validated?	Validation Results or Location of Documented Results
SA-4(12)	Acquisition Process Data Ownership	Are organizational data ownership requirements in the acquisition contract; and terms that require all data to be removed from the contractor's system and returned to the Customer-organization within [defined time frame].		
SA-9(2)	External System Services Identification of Functions, Ports, Protocols, and Services	Identify the functions, ports, protocols, and other services required for the use of such services.		
SA-9(8)	External System Services Processing and Storage Location — U.S. Jurisdiction	Is the geographic location of information processing and data storage facilities located within in the legal jurisdictional boundary of the United States?		
SC-45(1)	System Time Synchronization Synchronization with Authoritative Time Source	Synchronize the internal system clocks to the authoritative time source within Stratum 3.		

EXHIBIT F
INTENT TO RESPOND

Intent to Respond.

If you choose to respond to this RFP, please send this form via email to mecp@lacera.com no later than 5:00 p.m. PT, September 29, 2023. Failure to send your Intent to Respond may disqualify your firm from submitting a proposal.

LACERA's responses to written requests for clarification or other information will be provided to all Respondents that have submitted an Intent to Respond.

To:	Cookie Jaranilla	From:	
Co.:	LACERA – Systems Division	Title:	
Phone:	626-564-6000	Co.:	
Email:	mecp@lacera.com	Phone:	
Re:	Intent to Respond	Email:	
		Date:	

Our firm intends to submit a response for LACERA's RFP for Member Experience Communications Platform.

Please send inquiries to the following contact:

Name: _____

Title: _____

Company: _____

Mailing Address: _____

Telephone: _____

Facsimile: _____

Email Address: _____

EXHIBIT G

SELECTION CRITERIA

The selection criteria below and the weighting schedule of the evaluation factors is a guide only and does not bind or limit LACERA in any way in its selection of vendor(s).

An evaluation committee will review, evaluate, score, and rank all responsive proposals by the evaluation criteria described below. LACERA may invite the highest ranked Respondents for presentations and interviews at which time each will have a limited amount of time to further describe their experience and qualifications, and to answer questions.

Scores will be used merely as an aid in selection and is not binding or determinative on LACERA with respect to the basis for selection. LACERA will evaluate proposals based upon the proven ability of the Respondent to satisfy the requirements in an efficient, cost-effective manner, considering quality of service. LACERA will evaluate responses against the following criteria and factors:

LACERA will consider the criteria, without a specific weighting, unless noted below. The balancing of the factors is in LACERA's sole discretion. LACERA reserves the right to consider factors other than those listed in making its choice.

	CRITERIA	WEIGHT
1	Company Overview	20%
2	Functions, Features and Capabilities	30%
3	Integration, Security, Support and Implementation	25%
4	Pricing	20%
5	RFP Response Compliance	5%
6	TOTAL	100%

EXHIBIT H

DIVERSITY, EQUITY, AND INCLUSION QUESTIONNAIRE



DIVERSITY AND INCLUSION QUESTIONNAIRE

LACERA Due Diligence Regarding Diversity, Equity, and Inclusion

LACERA values **diversity, equity, and inclusion (“DEI”)**, and believes that effectively accessing and managing diverse talent leads to improved outcomes. LACERA takes a broad view of diversity, inclusive of varied backgrounds including, but not limited to, age, experience, race, ethnicity, sexual orientation, gender, gender identity, disability status, national origin, and culture. LACERA expects consultants, vendors, and other third-party providers to respect and reflect LACERA’s value of DEI. LACERA’s ongoing monitoring of third-party service providers incorporates an assessment of vendors’ commitment to, adherence with, and track record of accessing and retaining diverse and inclusive workforces.

Section I

I. Policy

1. Describe your firm’s approach to diversity, equity, and inclusion (“DEI”) in the workplace and its relation to your strategic objectives.
2. Does your firm have a written policy (or policies) addressing workplace DEI (“Policy”)? A Policy defines the firm’s commitment, policies, and practices regarding equal employment opportunity, including the recruitment, development, retention and promotion of a diverse and inclusive workforce and non-discrimination based on gender, race, ethnicity, sexual orientation, gender identity, age, veteran’s status, and other legally protected categories. A Policy (or policies) may be a standalone document or part of a larger firm document.

Please provide a copy of your firm’s Policy.

3. Does your Policy address sexual harassment in the workplace? If not, please explain.
4. If your firm does not have a written policy, do you commit to promptly adopting and providing a copy of a Policy, if your firm is awarded a mandate/contract with LACERA?

II. Oversight

5. Who is responsible for overseeing the Policy's implementation? Please provide name and title. What processes are employed to implement and enforce the firm's Policy?
6. Who is responsible for overseeing compliance with the Policy? Please provide name and title. What processes are employed to promote compliance with the Policy?
7. What oversight, if any, does your firm's board and/or executive team exercise regarding the firm's DEI policy and efforts?
8. What data, trends, or analysis does the firm's board or executive committee receive regarding the firm's effectiveness in adhering to DEI policies, objectives, and compliance?
9. Under what circumstances would an allegations of non-compliance with the Policy prompt notification and/or consideration by the firm's board or executive committee?

III. Track Record

10. Please complete the charts in **Section II** regarding your firm's workplace composition as defined by the Equal Employment Opportunity Commission categories for employees of your firm's U.S. operations. We also request completion of similar information for non-U.S. employees, absent any applicable legal or regulatory restrictions.
11. Does your firm commit to providing the firm's workforce composition in a format similar to **Section II** on a periodic basis, if awarded with a mandate/contract with LACERA? Has your firm been subject to any judicial, regulatory, or other legal finding, formal action, or claims related to equal employment opportunity, workplace discrimination, or sexual harassment during the past twelve years? Please describe.
12. Please identify the number of confidential settlements and/or non-disclosure agreements related to workplace discrimination and/or sexual harassment entered into by your firm during the past twelve years. Please describe the nature of each settlement within the terms of the confidential settlement.

IV. Objectives and Compliance Strategies

13. Does your firm integrate DEI into executives' performance reviews and/or incentive pay objectives? Please describe.
14. Does your firm conduct pay disparity analyses to discern any disparities by gender, race, ethnicity, or other attributes of diversity? Please describe or explain why not.

15. Does your firm have a clawback or recoupment policy in place by which workplace misconduct, such as sexual harassment, may trigger recoupment of incentive pay, awards, bonuses, or other compensation?
16. Does your firm provide paid family leave provisions? If yes, please describe.
17. Please explain any other incentives or risk mitigation strategies your firm employs to promote compliance with your DEI policies.
18. How does your firm promote an accessible workplace for employees with disabilities?
19. Please describe any DEI objectives or goals your firm has.
20. Describe any affiliations or leadership positions related to DEI with which your firm is involved.

Section II

I. **General Instructions**

LACERA seeks to understand the track record of vendors in accessing and retaining talent inclusive of diverse backgrounds.

We invite all firms to provide the demographics and diversity attributes of their leadership (such as boards or executive committees) and managers, consistent with applicable laws, regulations, and privacy considerations in the markets in which they operate.

LACERA takes a broad view of diversity and welcomes firms to report on diversity attributes relevant to your business. However, as a standard baseline, LACERA requests all firms with U.S. operations to provide reporting consistent with the gender, race, and ethnicity categories used by the United States Equal Employment Commission (EEOC) in your firm's Employer Report EEO-1.

See www.eeoc.gov/employers/eo1survey/index.cfm for further information.

Please complete all columns in Tables 1, 2, and 3 by entering in the number of employees or individuals for each relevant category (not percentages). Blank cells will be interpreted as having a value of zero.

Job Categories:

Board of directors, and CEO, CFO & COO: This row includes all members of the firm's governing board (or executive committee), as well as CEO, CFO, COO or equivalent positions.

Management professionals: All professionals who have a role in decision-making at the firm, including those with discretion about labor issues such as supervisors.

Management support: All professionals who have a role in supporting business function, such as marketing, client service, operations, accounting, IT, and legal.

If an employee is both a member of the board of directors or occupies the position of CEO, CFO or COO, as well as serves as a member of the executive staff, the individual may be counted in both rows.

Total compensation figures should be provided for all management professionals in each category reported in Row 2 as a percentage of total compensation of all management professionals (not total personnel of the firm).

Your firm may elect to provide information on additional diversity categories. If you choose to do so, please provide such information on additional sheets.



October 24, 2023

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on November 1, 2023

SUBJECT: Ratification of Service Retirement and Survivor Benefit Application Approvals

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

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CARMEN A. ARBALLO	SHERIFF Dept.#SH	12-20-2023	33 YRS 07 MOS
JOSEPH A. BADALI	SHERIFF Dept.#SH	09-28-2023	34 YRS 02 MOS
TIMOTHY D. DOBBIN	DISTRICT ATTORNEY Dept.#DA	12-30-2023	25 YRS 07 MOS
MINERVA P. GARRIDO	SHERIFF Dept.#SH	10-05-2023	28 YRS 06½ MOS
ANDREW K. GREGER	L A COUNTY FIRE DEPT Dept.#FR	10-31-2023	30 YRS 09½ MOS
GARY M. HALL	SHERIFF Dept.#SH	12-21-2023	16 YRS 00 MOS
MARIAN H. JUNGK	DISTRICT ATTORNEY Dept.#DA	11-18-2023	16 YRS 11½ MOS
ANDERSON D. MACKEY JR	L A COUNTY FIRE DEPT Dept.#FR	10-13-2023	35 YRS 01½ MOS
BARRY S. RYAN	SHERIFF Dept.#SH	01-20-2024	24 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MATTHEW K. WALMSLEY	L A COUNTY FIRE DEPT Dept.#FR	10-09-2023	21 YRS 08½ MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GLORIA D. ABIOG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2023	34 YRS 10½ MOS
RAHEL ADINEWU	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	31 YRS 11 MOS
OITEI L. AKAHORI	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-20-2023	43 YRS ½ MOS
CASSANDRA T. ALEXANDER	PUBLIC HEALTH PROGRAM Dept.#PH	12-29-2023	24 YRS 04 MOS
ANA D. ALVARENGA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	28 YRS 08 MOS
FRAVINIA G. AQUIPEL	AMBULATORY CARE NETWORK Dept.#HN	11-30-2023	24 YRS 00 MOS
SANDRA LOREN ARCIA	PROBATION DEPARTMENT Dept.#PB	12-31-2023	32 YRS 04½ MOS
CARMEN A. ARIAS	DISTRICT ATTORNEY Dept.#DA	10-28-2023	39 YRS 00 MOS
EMAN R. ARMANYOUS	AMBULATORY CARE NETWORK Dept.#HN	10-31-2023	21 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROSARIO ARREDONDO	PUBLIC HEALTH PROGRAM Dept.#PH	10-28-2023	47 YRS 10½ MOS
CHANGMII BAE	PARKS AND RECREATION Dept.#PK	10-28-2023	17 YRS 10 MOS
ENRIQUE BALDENE BRO	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	11-30-2023	39 YRS 01 MOS
FLORINE S. BELL	INTERNAL SERVICES Dept.#IS	12-01-2023	44 YRS 04½ MOS
WANDA BERMUDEZ	PROBATION DEPARTMENT Dept.#PB	10-31-2023	23 YRS 08½ MOS
DEMIANA Y. BOGHDADY	AUDITOR - CONTROLLER Dept.#AU	11-30-2023	34 YRS 00 MOS
JENNIFER L. BOLANDER	SHERIFF Dept.#SH	11-30-2023	34 YRS 02 MOS
CHERLYN BOLIN	AUDITOR - CONTROLLER Dept.#AU	12-30-2023	36 YRS 00 MOS
CRYSTAL A. BREWER	SHERIFF Dept.#SH	10-27-2023	34 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 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
MARY LOU BYRNE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	18 YRS 03 MOS
ELIZABETH CAMPANA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-29-2023	43 YRS 00 MOS
JANET CAPPELLANTI-	MENTAL HEALTH Dept.#MH	12-30-2023	25 YRS 00 MOS
ELMERIC B. CARLOS	PUBLIC WORKS Dept.#PW	10-13-2023	34 YRS ½ MOS
CHRISTOPHER CARR	PROBATION DEPARTMENT Dept.#PB	11-30-2023	33 YRS 06 MOS
JEANNY CHEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2023	25 YRS 01½ MOS
WING C. CHEUNG	CHILDREN & FAMILY SERVICES Dept.#CH	11-30-2023	30 YRS 02 MOS
YOLANDA CHILDRESS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	44 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PATRICIA CLARK	PUBLIC HEALTH PROGRAM Dept.#PH	12-31-2023	33 YRS 09½ MOS
LITA L. COOK	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-28-2023	28 YRS 02 MOS
ELLA COTTON	REG-RECORDER/COUNTY CLERK Dept.#RR	11-01-2023	23 YRS ½ MOS
ANDREA M. COX	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-01-2023	00 YRS 05 MOS
MELITON M. DELA CRUZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2023	24 YRS 06½ MOS
WILLIAM H. DUKES	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	12-01-2023	14 YRS 09½ MOS
CAROL ELIEL	MUSEUM OF ART Dept.#AR	12-01-2023	35 YRS 10½ MOS
IRENE M. ESPINOZA	SHERIFF Dept.#SH	12-19-2023	37 YRS 01½ MOS
DAVID C. EVANS	PROBATION DEPARTMENT Dept.#PB	12-30-2023	35 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GWENDOLYN M. EVERETT	PROBATION DEPARTMENT Dept.#PB	11-30-2023	35 YRS 00 MOS
IRMA J. FORTUNE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-10-2023	25 YRS 01½ MOS
MOI FOU	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2023	38 YRS 02½ MOS
ANN-PEI N. FU	PROBATION DEPARTMENT Dept.#PB	10-28-2023	11 YRS 00 MOS
MARK A. FUENTES	SHERIFF Dept.#SH	10-31-2023	26 YRS 01 MOS
MARIA H. GALA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	25 YRS 00 MOS
RANDALL R. GALLEGOS	PROBATION DEPARTMENT Dept.#PB	12-30-2023	32 YRS 04 MOS
DANA S. GIAMBALVO	SHERIFF Dept.#SH	11-30-2023	42 YRS 08 MOS
EGBERT B. GIBSON SR	PUBLIC WORKS Dept.#PW	12-29-2023	28 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RAFFI GOEKJIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-30-2023	38 YRS 07 MOS
FRANCISCO GOMEZ	PUBLIC LIBRARY Dept.#PL	10-31-2023	23 YRS ½ MOS
REGINA GONZALEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-30-2023	39 YRS 00 MOS
ELIZABETH R. GREGG	SUPERIOR COURT/COUNTY CLERK Dept.#SC	11-30-2023	36 YRS 07 MOS
HARVEY D. HALE JR	CHILDREN & FAMILY SERVICES Dept.#CH	10-31-2023	33 YRS ½ MOS
SILVIA HERNANDEZ	SHERIFF Dept.#SH	10-18-2023	34 YRS 02 MOS
LAURA M. HERRERA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	31 YRS 09 MOS
KENNETH L. HOBSON	PROBATION DEPARTMENT Dept.#PB	12-28-2023	35 YRS 11 MOS
ROSA HOLGUIN	DISTRICT ATTORNEY Dept.#DA	12-30-2023	32 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ELAINE HOLLIE	SHERIFF Dept.#SH	10-31-2023	32 YRS 10½ MOS
JEFF C. HOWARD	PUBLIC WORKS Dept.#PW	11-30-2023	38 YRS 10 MOS
MARIA D. HOYOS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-29-2023	48 YRS 07 MOS
ADRIAN M. HURST	PROBATION DEPARTMENT Dept.#PB	12-30-2023	34 YRS 11 MOS
CHARLES F. ISBELL	PARKS AND RECREATION Dept.#PK	12-30-2023	26 YRS 00 MOS
THOMAS E. JACKSON	PROBATION DEPARTMENT Dept.#PB	09-28-2023	33 YRS ½ MOS
CYNTHIA R. JACKSON KEMP	CHILDREN & FAMILY SERVICES Dept.#CH	11-30-2023	43 YRS 04 MOS
LORENZO JAIMES JR.	PROBATION DEPARTMENT Dept.#PB	10-31-2023	22 YRS ½ MOS
GENETTA S. JAMES	CHIEF EXECUTIVE OFFICE Dept.#AO	10-31-2023	28 YRS 04½ MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TERRI D. JERNIGAN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-27-2023	31 YRS 05 MOS
LINDA JOHNSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-16-2023	35 YRS 00 MOS
JEFFREY P. KECHES	PROBATION DEPARTMENT Dept.#PB	12-30-2023	25 YRS 00 MOS
ROBERT KNOWLES	DISTRICT ATTORNEY Dept.#DA	12-30-2023	35 YRS 00 MOS
WILHELMINA LAMAR	CHILDREN & FAMILY SERVICES Dept.#CH	11-30-2023	10 YRS 04 MOS
ANNETTE P. LAROSE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-30-2023	31 YRS 09 MOS
JENNIFER Q. LEE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	35 YRS 07 MOS
CRYSTAL M. LEYDEN	INTERNAL SERVICES Dept.#IS	11-30-2023	37 YRS 02½ MOS
PABLO F. LOPEZ	MEDICAL EXAMINER-CORONER Dept.#ME	09-26-2023	31 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTHA LOPEZ DE MED	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-31-2023	16 YRS 02½ MOS
FRANK G. LOSORELLI	ASSESSOR Dept.#AS	12-01-2023	20 YRS 10½ MOS
ERIC C. LUCY	INTERNAL SERVICES Dept.#IS	10-31-2023	24 YRS 04½ MOS
CARLOS C. LYRA	L A COUNTY FIRE DEPT Dept.#FR	12-30-2023	27 YRS 10 MOS
ROSENDO MACIAS-PADIL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-05-2023	19 YRS 04 MOS
RICARDO L. MALLARI	L A COUNTY FIRE DEPT Dept.#FR	11-30-2023	32 YRS 06 MOS
NAOMI MARKS	MENTAL HEALTH Dept.#MH	11-30-2023	22 YRS 01 MOS
ALMA MATHUS	AMBULATORY CARE NETWORK Dept.#HN	10-05-2023	25 YRS 09½ MOS
MARY J. MAXWELL	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-30-2023	45 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
EDITH M. MC GUIRE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-30-2023	54 YRS 11 MOS
BERTA I. MENDOZA	AMBULATORY CARE NETWORK Dept.#HN	12-31-2023	20 YRS 03½ MOS
DARLENE B. METOYER	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-06-2023	32 YRS 09 MOS
SARA E. MINOR	CHILDREN & FAMILY SERVICES Dept.#CH	12-28-2023	16 YRS 04 MOS
FATTANEH MOKRI-ARGANE	PUBLIC WORKS Dept.#PW	09-29-2023	43 YRS 11 MOS
GREGORY J. MORAN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	10-31-2023	32 YRS 03½ MOS
ALEKSANDR NARIMANYANTS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-06-2023	16 YRS 03½ MOS
LYRIC NASH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-01-2023	32 YRS ½ MOS
JEANTINE NAZAR	REGIONAL PLANNING Dept.#RP	10-28-2023	30 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MICHAEL J. NIEWZAL	L A COUNTY FIRE DEPT Dept.#FR	09-26-2023	38 YRS 00 MOS
SHIRLEY A. OLIVA	INTERNAL SERVICES Dept.#IS	11-30-2023	29 YRS 10 MOS
ALAN OLMOS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	09-13-2023	33 YRS 08½ MOS
EDUARDO OQUENDO	CHILDREN & FAMILY SERVICES Dept.#CH	10-13-2023	31 YRS 07½ MOS
OMAR ORDAZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-01-2023	32 YRS 11½ MOS
KAREN E. OSBORNE	PUBLIC DEFENDER Dept.#PD	11-20-2023	32 YRS 03 MOS
RAYMOND PADILLA	PROBATION DEPARTMENT Dept.#PB	11-30-2023	25 YRS ½ MOS
CHEQUITA PALMER	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	12-30-2023	37 YRS 05 MOS
MICHELE PEDREGON	CHILDREN & FAMILY SERVICES Dept.#CH	10-31-2023	36 YRS 10½ MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DEBORAH A. PEEPLES	CHILDREN & FAMILY SERVICES Dept.#CH	10-28-2023	30 YRS 10 MOS
PATRICIA M. PENA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-28-2023	33 YRS 03 MOS
WILLEY P. PEREZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-29-2023	16 YRS 08 MOS
CESAREO PEREZ	ASSESSOR Dept.#AS	10-31-2023	12 YRS ½ MOS
VU THANH PHAN	CHILD SUPPORT SERVICES Dept.#CD	12-31-2023	30 YRS 04 MOS
PHU PHAN	MENTAL HEALTH Dept.#MH	10-28-2023	29 YRS 01 MOS
ROGER PRICE	CHILDREN & FAMILY SERVICES Dept.#CH	11-02-2023	13 YRS 02½ MOS
MIGUEL QUINTERO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	29 YRS 09 MOS
ROCHELLE R. RAWLS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-30-2023	30 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALICIA REDMON-DEL R	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-30-2023	24 YRS 07 MOS
MANJU R. RIDEAU	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-18-2023	43 YRS ½ MOS
SHERYL L. RITCHEY HUMB	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-30-2023	31 YRS 03 MOS
TABITHA RIVERA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	12-30-2023	34 YRS 11 MOS
NILUBON ROJANAPITAKK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-30-2023	28 YRS 08 MOS
MARIA P. SABIO-SOLACI	ANIMAL CONTROL Dept.#AN	12-29-2023	15 YRS ½ MOS
CESAR S. SANCHEZ	ALTERNATE PUBLIC DEFENDER Dept.#AD	11-25-2023	37 YRS 05 MOS
YVETTE SANDERS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-29-2023	26 YRS 08 MOS
DIANNE SCIANO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-15-2023	25 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROBERT E. SENTNER	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	11-01-2023	22 YRS 06½ MOS
AIDA R. SHIRINIAN	SHERIFF Dept.#SH	10-31-2023	22 YRS 07½ MOS
NECTAR SHRIKIAN	PUBLIC HEALTH PROGRAM Dept.#PH	11-30-2023	26 YRS 04 MOS
GEORGE SOLIS	REG-RECORDER/COUNTY CLERK Dept.#RR	11-30-2023	28 YRS 10 MOS
MARY L. STOLL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-01-2023	21 YRS 01½ MOS
COSSETTE T. STRASSBERG	PUBLIC HEALTH PROGRAM Dept.#PH	10-31-2023	25 YRS ½ MOS
AHMED T. TAIWO	CHILDREN & FAMILY SERVICES Dept.#CH	11-30-2023	25 YRS 11 MOS
EVGENIA TER-KARAPETO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-31-2023	10 YRS ½ MOS
BETTY A. THOMPSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-23-2023	16 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CAM L. TRAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-02-2023	32 YRS 11½ MOS
DIANNE T. TSE	MENTAL HEALTH Dept.#MH	12-29-2023	42 YRS 11 MOS
THERESA TSE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-01-2023	40 YRS 07½ MOS
BRIAN K. TSUBOKAWA	PROBATION DEPARTMENT Dept.#PB	11-30-2023	36 YRS 00 MOS
JENNIFER K. TURKAT	DISTRICT ATTORNEY Dept.#DA	12-01-2023	30 YRS 08½ MOS
NOPHAWAN VANIJJAKORNV	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-28-2023	36 YRS 00 MOS
JESUS VILLALOBOS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-10-2023	27 YRS 07 MOS
SHERWIN WALLEN	PROBATION DEPARTMENT Dept.#PB	10-13-2023	52 YRS 09½ MOS
HSANG-HOU WANG	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-28-2023	26 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PAULA J. WHITE	CHILDREN & FAMILY SERVICES Dept.#CH	11-30-2023	40 YRS 04 MOS
MARILYN P. WILSON	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	11-30-2023	30 YRS 00 MOS
JULIETTE WILSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-26-2023	44 YRS 00 MOS
MONICA L. WILSON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-30-2023	31 YRS 10 MOS
PATTIE S. WONG	MENTAL HEALTH Dept.#MH	12-30-2023	24 YRS 01 MOS
DENISE D. WYATT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	11-27-2023	45 YRS 02½ MOS
YEROM K. YESUF	CHIEF EXECUTIVE OFFICE Dept.#AO	11-30-2023	20 YRS 07 MOS
FRANCES YNIGUEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-30-2023	44 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

SAFETY SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NATALI TORRES	SHERIFF Dept.#SH	03-28-2023	06 YRS 11 MOS
WIFE of JONATHAN R TORRES dec'd on 03-27-2023, Sect. #31781.1			

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
THOMAS E. JACKSON	PROBATION DEPARTMENT Dept.#PB	05-24-2023	25 YRS 03½ MOS
SPOUSE of NICHOLE D JACKSON dec'd on 05-23-2023, Sect. #31781.3			
SIOMARA MENENDEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-27-2023	15 YRS 11 MOS
SPOUSE of RICARDO E GUARDADO dec'd on 07-26-2023, Sect. #31781.3			

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JEFFREY W. CROSS	SHERIFF Dept.#SH	09-22-2023	06 YRS 09 MOS
CHRISTOPHER M. MONDLOCH	LA COUNTY FIRE DEPT Dept.#FR	09-29-2023	12 YRS 10 MOS
JAMES W. UHL	SHERIFF Dept.#SH	09-30-2023	00 YRS 05 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LESLIE R. ANDERSON	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	09-29-2023	40 YRS 00 MOS
SHERLEY I. BRITO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	09-13-2023	11 YRS 05 MOS
DEBORAH L. BROWN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	09-19-2023	27 YRS 05 MOS
BARBARA A. CAIQUO-SEARS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	09-12-2023	20 YRS 01 MOS
REGEANIE S. CORONA	INTERNAL SERVICES Dept.#IS	10-01-2023	12 YRS 00 MOS
BEATRICE M. EGBUNIWE	SHERIFF Dept.#SH	10-30-2023	08 YRS 06½ MOS
JUAN M. GARCIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-18-2023	29 YRS 07 MOS
WAYNE K. HIROKANE	PROBATION DEPARTMENT Dept.#PB	09-15-2023	06 YRS 02 MOS
MARIO A. HUERTA	AMBULATORY CARE NETWORK Dept.#HN	11-01-2023	22 YRS 09 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ODEAN JOHNSON	PROBATION DEPARTMENT Dept.#PB	10-10-2023	28 YRS 05 MOS
GARY LARA	ALCOHOL/DRUG PGMS. ADMIN. Dept.#PG	09-08-2023	28 YRS 03½ MOS
LA RONDA J. MC COY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-01-2023	30 YRS 10 MOS
KARIN A. MCGUIRE	MENTAL HEALTH Dept.#MH	09-29-2023	00 YRS 08 MOS
CHARLES MEYERS	CHIEF EXECUTIVE OFFICE Dept.#AO	10-02-2023	10 YRS 04 MOS
PATRICK J. MINTURN	PUBLIC WORKS Dept.#PW	07-01-2023	05 YRS 04 MOS
ALBERT Y. RAMZY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-04-2023	12 YRS 03 MOS
SYLVIA SALAZAR	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-25-2023	07 YRS 08 MOS
ANNETTE MARI SIMMONS	Dept.#381	09-08-2023	12 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF NOVEMBER 1, 2023

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LISA M. STRASSNER	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-05-2023	25 YRS 09 MOS
GUADALUPE SUZUKI-HERNA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-05-2023	02 YRS 08 MOS
MARIO L. TRUJILLO	DISTRICT ATTORNEY Dept.#DA	09-28-2023	25 YRS ½ MOS
CRYSTAL D. WILLIAMS	HEALTH SERVICES ADMINISTRATION Dept.#HS	09-25-2023	19 YRS 06 MOS

**BOARD OF RETIREMENT MEETING OF November 1, 2023
 RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST
 APPROVED ON October 4, 2023**

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
REGINA MARSH	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO November 1, 2023
ERIC BRADLEY	RANCHO LOS AMIGOS HOSPITAL	CHANGE OF DATE TO September 9, 2023
KIMBERLY D HADLEY	PUBLIC HEALTH PROGRAM	CHANGE OF DATE TO September 15, 2023
OSCAR E PORRAS	AMBULATORY CARE NETWORK	CHANGE OF DATE TO October 28, 2023
LILLIAN K BEJAR	MENTAL HEALTH	CHANGE OF DATE TO September 11, 2023
JESSIE T TUIBEO	COASTAL CLUSTER-HARBOR/UCLA MC	CHANGE OF DATE TO November 15, 2023
KAREN H LIEU	PROBATION DEPARTMENT	CHANGE OF DATE TO November 30, 2023
JORGE YBANEZ	SHERIFF	RESCISSION OF RETIREMENT
JOSEPHINE P ROWE	SFV CLUSTER-OLIVE VIEW/UCLA MC	RESCISSION OF RETIREMENT

October 17, 2023

TO: Trustees – Board of Retirement

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

DATE: Board of Retirement Meeting of November 1, 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 requested determination of several new 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. 4th 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. Additionally, this section provides that any compensation not paid to all similarly situated members of the same group or class may not be included. 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. National Integrated Ballistics Information Network (Scientific Services Bureau) – Item No. 330

This pay item was created to provide an additional skill pay of 2.0% to Deputy Sheriff Generalists assigned to the Scientific Services Bureau as National Integrated Ballistic Information Network (NIBIN) Deputies.

This payment should be included for legacy members because it is available to all persons in the same grade or class of positions and at the same rate of pay. It should be included for PEPRA members because it is considered part of the normal monthly rate of base pay, paid to all similarly situated members of the same group or class of employment, and pursuant to publicly available pay schedules.

Recommendation: Include under 31461
Include under 7522.34

2. Detective Division – Item No. 399

This pay item was created to provide an additional skill pay of 3.0% to Bonus 1 Deputy Sheriffs assigned to the Detective Division.

This payment should be included for legacy members because it is available to all persons in the same grade or class of positions and at the same rate of pay. It should be included for PEPRA members because it is part of the normal monthly rate of base pay, paid to all similarly situated members of the same group or class of employment, and pursuant to publicly available pay schedules.

Recommendation: Include under 31461
Include under 7522.34

3. Background Investigators – Item No. 419

This pay item was created to provide an additional skill pay of 2.0% to Deputy Sheriff Generalists assigned to Personnel as Background Investigators.

This payment should be included for legacy members because it is available to all persons in the same grade or class of positions and at the same rate of pay. It should be included for PEPRA members because it is part of the normal monthly rate of base pay, paid to all similarly situated members of the same group or class of employment, and pursuant to publicly available pay schedules.

Recommendation: Include under 31461
Include under 7522.34

4. Administrative Projects and Initiatives Bonus – Item No. 303

This pay item was created to provide a 3.0% bonus to Department of Health Services (DHS) Pharmacists as well as DHS and Department of Mental Health (DMH) Clinical Pharmacists who are assigned the administrative duties for priority projects, initiatives, or clinical operations, as defined by the DHS and DMH Chief Pharmacy Officer or their designee.

This pay item should be included for legacy members because it is available to all persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members because 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 all similarly situated members of the same group or class of employment.

Recommendation: Include under 31461
Exclude under 7522.34

5. Clinical Pharmacist Assignment/Responsibilities Bonus – Item No. 597

This pay item was created to provide an additional bonus of 5.5% per shift to Pharmacists who are selected by Management to complete onsite Clinical Pharmacist Training and are subsequently assigned Clinical Pharmacist duties in eight-hour or more increments.

This pay item should be included for legacy members because it is available to all persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members because it is an ad hoc payment made to a member, 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 all similarly situated members of the same group or class of employment.

Recommendation: Include under 31461
Exclude under 7522.34

6. Licensed Professional Engineer/Architect Bonus – Item No. 345

This pay item was created to provide an incentive bonus of fifty-six (56) standard salary schedules (approximately 15%) to members in Bargaining Units 603 and 604 who hold a valid State of California Professional Engineer or Architect license and who meet eligibility criteria.

This pay item should be included for legacy members because it is available to all persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members because 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 all similarly situated members of the same group or class of employment.

Recommendation: Include under 31461
Exclude under 7522.34

7. Special Victims Bureau – Item No. 429

This pay item was created to provide a skill pay of 16.7% to Bonus 1 Deputy Sheriffs assigned to the Special Victims Bureau (SVB). This new skill pay will replace the Bonus 1 pay previously received by Bonus 1 Deputy Sheriffs assigned to SVB and

will carry over into a Deputy's base compensation when promoted to the rank of Sergeant.

This pay item should be included for legacy members because it is available to all persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members because it is a form of compensation inconsistent with the requirements of Section 7522.34(a) as it does not appear on publicly available pay schedules.

Recommendation: Include under 31461
Exclude under 7522.34

8. Special Enforcement Operations Bonus – Item No. 499

This pay item was created to provide a bonus of 5.5% to Probation Directors who are assigned the responsibility of managing the Special Enforcement Operations (SEO) Unit.

This pay item should be included for legacy members because it is available to all persons in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members because 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 all similarly situated members of the same group or class of employment.

Recommendation: Include under 31461
Exclude under 7522.34

9. Night Shift Differential (Department of Mental Health) – Item No. 504MH

This pay item was created to provide a higher night shift differential rate for employees assigned to specific Alternative Crisis Response programs. The new rate is double the regular night shift differential rate for Bargaining Units 121, 221, 311, 312, 341, 342, 711, 721, 722, 724, and 777.

This pay item should be included for legacy members because it is available to all persons in the same grade or class and at the same rate of pay within their respective Bargaining Units. It should be excluded for PEPRA members because 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, not paid to all similarly situated members of the same group or class of employment, and the flat hourly rates do not appear on publicly available pay schedules.

Recommendation: Include under 31461
Exclude under 7522.34

10. Evening Shift Differential (Department of Mental Health) – Item No. 517MH

This pay item was created to provide a higher evening shift differential rate for employees assigned to specific Alternative Crisis Response programs. The new rate is double the regular evening rate for Bargaining Units 121, 221, 311, 312, 341, 342, 711, 721, 722, 724, and 777.

This pay item should be included for legacy members because it is available to all persons in the same grade or class and at the same rate of pay within their respective Bargaining Units. It should be excluded for PEPRA members because 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, not paid to all similarly situated members of the same group or class of employment, and the flat hourly rates do not appear on publicly available pay schedules.

Recommendation: Include under 31461
Exclude under 7522.34

11. Election Worker Stipend – Item No. 598

This pay item was created to provide a \$100 stipend to employees who work

temporarily as County Employee Election Workers. If a department is unable to garner enough volunteers, it will select employees to serve as Election Workers in order to meet the threshold required by the County.

This pay item should be excluded for legacy members because it is a one-time or ad hoc payment that is not paid to all similarly situated members of the same grade or class. It should be excluded for PEPRA members because it is a one-time or ad hoc payment made to a member and is a form of compensation inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay, not paid to all 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

12. Recruitment and Retention Interval Bonus – Item No. TBD

This pay item was created to provide a Recruitment Signing Bonus and a Retention Bonus at different intervals to Department of Mental Health (DMH) employees assigned to a specific Alternative Crisis Response Unit. The bonus amounts are paid at various intervals based on eligibility criteria. However, additional exceptions for bonus eligibility shall be considered on a “case-by-case” basis.

This pay item should be excluded for legacy members because it is a one-time or ad hoc payment that is not paid to all similarly situated members of the same grade or class. It should be excluded for PEPRA members because it is a one-time or ad hoc payment made to a member and is a form of compensation inconsistent with the requirements of Section 7522.34(a) as it is in addition to base pay, not paid to all similarly situated members of the same group or class of employment, and the bonus amounts do not appear on publicly available pay schedules.

Recommendation: Exclude under 31461
Exclude under 7522.34

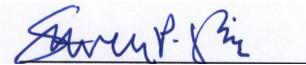
CONCLUSION

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-BR009, and No. 2023-BR010, 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/10.17.23

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
Newly Created and INCLUDED under Sections 31461 and 7522.34					
330	NIBIN - SCIENTIFIC SERVICES BUREAU	This pay event is being created to provide additional skill pay to Deputy Sheriff Generalists assigned to the Scientific Services Bureau as National Integrated Ballistics Information Network (NIBIN) deputies. The rate of the additional skill pay is 2.0% effective July 1, 2023.	(a)	(a)	<p>This compensation is paid to all Deputy Sheriff Generalists assigned to the Scientific Services Bureau as National Integrated Ballistics Information Network (NIBIN) deputies. It constitutes a payment that is made to persons in the same grade or class of positions and at the same rate of pay. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This compensation is part of the normal monthly rate of base pay of the member paid in cash to similarly situated members of the same group or class of employment pursuant to publicly available pay schedules. The recommendation is to INCLUDE this payment in pensionable compensation for PEPRA members.</p>
399	DETECTIVE DIVISION	This pay event is being created to provide additional skill pay to Bonus 1 Deputy Sheriffs assigned to the Detective Division. The rate of the additional skill pay is 3.0% effective July 1, 2023.	(a)	(a)	<p>This compensation is paid to all Bonus 1 Deputy Sheriffs assigned to the Detective Division. It constitutes a payment that is made to persons in the same grade or class of positions and at the same rate of pay. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This compensation is part of the normal monthly rate of base pay of the member paid in cash to similarly situated members of the same group or class of employment pursuant to publicly available pay schedules. The recommendation is to INCLUDE this payment in pensionable compensation for PEPRA members.</p>
419	BACKGROUND INVESTIGATORS	This pay event is being created to provide additional skill pay to Deputy Sheriff Generalists assigned to Personnel as Background Investigators. The rate of the additional skill pay is 2.0% effective July 1, 2023.	(a)	(a)	<p>This compensation is paid to all Deputy Sheriff Generalists assigned to Personnel as Background Investigators. It constitutes a payment that is made to persons in the same grade or class of positions and at the same rate of pay. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This compensation is part of the normal monthly rate of base pay of the member paid in cash to similarly situated members of the same group or class of employment pursuant to publicly available pay schedules. The recommendation is to INCLUDE this payment in pensionable compensation for PEPRA members.</p>
Newly Created and INCLUDED under Section 31461 and EXCLUDED under 7522.34					
303	ADMINISTRATIVE PROJECTS AND INITIATIVES BONUS	<p>This pay event is being created to provide a 3% bonus, effective 10/1/2023, to DHS Pharmacists and DHS and DMH Clinical Pharmacists who are assigned the administrative responsibility for priority projects, initiatives, or clinical operations, as defined by the DHS and DMH Chief Pharmacy Officer or their designee.</p> <p><u>Eligible Classifications:</u> DHS Pharmacists (Item 5512) DHS and DMH Clinical Pharmacists (Item 5513)</p> <p>There shall be no pyramiding of this bonus with the Clinical Assignment/Responsibilities Bonus, Additional Responsibilities Bonus, or Out of Class Bonus for performing Administrative Projects and Initiatives duties and responsibilities.</p>	(a)	(c)(10) (c)(11)	<p>This compensation is paid to Pharmacists and Clinical Pharmacists who perform the administrative duties for priority projects, initiatives, or clinical operations, and who are not currently receiving an Additional Responsibilities Bonus (ARB) or Out of Class Bonus (OCB). Pharmacists and Clinical Pharmacists already receiving an ARB or OCB, which are each paid at 22 levels (5.6468%), are not eligible to receive the 3% Administrative Projects and Initiatives Bonus, as the additional administrative functions are already factored into the higher ARB and OCB payments. The Administrative Projects and Initiatives Bonus is available to 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 compensation is considered a bonus paid in addition to the normal rate of base pay under (c)(10). This form of payment is not paid 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>

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
Newly Created and INCLUDED under Section 31461 and EXCLUDED under 7522.34					
597	CLINICAL PHARMACIST ASSIGNMENT/RESPONSIBILITIES BONUS	<p>This pay event is being created to provide additional pay for Pharmacists (Item 5512) who are assigned Clinical Pharmacist duties and responsibilities by Management. The bonus is 5.5% per shift effective 10/1/2023.</p> <p><u>Eligibility Criteria:</u></p> <ul style="list-style-type: none"> - Completion of onsite Clinical Pharmacist training - Assignment of Clinical Pharmacist duties and responsibilities in eight-hour increments or more - No pyramiding of this bonus with the Administrative Projects and Initiatives Bonus, Additional Responsibilities Bonus (ARB), or Out of Class Bonus (OCB) for performing Clinical Pharmacist duties and responsibilities <p>Clinical Pharmacists (Item 5513) are not eligible for this bonus.</p>	(a)	(c)(3) (c)(10) (c)(11)	<p>This compensation is paid to Pharmacists who are assigned by Management to complete onsite Clinical Pharmacist training, and who are subsequently assigned by Management to perform the duties of Clinical Pharmacist. This is an ad hoc bonus that is paid on a per shift basis for those shifts when Clinical Pharmacist duties and responsibilities are assigned in at least eight-hour increments. The payment is available to similarly situated members in the same grade or class at the same rate of pay in Bargaining Unit 301, provided that the employee is not already receiving the Administrative Projects and Initiatives Bonus, ARB, or OCB. The recommendation is to INCLUDE this payment in 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). The compensation is not paid 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>
345	LICENSED PROFESSIONAL ENGINEER/ARCHITECT BONUS	<p>This pay event is being created to provide an incentive bonus for members in Bargaining Units 603 and 604 who hold a valid State of California Professional Engineer or Architect License.</p> <p><u>Eligible Classifications:</u></p> <ul style="list-style-type: none"> - Fire Prevention Engineering Assistant I (Item 3772) - Fire Prevention Engineering Assistant II (Item 3773) - Supervising Fire Prevention Engineering Assistant (Item 3777) <p><u>Eligibility Criteria:</u></p> <ul style="list-style-type: none"> - Permanent, full-time employee - Provide written proof of meeting licensing requirement with each annual performance evaluation <p><u>Eligible Licenses:</u></p> <ul style="list-style-type: none"> - Registered Fire Protection Engineer - Registered Mechanical Engineer - Registered Electrical Engineer - Registered Civil Engineer - Registered Structural Engineer <p>The additional compensation is fifty-six (56) standard salary levels (approximately 15%) per month effective 10/1/2023.</p>	(a)	(c)(10) (c)(11)	<p>This bonus is available to all similarly situated members in the same grade or class at the same rate of pay in Bargaining Units 603 and 604 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 compensation is a bonus paid in addition to the normal rate of base pay under (c)(10). Registration as Fire Protection Engineer, Mechanical Engineer, Electrical Engineer, Civil Engineer, or Structural Engineer is not a mandatory requirement for employment under Items 3772, 3773, and 3777. Thus, this form of payment is not paid 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>
429	SPECIAL VICTIMS BUREAU	<p>Effective July 1, 2023, deputies assigned to the Special Victims Bureau (SVB) shall no longer receive Bonus 1 pay but shall receive 16.7% skill pay. This change only alters the compensation of SVB detectives and does not change any other aspect of the SVB detective position, and the SVB detective position will not be removed from coveted or "bonus" status. SVB detectives will continue to hold the status of Bonus 1 for purposes of overtime selection, uniform appearance, and other conditions of work related to differentiations between Deputy Sheriff Generalists and Bonus 1 and 2 deputies. The new 16.7% skill pay will carry over into a deputy's base compensation when promoted to the rank of sergeant.</p>	(a)	(c)(11)	<p>This compensation is paid to all deputies assigned to the Special Victims Bureau. It constitutes a payment that is made to persons in the same grade or class of positions and at the same rate of pay. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This skill pay of 16.7% is part of the normal monthly rate of pay or base pay of deputies assigned to the Special Victims Bureau. This compensation is paid in cash to similarly situated members of the same group or class of employment. However, 16.7% does not appear on publicly available pay schedules. As such, 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
Newly Created and INCLUDED under Section 31461 and EXCLUDED under 7522.34					
499	SPECIAL ENFORCEMENT OPERATIONS BONUS	This pay event is being created to provide a bonus for Probation Directors (Item 8620) who are assigned the responsibility for managing the Special Enforcement Operations (SEO) Unit. The additional compensation is 5.5% (22 Levels) per month effective October 1, 2023.	(a)	(c)(10) (c)(11)	This assignment bonus is available to all similarly situated members in the same grade or class at the same rate of pay in Bargaining Unit 703 who are responsible for managing the SEO Unit. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members. This compensation is a bonus paid in addition to the normal rate of base pay under (c)(10). It is not paid 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.
504MH	NIGHT SHIFT DIFFERENTIAL - DMH	To assist DMH with critical vacancies and hiring for difficult to hire positions, this pay event is being created to provide a higher night shift differential rate for employees assigned to specific Alternative Crisis Response programs. The rate under this new pay event is double the regular night shift differential rate for the following Bargaining Units: 121 - \$2.00 per hour 711 - \$4.00 per hour 221 - \$2.50 per hour 721 - \$5.00 per hour 311 - \$8.00 per hour 722 - \$2.50 per hour 312 - \$8.00 per hour 724 - \$5.00 per hour 341 - \$3.50 per hour 777 - \$3.00 per hour 342 - \$3.50 per hour	(a)	(c)(10) (c)(11)	This bonus is available to all similarly situated members in the same grade or class at the same rate of pay in the specified bargaining units, provided they meet the assignment and work shift criteria. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members. This compensation is a bonus paid in addition to the normal rate of base pay under (c)(10). It is not paid to all similarly situated members in the same grade or class. The flat hourly rate does not appear on a publicly available pay schedule. The compensation is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.
517MH	EVENING SHIFT DIFFERENTIAL - DMH	To assist DMH with critical vacancies and hiring for difficult to hire positions, this pay event is being created to provide a higher evening shift differential rate for employees assigned to specific Alternative Crisis Response programs. The rate under this new pay event is double the regular evening shift differential rate for the following Bargaining Units: 121 - \$2.00 per hour 711 - \$4.00 per hour 221 - \$2.50 per hour 721 - \$5.00 per hour 311 - \$6.00 per hour 722 - \$2.50 per hour 312 - \$6.00 per hour 724 - \$5.00 per hour 341 - \$3.50 per hour 777 - \$3.00 per hour 342 - \$3.50 per hour	(a)	(c)(10) (c)(11)	This bonus is available to all similarly situated members in the same grade or class at the same rate of pay in the specified bargaining units, provided they meet the assignment and work shift criteria. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members. This compensation is a bonus paid in addition to the normal rate of base pay under (c)(10). It is not paid to all similarly situated members in the same grade or class. The flat hourly rate does not appear on a publicly available pay schedule. The compensation is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.
Newly Created and EXCLUDED under Sections 31461 and 7522.34					
598	ELECTION WORKER STIPEND	The County is changing the existing County Employee Election Worker Program in order to ensure proper staffing of vote centers during each election. This pay event is being created to pay a \$100 stipend to employees who work temporarily as a County Employee election worker. If a Department is unable to garner enough volunteers, it will select employees to serve as election workers in order to meet the threshold required by the County. Selection is customarily based on seniority, with recently-hired employees being chosen first over those with earlier County Service Dates. Payment is received once the election is over.	(b)(1)(B)	(c)(3) (c)(11)	This stipend is a one-time ad hoc payment that is not paid to all similarly situated members in the member's grade or class under Section 31461 (b)(1)(B). Election worker duties are not associated with the normal duties of a member's job classification. A Department has the authority to direct staff to serve as election workers when necessary, with newer employees typically selected to fill these roles first. The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members. This stipend is a one-time ad hoc payment made to a member under (c)(3). It is not paid to all similarly situated members in the same grade or class and does not appear on a publicly available pay schedule. The compensation is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.

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
Newly Created and EXCLUDED under Sections 31461 and 7522.34					
TBD	RECRUITMENT AND RETENTION INTERVAL BONUS	<p>This pay event is being created to provide a Recruitment Signing Bonus and Retention Bonus at different intervals to Department of Mental Health (DMH) employees assigned to one of the following Alternative Crisis Response units:</p> <ul style="list-style-type: none"> - Psychiatric Mobile Response Teams - Therapeutic Transport Vans - School Threat Assessment Response Team - Mental Evaluation Team - Systemwide Mental Assessment Response Team <p>Eligible Classifications: Assistant Mental Health Counselor, RN (Item No. 5276) Clinic Driver (Item No. 5064) Clinical Psychologist I (Item No.8695) Clinical Psychologist II (Item No. 8697) Community Health Worker (Item No. 8103) Medical Case Worker I (Item No. 9001) Medical Case Worker II (Item No. 9002) Mental Health Advocate (Item No. 8111) Mental Health Counselor, RN (Item No. 5278) Psychiatric Technician I (Item No. 8161) Psychiatric Technician II (Item No. 8162) Psychiatric Technician III (Item No. 8163) Senior Community Health Worker (Item No. 8105) Senior Community Worker I (Item No. 8104) Senior Mental Health Counselor, RN (Item No. 5280) Supervising Psychologist (Item No. 8712) Supervising Community Health Worker (Item No. 8106)</p> <ul style="list-style-type: none"> • New employees hired on a permanent, full-time basis on or after July 1, 2023, to an eligible classification in one of the eligible DMH units will receive a \$2,500 Recruitment Signing Bonus upon hiring. New employees will also receive a Retention Interval Bonus at 6, 12, and 18 months at \$2,500 per interval. The Event Type used for the Recruitment Signing Bonus and Retention Interval Bonuses will be the same Event Type. No separate Event Type will be established for the Recruitment Signing Bonus. The maximum payment to a new employee under this Pay Event is \$10,000. New employees are defined as those who have not previously worked for Los Angeles County. • Existing DMH employees hired on a permanent, full-time basis before July 1, 2023, to an eligible classification in an eligible DMH unit will receive a Retention Interval Bonus at 6, 12, 9, and 18 months at \$2,500 per interval. The maximum payment to an existing employee under this Pay Event is \$10,000. • Employees who accept a promotion to an eligible classification in an eligible DMH unit on or after July 1, 2023, will receive a Retention Interval Bonus at 6, 12, and 18 months at \$2,500 per interval. The maximum payment to a promoted employee under this Pay Event is \$7,500. Promoted employees under this scenario are not eligible for the Recruitment Signing Bonus. <p>Additional exceptions shall be considered on a case-by-case basis in consultation with the Union.</p>	(b)(1)(B)	(c)(3) (c)(10) (c)(11)	<p>The Recruitment Signing Bonus is a one-time ad hoc payment paid only to new employees hired on or after July 1, 2023, who have not previously worked for Los Angeles County. The County indicated that the Retention Interval Bonus will share the same Event Type as the Recruitment Signing Bonus. Additionally, County employees promoted into a qualifying DMH position are placed on the "new" employee Retention Interval Bonus schedule but are ineligible for the Recruitment Signing Bonus. However, the Union has the discretion to make additional exceptions for bonus eligibility on a case-by-case basis. As such, the Recruitment and Retention Interval Bonus is a payment that is not available to all similarly situated members in the member's grade or class at the same rate of pay under Section 31461 (b)(1)(B). The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members.</p> <p>The Recruitment Signing Bonus is a one-time ad hoc payment made to a member under (c)(3). It is not paid to all similarly situated members in the same grade or class. The Retention Interval Bonus is a bonus paid in addition to the normal rate of base pay under (c)(10). The Recruitment and Retention Interval Bonuses do not appear on a publicly available pay schedule. The compensation 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-BR009

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. 4th 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.

<u>EARNINGS</u>	<u>CODE ITEMS</u>
<u>NO.</u>	
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
303	ADMINISTRATIVE PROJECTS AND INITIATIVES BONUS
330	NATIONAL INTEGRATED BALLISTICS INFORMATION NETWORK (SCIENTIFIC SERVICES BUREAU)
334	CUSTODY ASSISTANT DRILL INSTRUCTOR/CUSTODY TRAINING AND STANDARDS BUREAU
335	TRAINING OFFICER

- 336 PUBLIC RESPONSE DISPATCHER BONUS
- 341 IN-FLIGHT BONUS
- 342 HAZARDOUS MATERIALS CALARP
- 343 HAZARDOUS MATERIALS APSA
- 344 FIRE PREVENTION ENGINEERING ASSISTANT
- 345 LICENSED PROFESSIONAL ENGINEER/ARCHITECT BONUS
- 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 INTEGRATED CORRECTIONAL HEALTH SERVICES (ICHS
 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
- 399 DETECTIVE DIVISION
- 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)
- 419 BACKGROUND INVESTIGATORS
- 424 ABDMI REGISTRY CERTIFICATION BONUS
- 425 ABDMI BOARD CERTIFICATION BONUS

- 426 ASSESSOR REPRESENTATIVE
- 427 AUDITOR APPRAISER
- 428 APPRAISER FIELD TRAINER
- 429 SPECIAL VICTIMS BUREAU
- 439 CUSTODY TRAINING OFFICER
- 440 TACTICAL FLIGHT DEPUTY
- 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
- 499 SPECIAL ENFORCEMENT OPERATIONS BONUS
- 503 UNIFORM ALLOWANCE

504	NIGHT SHIFT DIFFERENTIAL
504MH	NIGHT SHIFT DIFFERENTIAL (DEPARTMENT OF MENTAL HEALTH)
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
517MH	EVENING SHIFT DIFFERENTIAL (DEPARTMENT OF MENTAL HEALTH)
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 MEDICAL REIMBURSEMENTS,
HEALTH SERVICES
- 551 GROUP INCENTIVE AWARD, TREASURER TAX COLLECTOR
- 553 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE
SUPPRESSION, AND SNOW REMOVAL - CONSTRUCTION
INSPECTION AND SURVEYING GROUPS
- 554 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE
SUPPRESSION, AND SNOW REMOVAL
- 555 SCAFFOLD OR SWING STAGE, 30 FEET ABOVE GRADE
- 556 HIGH SCALE AND RIGGING OPERATIONS, GENERAL
- 557 EVENING SHIFT, MED TECH
- 558 NIGHT SHIFT, MED TECH
- 565 PARAMEDIC RECERTIFICATION BONUS
- 567 DEPUTY SHERIFF RESERVE ANNUAL COMPENSATION
- 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
- 597 CLINICAL PHARMACIST ASSIGNMENT/RESPONSIBILITIES
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.

<u>EARNINGS</u> <u>NO.</u>	<u>CODE ITEMS</u>
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
598 ELECTION WORKER STIPEND
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
TBD	RECRUITMENT AND RETENTION INTERVAL BONUS

**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-BR010

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 qualify as "pensionable compensation" as defined in Section 7522.34.
2. 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. 2 do not qualify as "pensionable compensation" as defined in Section 7522.34.

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 REMUNERATION EARNED ON OR AFTER JANUARY 1, 2013, FOR MEMBERS SUBJECT TO GOVERNMENT CODE SECTION 7522.32, WHICH QUALIFY AS "PENSIONABLE COMPENSATION" AS DEFINED IN SECTION 7522.34

<u>EARNINGS</u>	<u>CODE ITEMS</u>
<u>NO.</u>	
206A	LONGEVITY BONUS 10 YEARS
207A	LONGEVITY BONUS 15 YEARS
208A	LONGEVITY BONUS 20 YEARS
213	PSYCHIATRIC TECHNICIAN - P.E.T. SUPERVISOR
216	POST BONUS - BASIC
218	PROBATION - TOP RANGE
232	AGRICULTURAL WEIGHTS & MEASURE (AWM) INSPECTOR BONUS
235	LONGEVITY BONUS 20 YEARS
235A	LONGEVITY BONUS 20 YEARS
235C	LONGEVITY BONUS 20 YEARS
235D	LONGEVITY BONUS 20 YEARS
235F	LONGEVITY BONUS 20 YEARS
235G	LONGEVITY BONUS 20 YEARS
235H	LONGEVITY BONUS 20 YEARS
235I	LONGEVITY BONUS 20 YEARS
235J	LONGEVITY BONUS 20 YEARS
236	LONGEVITY BONUS 25 YEARS
236A	LONGEVITY BONUS 25 YEARS
236C	LONGEVITY BONUS 25 YEARS

236D	LONGEVITY BONUS 25 YEARS
236F	LONGEVITY BONUS 25 YEARS
236G	LONGEVITY BONUS 25 YEARS
236H	LONGEVITY BONUS 25 YEARS
236I	LONGEVITY BONUS 25 YEARS
236J	LONGEVITY BONUS 25 YEARS
237	LONGEVITY BONUS 30 YEARS
237A	LONGEVITY BONUS 30 YEARS
237C	LONGEVITY BONUS 30 YEARS
237D	LONGEVITY BONUS 30 YEARS
237F	LONGEVITY BONUS 30 YEARS
237G	LONGEVITY BONUS 30 YEARS
237H	LONGEVITY BONUS 30 YEARS
237I	LONGEVITY BONUS 30 YEARS
237J	LONGEVITY BONUS 30 YEARS
238A	COMMAND PAY 24YR
239A	COMMAND PAY 29YR
241	WEIGHTS & MEASURES INSPECTOR
242	WEIGHTS & MEASURES INSPECTOR COMMERCIAL DRVRS LIC
244A	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS
244B	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS

- 244C LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS
- 245A LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS
- 245B LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS
- 245C LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS
- 246A LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS
- 246B LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS
- 246C LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS
- 247 DISPATCHER EMD CERTIFICATION BONUS
- 253 HEALTHCARE FACILITIES BONUS
- 255 BEACHES & HARBORS ASSIGNMENT BONUS
- 259 TRAILS UNIT ASSIGNMENT BONUS
- 260 CATALINA ISLAND LIVING - LIFEGUARD/FIRE FIGHTER
- 261 LIFEGUARD – EMT
- 262 UNDERWATER RECOVERY – BEACHES AND HARBORS
- 262Y3 UNDERWATER RECOVERY – BEACHES AND HARBORS
- 262Y4 UNDERWATER RECOVERY – BEACHES AND HARBORS
- 280 CATALINA ISLAND LIVING
- 330 NATIONAL INTEGRATED BALLISTICS INFORMATION NETWORK
(SCIENTIFIC SERVICES BUREAU)
- 331 INMATE SUPERVISOR
- 333 REFUSE TRUCK DRIVER BONUS
- 337 TRANSPORTATION SUPERVISOR BONUS

- 341 IN-FLIGHT BONUS
- 346 HAZARDOUS MATERIALS II EMERGENCY OPERATIONS
ASSIGNMENT
- 350 AIR OPERATIONS BONUS
- 351 DRIVER - COUNTY FORESTER AND FIRE WARDEN
- 353 FIREFIGHTER - EMT
- 354 FIRE FIGHTER - HAZARD MATERIALS
- 355 FIREFIGHTER – PARAMEDIC
- 355Y2 FIREFIGHTER – PARAMEDIC
- 355Y3 FIREFIGHTER – PARAMEDIC
- 359 LIFEGUARD PARAMEDIC CATALINA BONUS
- 359Y2 LIFEGUARD PARAMEDIC CATALINA BONUS
- 360 URBAN SEARCH AND RESCUE
- 362 PARAMEDIC COORDINATOR/EMS CAPTAIN
- 363 PEER SUPPORT BONUS
- 364 DECKHAND/BOAT OPERATOR/RESCUE WATER CRAFT BONUS
- 378 LICENSED VOCATIONAL NURSE - INTENSIVE CARE
- 382 PUBLIC HEALTH INVESTIGATOR ASSIGNMENT BONUS
- 390 BOOKMOBILE BONUS
- 399 DETECTIVE DIVISION
- 419 BACKGROUND INVESTIGATORS
- 420 CATALINA ISLAND LIVING PARKS AND RECREATION

- 421 LAKE AQUATICS - EMT CERTIFICATE
- 422 LAKE LIFEGUARD – EMT CERTIFIED
- 423 UNDERWATER RECOVERY - PARKS AN RECREATION
- 426 ASSESSOR REPRESENTATIVE
- 427 AUDITOR APPRAISER
- 428 APPRAISER FIELD TRAINER
- 431 LEGISLATION CONSULTANT - DPSS
- 433 TWELVE LEVEL BONUS
- 434 DEPUTY SHERIFF FIELD TRAINING OFFICER
- 435 SENIOR FIELD TRAINING OFFICER, 12 MONTHS
- 436 MASTER FIELD TRAINING OFFICER LEVEL 1, 18 MONTHS
- 437 MASTER FIELD TRAINING OFFICER LEVEL 2, 30 MONTHS
- 438 PATROL AND CUSTODY TRAINING - 7TH STEP
- 440 TACTICAL FLIGHT DEPUTY
- 442 COOKS, BAKERS, BUTCHERS BONUS
- 443 DEPUTY SHERIFF-LEVEL I BONUS
- 444 DEPUTY SHERIFF - LEVEL II BONUS
- 446 EXPLOSIVES DETAIL BONUS
- 447 HELICOPTER DETAIL
- 449 SENIOR COOK BONUS - SHERIFF
- 451 UNDERWATER RECOVERY - SHERIFF

- 452 SUPERVISORY BONUS
- 454 SHERIFF INTERNAL EQUITY
- 455 MOTORCYCLE PATROL UNIT BONUS
- 457 PATROL STATION RETENTION BONUS
- 459 SHERIFF'S STATION JAILER BONUS
- 460 SHERIFF - MAINTENANCE WORKER
- 462 MANPOWER SHORTAGE-SHERIFF CATALINA ISLAND
- 463 DRINKING WATER TREATMENT AND DISTRIBUTION
- 466 SEWER MAINTENANCE ASSIGNMENT
- 467 UNDERGROUND STORM DRAIN ASSIGNMENT
- 490 SENIOR COOK - PROBATION
- 491 GROUP SUPERVISOR - PROBATION
- 492 HEAD COOK - PROBATION
- 496 INSTITUTIONAL INCENTIVE
- 497 INSTITUTIONS BONUS
- 606 FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTIES
- 606A FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTIES –
ELIGIBILITY INDICATOR
- 626 FIREFIGHTER PARAM. NOT ASSGND TO PARAM.
- 782 PLATOON/40HR/DISPATCHER
- PP056 FLSA PREMIUM OVERTIME

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.

<u>EARNINGS</u> <u>NO.</u>	<u>CODE ITEMS</u>
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
- 303 ADMINISTRATIVE PROJECTS AND INITIATIVES 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 TRAINING OFFICER
- 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
- 345 LICENSED PROFESSIONAL ENGINEER/ARCHITECT BONUS
- 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 INTEGRATED CORRECTIONAL HEALTH SERVICES (ICHS 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
- 429 SPECIAL VICTIMS BUREAU
- 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
- 499 SPECIAL ENFORCEMENT OPERATIONS BONUS
- 501 BOARD OF RETIREMENT CASE REVIEW
- 503 UNIFORM ALLOWANCE
- 504 NIGHT SHIFT DIFFERENTIAL
- 504MH NIGHT SHIFT DIFFERENTIAL (DEPARTMENT OF MENTAL HEALTH)
- 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
517MH	EVENING SHIFT DIFFERENTIAL (DEPARTMENT OF MENTAL HEALTH)
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, 1st & 5th
- 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 STANDYBY
- 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
- 597 CLINICAL PHARMACIST ASSIGNMENT/RESPONSIBILITIES BONUS
- 598 ELECTION WORKER STIPEND
- 600 REGISTERED NURSE MOBILE INTENSIVE CARE CERTIFICATION,
SUB-ITEM D
- 602 SUPERVISING TRANSPORTATN DEPTY 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 ASSIGNED SHERIFF DETENTION FACILITY
- 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 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/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
TBD RECRUITMENT AND RETENTION INTERVAL BONUS



October 20, 2023

TO: Each Trustee
Board of Retirement

FROM: Ricki M. Contreras, Division Manager
Disability Retirement Services

SUBJECT: **APPEAL(S) FOR THE BOARD OF RETIREMENT'S MEETING
OF NOVEMBER 1, 2023**

IT IS RECOMMENDED that the Board of Retirement grant the appeal(s) and request(s) for administrative hearing received from the following member(s), and direct the Disability Retirement Services Manager to refer each case to a referee:

5332B

Doris Ticsay

In Pro Per

DENY SCD

RMC:kw



October 25, 2023

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Santos H. Kreimann ^{SHK}
Chief Executive Officer

FOR: November 1, 2023 Board of Retirement Meeting
November 8, 2023 Board of Investments Meeting

SUBJECT: Board Approval of Appointment to a Special Step Placement for the CEO's Proposed Appointee for Senior Staff Counsel, LACERA (Benefits) – Jean J. Kim

RECOMMENDATION

That the Board of Retirement and the Board of Investments approve the appointment to a Special Step Placement for the Chief Executive Officer's proposed appointee for the position of Senior Staff Counsel, LACERA (Benefits), as follows:

- Jean J. Kim – LS 16 (Step 18, \$274,297.32/annual)

BACKGROUND

On April 14, 2023, LACERA Human Resources (HR) contracted with national legal recruiting firm, Major, Lindsey, & Africa (MLA) to administer highly specialized attorney recruitments for the Legal Division, which included the Senior Staff Counsel (Benefits), among other needed positions. The authority for purchase of such services, at an estimated cost of \$309,000, was given by action of the Board of Retirement at its February 1, 2023 meeting. The recruitment included up to six hard-to-fill positions within the Benefits and Investment Sections of the Legal Division. The fee to MLA for the appointment proposed in this memo will be within the approved authority.

MLA was selected following an RFQ process based on their reach, reputation and history of results based on references within the legal community, standing in the legal industry, and focus in their recruiting on all measures of talent, fit, and background relevant to overall success in attorney placements. LACERA's team from MLA is led by the firm's Managing Partner and National Law Firm Diversity Practice Leader and includes a Managing Director and an Associate Director, all of whom are backed up by a team of recruiters and other staff needed to conduct a national search.

The recruitment for Senior Staff Counsel (Benefits) was necessary because of the retirement of a respected 30-year incumbent at the end of August 2023. The recruiting process began prior to the prior incumbent's retirement as part of an intentional

succession planning effort by the Executive and Legal Offices. The salary range for the position is LS16 (\$181,224.00 - \$274,297.32/annual).

POSITION DUTIES, RECRUITMENT PROCESS, AND SELECTION OF JEAN J. KIM

The recruitment for Senior Staff Counsel (Benefits) was active from May 4, 2023 to October 4, 2023. MLA identified and considered two hundred plus (200+) candidates. Of the two hundred (200) identified, it was determined that twenty-five (25) were potential fits and were vetted. MLA submitted fifteen (15) to Chief Counsel and the prior incumbent for review and consideration. Five (5) were ultimately interviewed and participated in several rounds, including meeting with Chief Counsel, the prior incumbent, other attorneys in the Legal Office, and members of the Executive Office. An open and competitive exam was posted. The current Eligible Register following the exam has four (4) reachable candidates, including Jean J. Kim.

The Senior Staff Counsel (Benefits) position reports directly to Chief Counsel, LACERA and oversees the Benefits Section of the Legal Office, which includes two Staff Counsels (one vacant), two Legal Analysts, and a Senior Legal Secretary. The position's placement in the Legal Office's structure is shown in the attached Organizational Chart.

The work of the Benefits Section includes researching and answering questions and provision legal opinions regarding benefit issues under the County Employees Retirement Law of 1937 (CERL), the Public Employees' Pension Reform Act of 2013 (PEPRA), and other applicable law, regulations, and policies, analyzing pensionability issues with respect to new and existing pay items, evaluating large volumes of Domestic Relations Orders, and performing all other legal work required by the Boards, the Executive Office, the Member Operations Group, and all other LACERA divisions and staff in connection with benefit issues. This work requires the ability to communicate effectively with the Boards in meetings and with trustees one on one, work with Executive Management and other staff, and develop good relations with the County CEO's Office, labor, members, and other outside groups. The position requires excellent research, analytical and written, and oral communication skills, and a high degree of responsiveness and leadership. The position performs decision-making, advisory, and training roles at various times. The position requires mastery of CERL and PEPRA.

For the Senior Staff Counsel (Benefits) position, based on the selection process described above, the Legal Division requests to hire, and the CEO intends to appoint, Ms. Kim and offer a starting salary at Step 18 of the salary schedule for Senior Staff Counsel, LACERA, subject to the Boards approval of salary. The requested starting salary is based on salary negotiations with Ms. Kim and commensurate with her 15 years of experience advising privately held and public companies and multi-employer plans and trusts on employee benefits related matters arising under ERISA, the Internal Revenue Code, ACA, HIPAA, COBRA and other federal and state laws affecting executive compensation and benefit plans, including retirement plans (e.g., 401(k) plans and 403(b) plans) and health and welfare plans. She has experience in providing advice, addressing compliance

issues, plan design and preparation of plan documents, tax qualification and administration, QDROs, and Department of Labor investigations, among other areas. Her employment background includes private law firms in Los Angeles and New York and a national accounting firm.

Ms. Kim has a B.A. in English from Brown University, a J.D. from UCLA Law School, and an LL.M. in taxation from the New York University School of Law. She is admitted to the bar in California and New York. Ms. Kim's great knowledge and experience, as well as her positive personal attributes and presence and her interpersonal skills, provide the promise of solid leadership for the future for the Benefits Section of the Legal Office and a sophisticated resource for the Boards, Executive Office, and staff.

Ms. Kim was interviewed by Chief Counsel, other attorneys in the Legal Office, the Chief Executive Officer, Deputy Chief Executive Officer, and Assistant Executive Officer over the Member Operations Group. She also had discussions with the prior incumbent. She met the entire staff of the Benefits Section of the Legal Office. She provided writing samples, including memos and presentations.

Given Ms. Kim's high level of experience and her current employment with a private law firm where she receives a salary in excess of the amount being requested, and discussions and negotiations with Ms. Kim and MLA, the requested salary is appropriate and necessary to secure her employment by LACERA. While Ms. Kim does not have experience with CERL and PEPRA, her experience with ERISA, the Internal Revenue Code, ACA, HIPAA, COBRA, and other complex federal and state laws provides staff with confidence that she will learn and master CERL and PEPRA quickly from her own work in reading these laws and in her day-to-day work experience at LACERA. Ms. Kim will also be provided training from internal staff and fiduciary counsel, as well as outside training at SACRS, NAPPA, CALAPRS, and other organizations. Beyond Ms. Kim's ability to absorb CERL and PEPRA, her experience with the other laws listed, many of which are relevant to LACERA, will strengthen and enhance the Legal Office's services by providing additional and expanded expertise.

PROCEDURE FOR ESTABLISHING CLASSIFICATIONS AND PAY RANGES

The Chief Executive Officer is the appointing authority for the Senior Staff Counsel, LACERA (Benefits) as a MAPP, Tier II position. County of Los Angeles Salary Ordinance 6.127.040 B 1. However, the authority to provide Ms. Kim a starting salary at Step 18 rests jointly with the Board of Retirement and Board of Investments. Such authority is provided under Salary Ordinance 6.127.040 – *LACERA Tier 1 and Tier II Management Appraisal and Performance Plan*, Section P. *Tier II establishment of step placement upon appointment*:

A person appointed to a class or position designated as participating in the Tier II Management Appraisal and Performance Plan shall be paid as follows:

Re: Approval of Appointment to Special Step Placement for Senior Staff Counsel,
LACERA (Benefits) – Jean J. Kim
October 25, 2023
Page 4 of 4

1. Appointment of Persons Not Employed by the county or LACERA. For persons not employed by the county or LACERA and who are appointed to positions participating in the Tier II Management Appraisal and Performance Plan, the retirement administrator may designate any step up to and including step 12 of the Salary range established for the position to which the person is being appointed, provided the retirement administrator makes a written finding based on an analysis of factors to justify hiring above the minimum of the Salary range. ***Appointment to a salary rate greater than step 12 shall require prior approval of the board of retirement and board of investments jointly.*** (Emphasis added.)

On October 19, 2023, Ms. Kim was provided with a conditional offer of employment, with starting compensation at Step 18 pending approval of salary by the Boards as well as reference and background checks. Ms. Kim accepted the conditional offer on October 23, 2023, and staff will complete her background check, Live Scan, and references. Upon approval of the Special Step Placement request by the Board of Retirement and Board of Investments, Human Resources (HR) will determine a start date for Ms. Kim, which is expected to be in December 2023 or January 2024.

RECOMMENDATION

That the Board of Retirement and the Board of Investments approve the appointment to a Special Step Placement for the Chief Executive Officer's proposed appointee for the position of Senior Staff Counsel, LACERA (Benefits), as follows:

- Jean J. Kim – LS 16 (Step 18, \$274,297.32/annual)

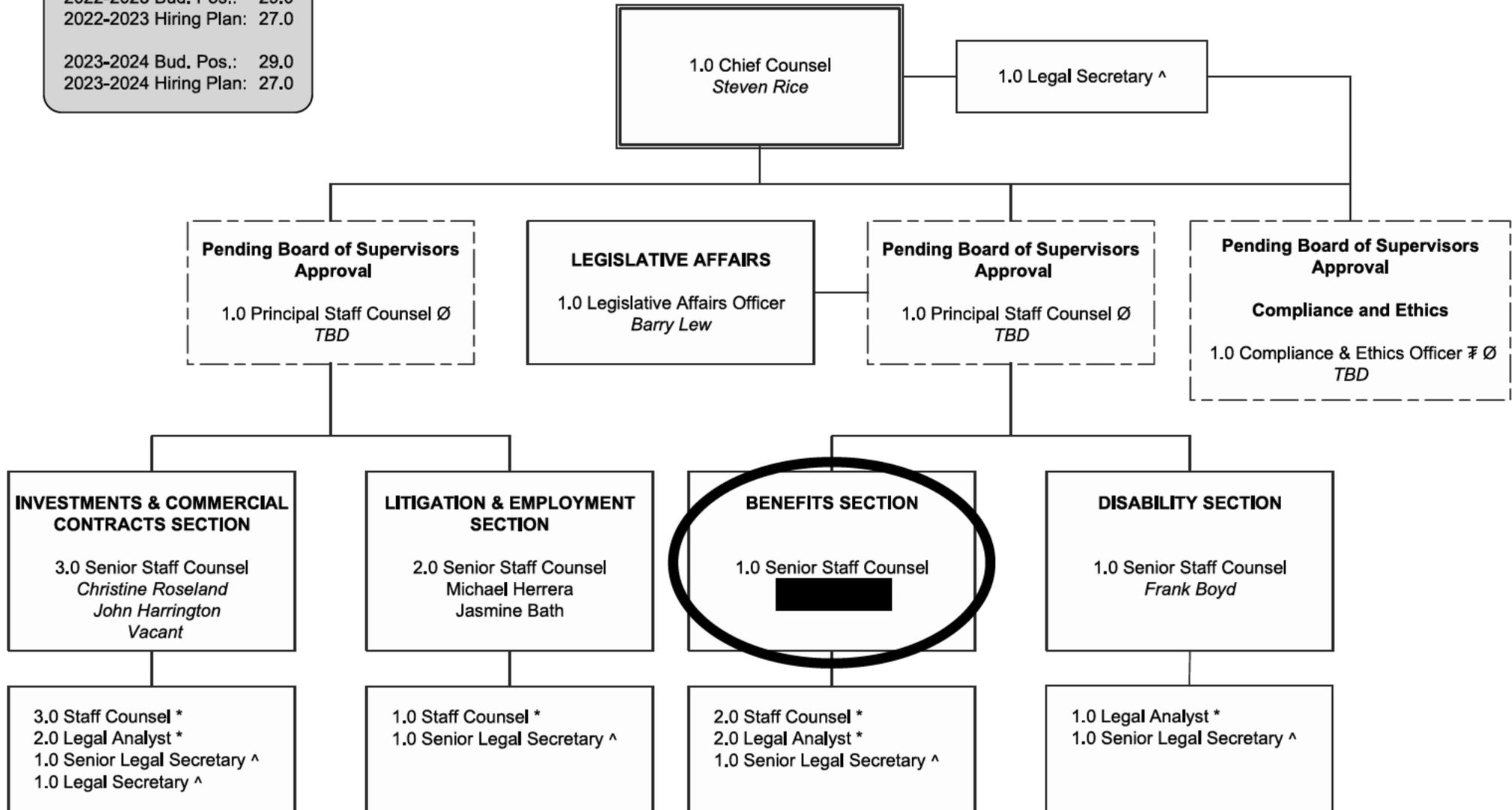
Attachment – Organizational Chart

cc: Luis Lugo
Steven P. Rice
Laura Guglielmo
JJ Popowich
Carly Ntoya, Ph.D.

LEGAL SERVICES

FISCAL YEAR 2023-2024

2022-2023 Bud. Pos.: 29.0
 2022-2023 Hiring Plan: 27.0
 2023-2024 Bud. Pos.: 29.0
 2023-2024 Hiring Plan: 27.0



* Classification study for the position requested

^ Position upgrade from Senior Management Secretary to Senior Legal Secretary and Management Secretary to Legal Secretary as a result of classification study (Board of Supervisors approved on October 18, 2022).

Ø Not yet approved by Board of Supervisors (1.0 Principal Staff Counsel in Investments & Litigation Team, 1.0 Principal Staff Counsel in Benefits & Disability Team, and 1.0 Compliance and Ethics Officer in Legal Services)

ƒ Title change from Director of Compliance to Compliance and Ethics Officer

October 19, 2023

TO: Each Trustee
Board of Retirement

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: November 1, 2023 Board of Retirement Meeting

SUBJECT: **Provide Voting Directions on SACRS 2024 Legislative Platform**

RECOMMENDATION

That the Board of Retirement direct its voting delegate to vote YES on sponsorship by the State Association of County Retirement Systems (SACRS) of an omnibus bill for the SACRS 2024 legislative platform.

BACKGROUND

Each year, the 20 retirement systems operating under the County Employees Retirement Law of 1937 (CERL) are asked to submit proposals to the SACRS Legislative Committee for sponsorship in the annual SACRS legislative platform. The items submitted should have application to all CERL systems rather than an individual system; they should not propose new benefits that will be paid for by the plan sponsor; and they should not create major issues, such as conflicts with Proposition 162 or with any of the 19 other CERL retirement systems.

The proposals for the omnibus bill include proposals submitted by individual CERL systems as well as items developed by the SACRS Legislative Committee. They will be presented to the SACRS membership for approval at the Business Meeting of the SACRS Fall Conference on November 10, 2023.

The Board of Retirement's (BOR) policy for SACRS business is that the Chief Executive Officer is the SACRS voting delegate with alternates being the BOR officers and the remaining trustees by board seat number.

DISCUSSION

Prepaid Account to Disburse Retirement Benefits: 31452.6, 31590

Current Law

A retired member or beneficiary of a retired member may sign a revocable written authorization for a monthly warrant, check, or electronic fund transfer of their retirement allowance or lump-sum benefit to a specified bank, savings and loan institution, or credit union.

Proposed

The proposed amendments would add a prepaid card account as a vehicle to which a retirement allowance or lump-sum benefit may be delivered through an electronic fund transfer.

LACERA is currently implementing a prepaid card program for its members who do not have access to traditional banking services. This amendment was proposed by LACERA for SACRS sponsorship to clarify that retirement benefits may be electronically transferred to a prepaid card account.

Trust Account to Receive Retirement Benefits: 31452.6

Current Law

A retired member or beneficiary of a retired member may sign a revocable written authorization for a monthly warrant, check, or electronic fund transfer of their retirement allowance or lump-sum benefit to a specified bank, savings and loan institution, or credit union. The retirement allowance or lump-sum benefit would be credited to the account of the retired member or survivor of a deceased retired member.

Proposed

The proposed amendment would define “the account of the retired member or survivor of a deceased retired member” to also include an account held in a living trust or an income-only trust (“Miller Trust”) that is controlled by the retired member or survivor or is established for the retired member or survivor to qualify for State Medicaid or comparable assistance.

The various CERL systems have different interpretations on whether a trust account can be credited with deposits of retirement benefits. This amendment would ensure administrative uniformity, and the proposed amendment was reviewed by SACRS’ tax counsel, Hanson Bridgett, for compliance with state and federal law.

Return Receipt Requirement for Mailings: 31628, 31783.5

Current Law

A terminated member who is not retired or deceased may apply to withdraw their accumulated contributions and interest. If they do not file a proper application, the board shall send to the member’s last known address a registered or certified letter, *return receipt requested*, notifying the member of their rights and obligations with respect to their contributions and interest.

In the case of a person or estate entitled to the payment of a member’s accumulated contributions or other benefits fails to claim the payment or cannot be located, the board shall attempt to locate the claimant through reasonable means, including sending a registered or certified letter, *return receipt requested*, to the last known address of the claimant.

Proposed

The amendments would remove the requirement for a physical return receipt. Registered or certified mail can be tracked electronically, and recipient signatures can be provided electronically as well. Removing the requirement for physical return receipts can provide cost savings, although a retirement system is not precluded from continuing to require return receipts.

Post-Retirement Employment: 31680.2, 31680.3, 31680.6, 31680.9

Current Law

Subject to specified requirements, retired members may be re-employed by the county or district for up to 960 hours per fiscal year or other 12-month period designated by the board. The employment will not serve to reinstate the retiree as a member of the retirement system or to terminate or suspend their retirement allowance. No contributions are deducted from the retired member's salary.

Proposed

The amendment would offset the retired member's allowance by the amount that is paid for the retired member's employment in excess of 960 hours. The amendment would ensure that the retired member does not receive both a salary and a pension in excess of the prescribed limit for post-retirement employment. Moreover, it would not preclude reinstatement of the member to the retirement system, if that action is necessary to ensure that the retired member is in compliance with the requirements of post-retirement employment.

This amendment was proposed by LACERA for SACRS sponsorship to specify what actions are necessary if a retired member works in excess of 960 hours.

CONCLUSION

These amendments will provide technical clarity for the CERL retirement systems and enable administrative efficiency for system staff and members.

IT IS THEREFORE RECOMMENDED THAT THE BOARD direct its voting delegate to vote YES on sponsorship by the State Association of County Retirement Systems (SACRS) of an omnibus bill for the SACRS 2024 legislative platform.

Reviewed and Approved:



Steven P. Rice, Chief Counsel

Attachment

SACRS November 10, 2023, Business Meeting: Agenda Item 5.B.

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Louis Gittens
Naomi Padron, MKP Government Relations



SACRS Business Meeting Agenda
Friday, November 10, 2023
10:15 AM – 11:30 AM
Omni Rancho Las Palmas Resort & Spa
Rancho Mirage, CA
Las Palmas Ballroom

SACRS Parliamentarian – David Lantzer, San Bernardino CERA
Sergeant at Arms – Brian Williams, Sonoma CERA

1. SACRS System Roll Call

Zandra Cholmondeley, Santa Barbara CERS, SACRS Secretary

2. Secretary's Report - Receive and File

Zandra Cholmondeley, Santa Barbara CERS, SACRS Secretary

- A. Spring 2023 SACRS Business Meeting Minutes

3. Treasurer's Report - Receive and File

Jordan Kaufman, Kern CERA, SACRS Treasurer

- A. July – August 2023 Financials

4. SACRS President Report - No Action

David MacDonald, Contra Costa CERA, SACRS President

- A. SACRS President Update. Verbal report, no printed materials for this item.

5. SACRS Legislative Committee Update – Action Item

Eric Stern, Sacramento CERS and Dave Nelsen, Alameda CERA – SACRS Legislative Committee
Co-Chairs

- A. 2023 Legislative Report – **No Action**
- B. 2024 Legislative Proposals – **Action Item**

6. SACRS Nomination Committee – No Action

Vivian Gray, Los Angeles CERA, SACRS Nomination Committee Chair

- A. SACRS Election Notice 2024-2025

7. SACRS Audit Report – No Action

Steve Delaney, Orange CERS, SACRS Audit Committee Chair

- A. Audit Committee report. Verbal report, no printed materials for this item.



8. SACRS Education Committee Report – No Action

JJ Popowich, Los Angeles CERA, SACRS Education Committee Chair

- A. SACRS Annual Fall Conference 2023 report. Verbal update, no printed materials for this item.

9. SACRS Program Committee Report – No Action

Adele Tagaloa, Orange CERS, SACRS Program Committee Chair

- A. Program Committee report. Verbal update, no printed materials for this item.

10. SACRS Affiliate Committee Report – No Action

Joanne Svensgaard, SACRS Affiliate Committee Chair

- A. Affiliate Committee report. Verbal update, no printed materials for this item.

11. SACRS Bylaws Committee Report – No Action

Barbara Hannah, San Bernardino CERA, SACRS Bylaws Committee Chair

- A. Bylaws Committee report. Verbal update, no printed materials for this item.

12. SACRS Fall Conference Breakout Reports – No Action

A representative from each breakout will give a verbal report on their meetings. No printed materials for this item.

- A. Administrators
- B. Counsel
- C. Disability/ Operations & Benefits Combo
- D. Internal Auditors
- E. Investment Officers
- F. Safety Trustees
- G. General Trustees

13. Adjournment

Next scheduled SACRS Business Meeting will be held Friday, May 10, 2023, at the Hilton Santa Barbara Beachfront Resort, Santa Barbara, CA.



September 15, 2023

RE: SACRS Legislative Proposals 2024

Dear SACRS Board of Directors,

The SACRS Legislative Committee has developed a legislative package for consideration in the upcoming 2024 legislative session. These proposals reflect the input of SACRS member systems and are intended to provide technical and administrative clarity to various sections of the County Employees Retirement Law of 1937 (CERL or '37 Act).

Proposed amendments to the CERL include the following:

- Clarification that a retiree's pension payment can be deposited in a trust account controlled by that member. This is not intended to change the statutory intent that an ongoing pension payment must be made to a natural person; however, the amendment provides uniformity to an issue that has been interpreted differently across the '37 Act systems. SACRS' tax counsel from the Hanson Bridgett law firm has reviewed the language for appropriateness and compliance with federal and California law.
- Authority for a Board of Retirement to make payments to retirees through a prepaid account (like a debit card). This amendment is intended to accommodate retirees who may not have a traditional checking or savings account, leaving the only option to receive regular pension payments through paper check by mail or in-person. The COVID-19 pandemic and past natural disasters have shown that the use of paper checks can be adversely affected in delivering promised benefits. This amendment only authorizes the system to utilize prepaid accounts as a payment method; it does not mandate it.
- Removal of requirement for a certified mail "return receipt" when sending notices to terminated members or beneficiaries that they have contributions or unclaimed benefits remaining with the system. Though IRS regulations require registered or certified mail for locating members and beneficiaries, the "return receipt" language found in the CERL is not an IRS requirement and reflects an outdated practice. Certified mail now allows the sender to electronically track the letter at significant cost savings.



- Direction for retirement systems to take certain actions when retired members exceed the 960-hour post-retirement employment limit. The proposed amendments would require the system to offset the member’s retirement allowance by the equivalent excess hours paid above 960 hours to ensure that the retired member is not receiving a pension and a salary outside of the prescribed limit. These amendments do not preclude retirement system from also reinstating the member into active service as the system deems necessary.

We thank the Legislative Committee for reviewing these proposals and engaging in a collaborative, deliberative process to achieve consensus on issues. Though seemingly technical, these amendments represent process improvements that will provide administrative efficiencies to retirement systems and members.

Respectfully,

/s/

David Nelsen and Eric Stern
Co-Chairs, Legislative Committee

ATTACHMENT

- SACRS Draft Language – 2024 CERL Amendments

Government Code Section 31452.6 (Amend)

31452.6. (a) The board shall comply with and give effect to a revocable written authorization signed by a retired member or beneficiary of a retired member entitled to a retirement allowance or benefit under this chapter or the California Public Employees' Pension Reform Act of 2013, authorizing the treasurer or other entity authorized by the board to deliver the monthly warrant, check, or electronic fund transfer, for the retirement allowance or benefit to any specified bank, savings and loan institution, ~~or~~ credit union, or prepaid account to be credited to the account of the retired member or survivor of a deceased retired member. That delivery is full discharge of the liability of the board to pay a monthly retirement allowance or benefit to the retired member or survivor of a deceased retired member.

(b) Any payments directly deposited by electronic fund transfer following the date of death of a person who was entitled to receive a retirement allowance or benefit under this chapter or the California Public Employees' Pension Reform Act of 2013 shall be refunded to the retirement system.

(c) In order to obtain information from a financial institution following the death of a retired member or the beneficiary of a retired member, as provided in subdivision (o) of Section 7480, the board may certify in writing to the financial institution that the retired member or the beneficiary of a retired member has died and that transfers to the account of the retired member or beneficiary of a retired member at the financial institution from the retirement system occurred after the date of death of the retired member or the beneficiary of a retired member.

(d)(1) For purposes of this section, "the account of the retired member or survivor of a deceased retired member," may include an account held in a living trust or an income only trust (Miller Trust) that is controlled by the retired member or survivor of a deceased retired member or is established for the retired member's (or survivor of a deceased retired member's) benefit in order to qualify for State Medicaid or comparable assistance.

(d)(2) For purposes of this section, the term "prepaid account" shall have the same meaning as defined in, and meet the applicable requirements of, Section 1339.1 of the Unemployment Insurance Code.

Government Code Section 31590 (Amend)

(a) All warrants, checks, and electronic fund transfers drawn on the retirement fund shall be signed or authorized by at least two board officers or employees, designated by the board or by the treasurer if designated by the board. If the treasurer is designated by the board, the board shall also designate the auditor to sign or authorize warrants, checks, and electronic fund transfers. The authorization may be by blanket authorization of all warrants, checks, or electronic fund transfers appearing on a list or register, or may be by a standing order to draw warrants, checks, or electronic fund transfers, which shall be good until revoked. If the treasurer and auditor are designated by the board, a warrant, check, or electronic fund transfer is not valid until it is signed or authorized, numbered, and recorded by the county auditor, except as provided in subdivision (c).

(b)(1) Any person entitled to the receipt of benefits may authorize the payment of the

benefits to be directly deposited by electronic fund transfer into the person's account at the financial institution of the person's choice under a program for direct deposit by electronic transfer established by the board or treasurer if authorized by the board. The direct deposit shall discharge the system's obligation in respect to that payment.

(2) Such person may also authorize the payment of their benefits to be deposited into a prepaid account under a program established by the board or treasurer if authorized by the board. The payment of the benefit into the prepaid account shall discharge the system's obligation in respect to that payment. For purposes of this paragraph, the term "prepaid account" shall have the same meaning as defined in, and meet the applicable requirements of, Section 1339.1 of the Unemployment Insurance Code.

(c) The board may, or, if authorized by the board, the treasurer shall, authorize a trust company or trust department of any state or national bank authorized to conduct the business of a trust company in this state or the Federal Reserve Bank of San Francisco or any branch thereof within this state, to process and issue payments by check or electronic fund transfer.

Government Code Section 31628 (Amend)

If the service of a member is discontinued other than by death or retirement, upon proper application submitted to the retirement board, he or she shall be paid all of his or her accumulated contributions, in accordance with this chapter, minus a withdrawal charge, if a withdrawal charge has been provided for by the regulations of the board. The board may order payment in whole or in part withheld for a period not to exceed six months after date of separation. If a member does not file the proper application, the board shall send to the member, not more than 90 days after termination of service, at his or her last known address, a registered or certified letter, ~~return receipt requested~~, stating that he or she has money to his or her credit on the books of the retirement system and that if he or she does not claim the money within 10 years after date of notice, in the case of persons first employed before January 1, 1976, or within five years in the case of persons first employed on and after January 1, 1976, the money will be deposited in and become a part of the current pension reserve fund.

Government Code Section 31680.2 (Amend)

(a) Any person who has retired may be employed in a position requiring special skills or knowledge, as determined by the county or district employing them, for a period of time not to exceed 90 working days or 720 hours, whichever is greater, in any one fiscal year or any other 12-month period designated by the board of supervisors and may be paid for that employment. That employment shall not operate to reinstate the person as a member of this system or to terminate or suspend their retirement allowance, and no deductions shall be made from their salary as contributions to this system.

(b) (1) This section shall not apply to any retired person who is otherwise eligible for employment under this section if, during the 12-month period prior to an appointment described in this section, that retired person receives unemployment insurance compensation arising out of prior employment subject to this section with the same employer.

(2) A retired person who accepts an appointment after receiving unemployment insurance compensation as described in this subdivision shall terminate that employment on the last day

of the current pay period and shall not be eligible for reappointment subject to this section for a period of 12 months following the last day of employment.

(3) Beginning January 1, 2013, if any provision of this section conflicts with the California Public Employees' Pension Reform Act of 2013, the provisions of that act shall prevail, except that the limit on postretirement employment provided in subdivision (a) to the greater of 90 working days or 720 hours shall remain effective.

(c) Notwithstanding subdivision (a), the retired person's retirement allowance shall be considered an overpayment to the extent it is payable during any period in which the retired person is employed and paid for that employment in excess of 90 working days or 720 hours, whichever is greater, in any one fiscal year or any other 12-month period designated by the board of supervisors. Such overpayment shall be subject to collection by the retirement system. This paragraph does not preclude the retirement system from taking additional action as it deems necessary to reinstate the person as a member of the system or terminate or suspend their retirement allowance.

Government Code Section 31680.3 (Amend)

(a) Notwithstanding Section 31680.2, any member who has been covered under the provisions of Section 31751 and has retired may be reemployed in a position requiring special skills or knowledge, as determined by the county or district employing the member, for a period of time not to exceed 120 working days or 960 hours, whichever is greater, in any one fiscal year and may be paid for that employment. That employment shall not operate to reinstate the person as a member of this system or to terminate or suspend the person's retirement allowance, and no deductions shall be made from the person's salary as contributions to this system.

(b) (1) This section shall not apply to any retired member who is otherwise eligible for reemployment under this section if, during the 12-month period prior to an appointment described in this section, that retired person receives unemployment insurance compensation arising out of prior employment subject to this section with the same employer.

(2) A retired person who accepts an appointment after receiving unemployment insurance compensation as described in this subdivision shall terminate that employment on the last day of the current pay period and shall not be eligible for reappointment subject to this section for a period of 12 months following the last day of employment.

(c) Beginning January 1, 2013, if any provision of this section conflicts with the California Public Employees' Pension Reform Act of 2013, the provisions of that act shall prevail.

(d) Notwithstanding subdivision (a), the retired member's retirement allowance shall be considered an overpayment to the extent it is payable during any period in which the retired member is employed and paid for that employment in excess of 120 working days or 960 hours, whichever is greater, in any one fiscal year. Such overpayment shall be subject to collection by the retirement system. This subdivision does not preclude the retirement system from taking additional action as it deems necessary to reinstate the person as a member of the system or terminate or suspend their retirement allowance.

Government Code Section 31680.6 (Amend)

(a) Notwithstanding Section 31680.2, any county subject to Section 31680.2 may, upon adoption of a resolution by a majority vote by the board of supervisors, extend the period of time provided for in Section 31680.2 for which a person who has retired may be employed in a position requiring special skills or knowledge, as determined by the county or district employing him or her, not to exceed 120 working days or 960 hours, whichever is greater, in any one fiscal year or any other 12-month period designated by the board of supervisors and may be paid for that employment. That employment shall not operate to reinstate the person as a member of this system or to terminate or suspend his or her retirement allowance, and no deductions shall be made from his or her salary as contributions to this system.

(b) (1) This section shall not apply to any retired person who is otherwise eligible for employment under this section if, during the 12-month period prior to an appointment described in this section, that retired person receives unemployment insurance compensation arising out of prior employment subject to this section with the same employer.

(2) A retired person who accepts an appointment after receiving unemployment insurance compensation as described in this subdivision shall terminate that employment on the last day of the current pay period and shall not be eligible for reappointment subject to this section for a period of 12 months following the last day of employment.

(c) Beginning January 1, 2013, if any provision of this section conflicts with the California Public Employees' Pension Reform Act of 2013, the provisions of that act shall prevail.

(d) Notwithstanding subdivision (a), the retired person's retirement allowance shall be considered an overpayment to the extent it is payable during any period in which the retired person is employed and paid for that employment in excess of 120 working days or 960 hours, whichever is greater, in any one fiscal year of any other 12-month period designated by the board of supervisors. Such overpayment shall be subject to collection by the retirement system. This section does not preclude the retirement system from taking additional action as it deems necessary to reinstate the person as a member of the system or terminate or suspend their retirement allowance.

Government Code Section 31680.9 (Add)

A retired member who is employed pursuant to Section 7522.56 shall have their retirement allowance be considered an overpayment to the extent it is payable during any period in which the retired member is employed and paid for that employment in excess of 960 hours or other equivalent limit in a calendar year or fiscal year. Such overpayment shall be subject to collection by the retirement system. This section does not preclude the retirement system from taking additional action as it deems necessary to reinstate the person as a member of the system or terminate or suspend their retirement allowance.

Government Code Section 31783.5 (Amend)

(a) Whenever a person or estate entitled to payment of a member's accumulated contributions or any other benefit fails to claim the payment or cannot be located, the amount owed from the retirement fund shall be administered in accordance with subdivision (c).

(b) The board shall attempt to locate the claimant through such means as the board in its sound discretion deems reasonable including, but not limited to, a registered or certified letter, ~~return receipt requested~~, mailed to the last known address of the claimant.

(c) Notwithstanding any provision of law to the contrary, the amounts described in subdivision (a) shall be held for the claimant. If the amounts are not claimed within five years after the last attempted contact with the claimant, the amounts shall be deposited in and become a part of the pension reserve fund. The board may at any time after transfer of unclaimed amounts, upon receipt of information satisfactory to it, authorize the return of amounts so held in reserve to the credit of the claimant. Those amounts shall be paid only to claimants who have not yet attained the age of mandatory distribution under the Internal Revenue Code



October 23, 2023

TO: Each Trustee,
Board of Retirement

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

Ted Granger *TG*
Interim Chief Financial Officer

FOR: November 1, 2023 Board of Retirement Meeting

SUBJECT: PEPRA IMPACT PRESENTATION

Overview

At the June 2023 Board of Investments (BOI) meeting, Milliman presented the 2023 Risk Assessment report prepared in accordance with Actuarial Standards of Practice (ASOP) No. 51. The report included information regarding the consulting actuary's risk assessment analysis and provided a forum for the Board to discuss and evaluate these actuarial concepts outside of a routine actuarial report presentation.

During the 2023 Risk Assessment report presentation, there were questions from Trustees regarding the impact of the 2013 Public Employees' Pension Reform Act (PEPRA) on LACERA's actuarial assumptions such as membership growth, future retirement benefits, and employer contribution rates. LACERA requested that Milliman prepare a presentation to address these projections.

Milliman prepared the attached presentation based on their June 30, 2022 Actuarial Valuation of Retirement Benefits report and provides an analysis of some PEPRA impacts from an actuarial perspective. Milliman will review the active membership growth trends and compare retirement benefits under PEPRA – including a comparison with other similar plans. Following a general overview of employer hiring and retention risks, Milliman will address how these risks impact LACERA in terms of employer contribution rates and funded status. Their analysis will conclude with how PEPRA might influence the actuarial assumptions and pension valuation results.

This analysis should provide the Board with an additional perspective on PEPRA's current and future impact on active membership, payroll growth, plan contributions, and retirement benefits. Please consider that although PEPRA's benefit structure could affect hiring and retention risks, there are likely many factors involved that may involve Los Angeles County's own distinct experience and perspective.

LACERA's consulting actuaries, Nick Collier and Craig Glyde with Milliman, will be available at the November 1, 2023 Board of Retirement meeting to present their analysis

PEPRA Impact Presentation

October 23, 2023

Page 2 of 2

and answer any questions from the Board. Management encourages active Board discussion of the information contained in the presentation.

Attachment

A. Milliman's November 1, 2023 Presentation Slides

SHK:tg

BOR Memo - 2023 PEPRA Impact Presentation - Final

c: Board of Investments

Luis A. Lugo

Laura Guglielmo

JJ Popowich

Jonathan Grabel

Steven P. Rice

Richard Bendall

LACERA

PEPRA – valuation and other impacts

Nick Collier, Craig Glyde

NOVEMBER 1, 2023



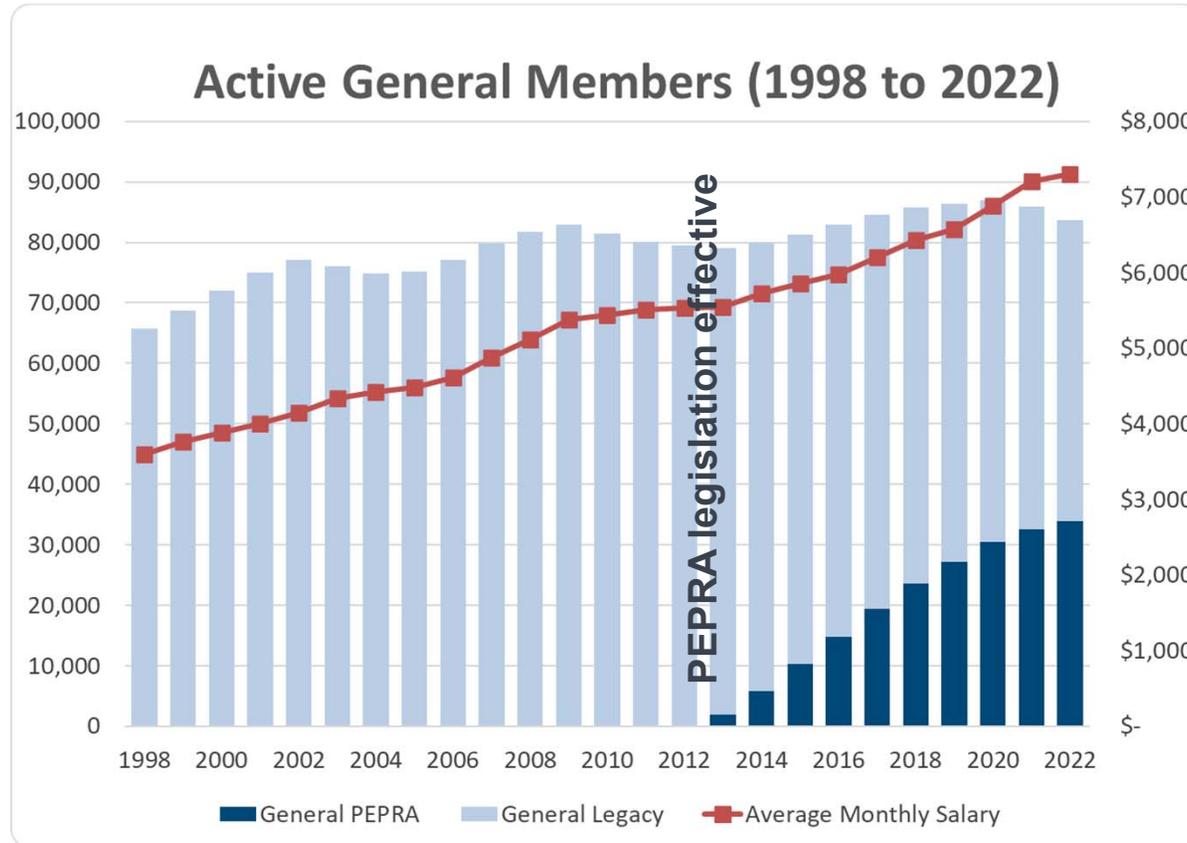
Introduction

- Follow up from June 14, 2023 Board of Investments meeting
- Items to address:
 - PEPRA specific valuation items, and valuation assumptions being made for PEPRA
 - Compare retirement benefits under PEPRA with Legacy plans
 - Risks to LACERA if participating employers cannot fill positions
 - Impact on employer contribution rates of lower payroll growth
 - Impact to funded status of LACERA of lower payroll growth

Overview

- Membership Statistics
- Benefit Comparisons
 - General D v. General G (new hire)
 - \$50K entry salary & \$100K entry salary
 - Safety B v Safety C (new hire)
 - \$72K entry salary & \$90K entry salary
 - Also includes comparison with LACERS and LAFPP
- Hiring / retention risks for employers
- Risks to LACERA
 - Employer Contributions Projections (Stable v. Declining population)
- How PEPRA is handled in the valuation
 - Compensation limit
 - Assumptions

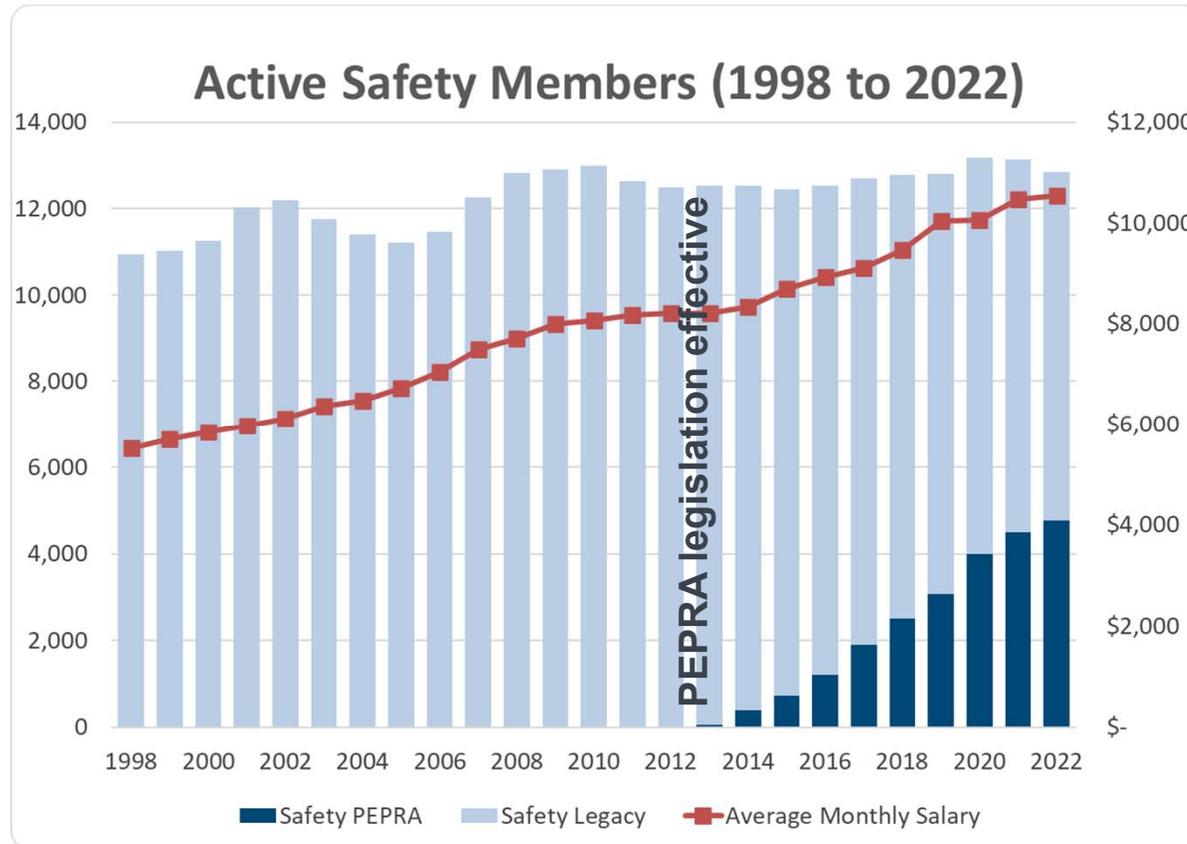
Active Membership - General



	1998	2022
Average Age	44.7	47.6
Average Service	12.9	14.7
Average Monthly Salary	\$3,594	\$7,304

- Since 1998:
 - Active membership has grown, on average, 1.0% per year
 - Average salary has increased 3.0% per year
- Active population has continued to grow since PEPRA implementation in 2013
 - About 40% of current actives

Active Membership - Safety



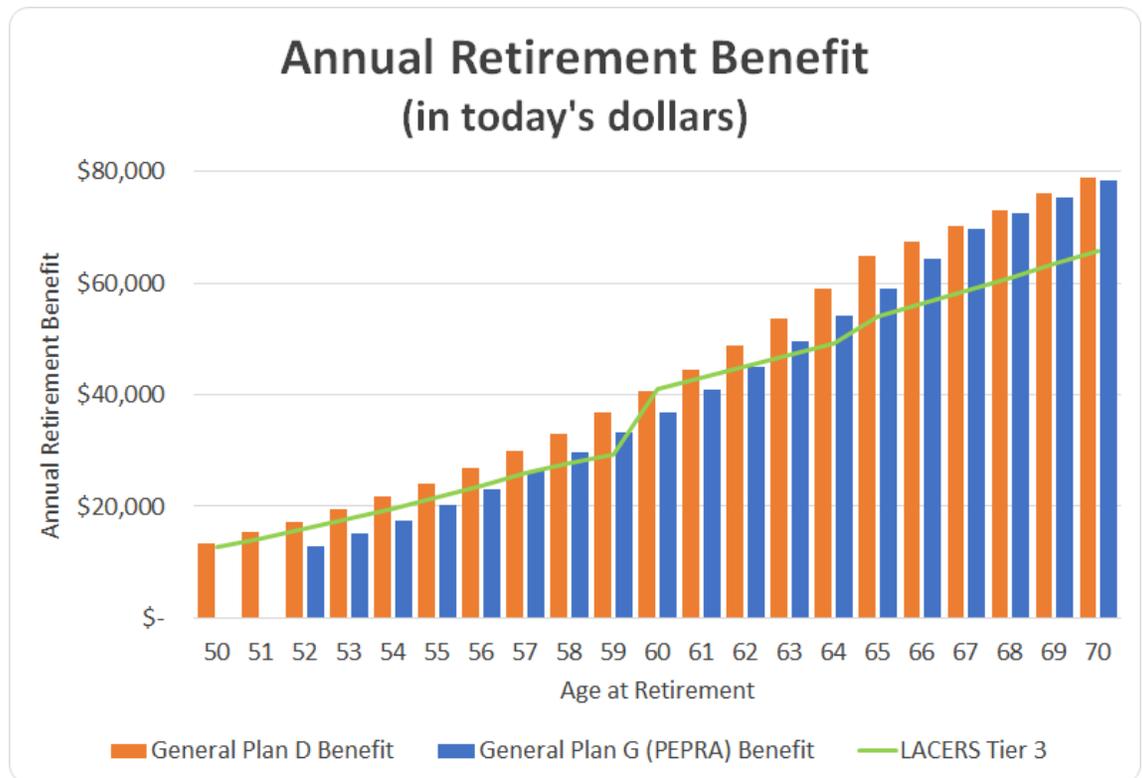
	1998	2022
Average Age	39.9	41.6
Average Service	13.8	14.3
Average Monthly Salary	\$5,519	\$10,551

- Since 1998:
 - Active membership has grown, on average, 0.7% per year
 - Average salary has increased 2.7% per year
- Active population has continued to grow since PEPRA implementation in 2013
 - About 37% of current actives

Benefit Comparison – New Hire (\$50,000 annual salary)

General Plan D v General Plan G v LACERS Tier 3

- Hired at age 35 with \$50,000 annual salary
 - Salary increases as assumed in the valuation
 - Not projected to hit PEPRAs comp limit
- Annual benefit up to 6% higher as a percentage of salary at retirement under General Plan D until age 67
 - 19% higher in absolute terms at age 55
 - 8-10% higher in absolute terms at ages 60-65
- Member contribution rate higher under General G
 - 0.43% of pay higher, in FYB 2023, for this member
- Impact will be greater for high earners

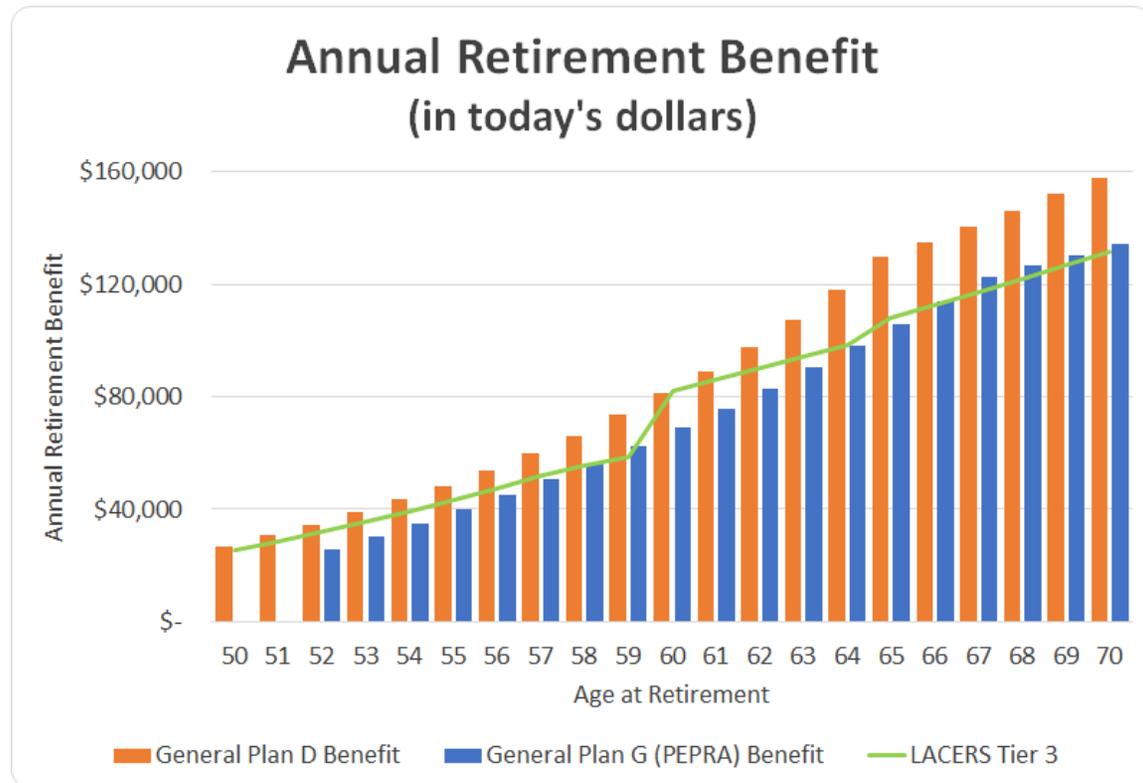


Results are for illustrative purposes only. Actual retirement benefits are based on individual circumstances and will vary. Annual inflation assumption of 2.75% is used to adjust benefit amounts into today's dollars.

Benefit Comparison – New Hire (\$100,000 annual salary)

General Plan D v General Plan G v LACERS Tier 3

- Hired at age 35 with \$100,000 annual salary
 - Salary increases as assumed in the valuation
 - Projected to hit the PEPRA comp limit at age 52
- Annual benefit approximately 5%-12% higher as a percentage of salary at retirement under General Plan D until age 70
 - 21% higher in absolute terms at age 55
 - 15-22% higher in absolute terms at ages 60-70
- Member contribution rate higher under General G
 - 0.43% of pay higher, in FYB 2023, for this member
- Impact is greater for high earners



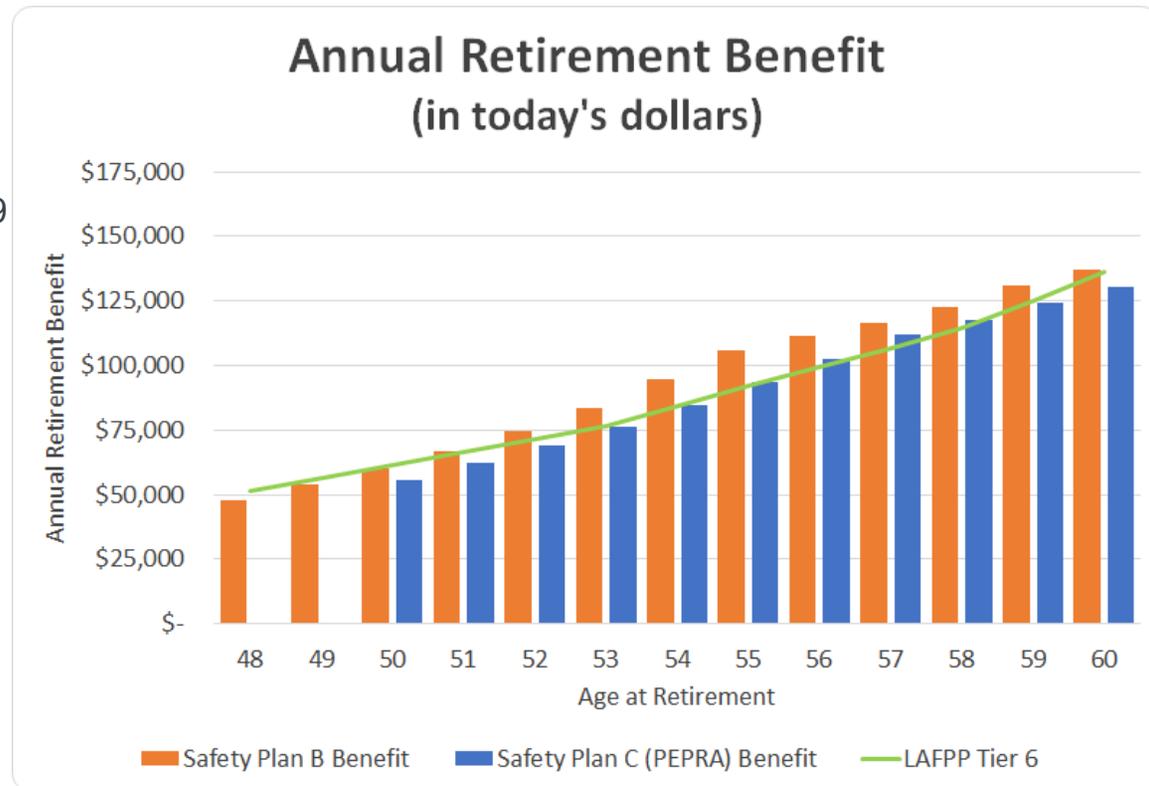
Results are for illustrative purposes only. Actual retirement benefits are based on individual circumstances and will vary.

Annual inflation assumption of 2.75% is used to adjust benefit amounts into today's dollars.

Benefit Comparison – New Hire (\$72,000 annual salary)

Safety Plan B v Safety Plan C v LAFPP Tier 6

- Hired at age 28 with \$72,000 annual salary
 - Salary increases as assumed in the valuation
 - 3% non-pensionable under PEPRA
 - Projected to hit the PEPRA comp limit at age 59
- Annual benefit approximately 3%-7% higher as a percentage of salary at retirement under Safety Plan B
 - 8% higher in absolute terms at age 50
 - 13% higher in absolute terms at age 55
 - 5% higher in absolute terms at age 60
- Member contribution rate higher under Safety C
 - 1.18% of pay higher in FYB 23 for this member
- LAFPP Tier 6 generally at least as generous as PEPRA for career employees



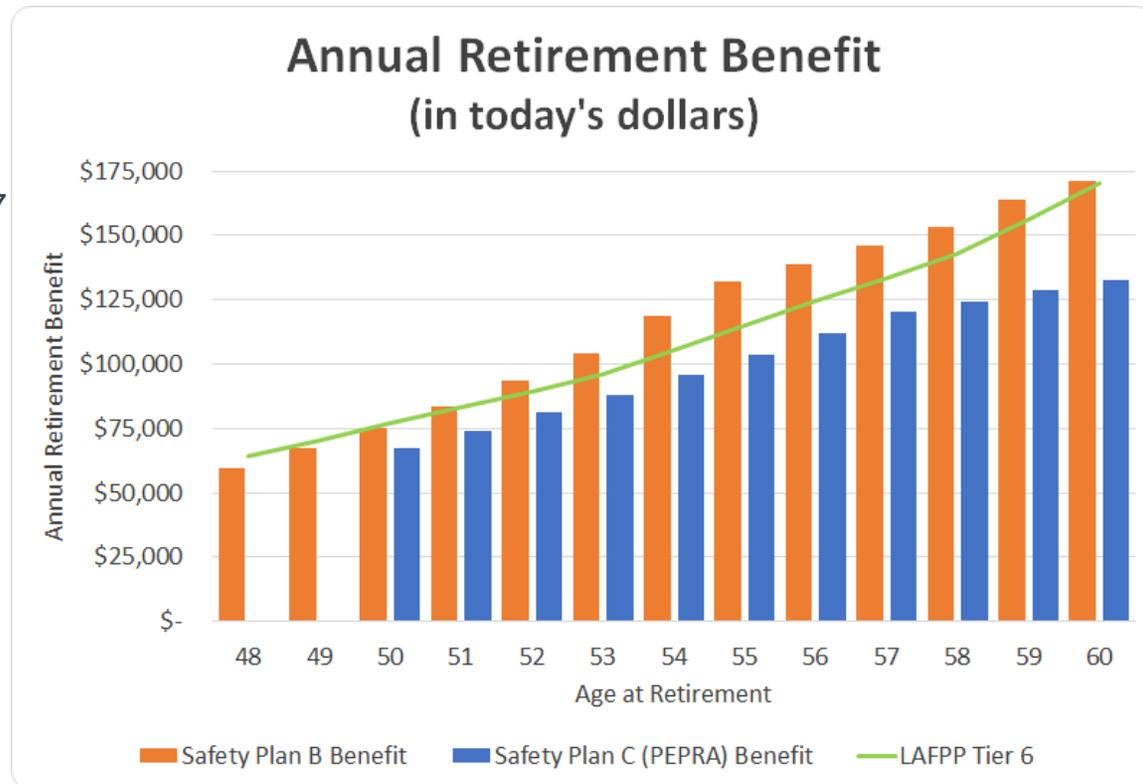
Results are for illustrative purposes only. Actual retirement benefits are based on individual circumstances and will vary.

Annual inflation assumption of 2.75% is used to adjust benefit amounts into today's dollars.

Benefit Comparison – New Hire (\$90,000 annual salary)

Safety Plan B v Safety Plan C v LAFPP Tier 6

- Hired at age 28 with \$90,000 annual salary
 - Salary increases as assumed in the valuation
 - 3% non-pensionable under PEPRA
 - Projected to hit the PEPRA comp limit at age 47
- Annual benefit approximately 4%-18% higher as a percentage of salary at retirement under Safety Plan B
 - 11% higher in absolute terms at age 50
 - 28% higher in absolute terms at age 55
 - 29% higher in absolute terms at ages 60
- Member contribution rate higher under Safety C
 - 1.18% of pay higher in FYB 23 for this member
- Impact is greater for high earners
- LAFPP Tier 6 generally better than PEPRA for career employees



Results are for illustrative purposes only. Actual retirement benefits are based on individual circumstances and will vary. Annual inflation assumption of 2.75% is used to adjust benefit amounts into today's dollars.

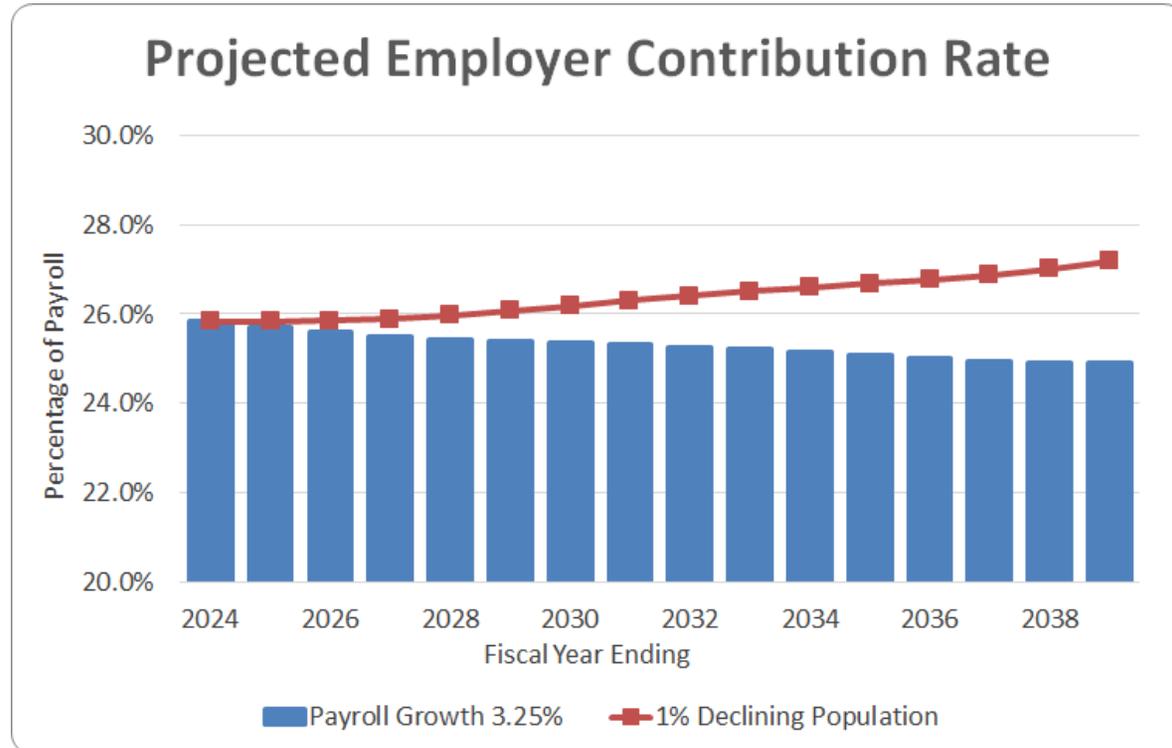
Hiring / Retention Risks for Employers

- In recent years there has been:
 - Shortage of employees looking for work
 - Faster pace of terminations / retirement than previously typical
- LA County and employers are better positioned to comment on their specific experience in the current environment
- Potential reasons employers may be experiencing difficulty with hiring and retention
 - Competitive factors
 - Tangible and intangibles, including total compensation package, of which retirement benefits is one component
 - For certain individuals interested in public service, a charter city that is not subject to PEPRA may be more attractive
 - Smaller qualified / interested candidate pool
 - Employees left the workforce / relocated / chose a different career path
- Generally, in a tight labor market, employers need to enhance their total attractiveness and compensation package – pensions / retirement benefits are one component

Risks to LACERA – Declining Population

Employer Contribution Rates

- Primary payroll risk to LACERA is growth less than assumed in the valuation
- This could be the result of one or a combination of:
 - A decline in active population due to slower hiring / faster turnover
 - Compensation increases to current employees lower than assumed
- Valuation assumes payroll growth of 3.25%
- 1% annual declining population is approximately equivalent to a 2.25% payroll growth
- Higher contribution rate on a smaller payroll base



* Assumes all other valuation assumptions are met

Risks to LACERA – Declining Population

Funded Ratio / UAAL / Dollar Contributions

- Same scenario as shown on prior slide
- In declining scenario:
 - Funded Ratio basically unchanged
 - Lower AAL and AVA
 - Lower cumulative contributions since 2022
 - Higher contribution rates as a percentage of pay

Stable Population; 3.25% Payroll Growth						
FYE	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets (AVA)	Unfunded Actuarial Accrued Liability (UAAL = AAL - AVA)	Funded Ratio (AVA / AAL)	Cumulative Contributions	
2022	\$ 86,320	\$ 68,712	\$ 17,608	80%		
2032	\$ 123,119	\$ 111,040	\$ 12,079	90%	\$	35,909
2042	\$ 169,325	\$ 170,168	\$ (843)	100%	\$	80,947

Declining Population; 1% decline per year						
FYE	Actuarial Accrued Liability (AAL)	Actuarial Value of Assets (AVA)	Unfunded Actuarial Accrued Liability (UAAL = AAL - AVA)	Funded Ratio (AVA / AAL)	Cumulative Contributions	
2022	\$ 86,320	\$ 68,712	\$ 17,608	80%		
2032	\$ 121,580	\$ 109,362	\$ 12,218	90%	\$	34,910
2042	\$ 161,036	\$ 161,610	\$ (574)	100%	\$	75,966

* All dollar amounts in millions of dollars

** See Glossary for definitions of AAL, AVA and UAAL

Valuation implications specific to PEPRA

- PEPRA plans
 - As of June 30, 2022 -> 40% of active employees are PEPRA members
 - Generally provide lower benefits than contributory Legacy plans (similarly situated members)
 - More onerous age /service eligibility requirements than Legacy plans
 - Will likely lead to different member behavior regarding when to retire / leave employment
 - Need to consider this when determining demographic assumptions
- Retirement assumption
 - Very low, but increasing, numbers of PEPRA plan retirements to date
 - To date, we've used judgment to recommend different retirement rates for PEPRA plans
- Termination, or leaving service prior to retirement eligibility, assumption
 - Now have a decent volume of data for PEPRA members
 - Over time, experience has higher volume of PEPRA data, and this is reflected in the assumption

Valuation implications specific to PEPRA

- Compensation Limits
 - 2023 PEPRA compensation limit for non-social security participants is \$175,250
 - Included in valuation calculations
 - 2023 IRC 410(a)(17) compensation limit is \$330,000 (applicable to most Legacy plan members)
 - Not explicitly reflected in valuation calculations until member retires
 - Members with benefits in excess of IRS 415 maximum benefit limits receive benefits from Excess Benefits Plan
- CPI-U assumption
 - Law states that PEPRA compensation limit increases at CPI-U
 - Assumption for CPI-U is often used indirectly, but is directly used in this case (2.75% per year)
 - Relationship with payroll growth is relevant since over time pensionable payroll will be limited by CPI-U
 - Covered payroll, upon which contribution rates are applied, reflects pensionable payroll
 - Over time, payroll growth will trend towards CPI-U (assuming CPI-U is lower)

Questions



Glossary

Glossary

- **Actuarial Accrued Liability (AAL):** The portion of the Actuarial Present Value of Projected Benefits (and expenses), as determined under a particular Actuarial Cost Method that is not provided for by future Normal Costs.
- **Actuarial Cost Method:** A procedure for allocating the Actuarial Present Value of Projected Benefits to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability.
- **Actuarial Present Value:** The discounted value of an amount or series of amounts payable at various times, determined as of a given date by the application of a particular set of assumption with regard to future events and observations.
- **Actuarial Present Value of Projected Benefits:** The Actuarial Present Value of benefits that are expected to be paid in the future.
- **Actuarial Value of Assets:** The value of pension plan investments and other property, used by the actuary for the purpose of an actuarial valuation.

Glossary (continued)

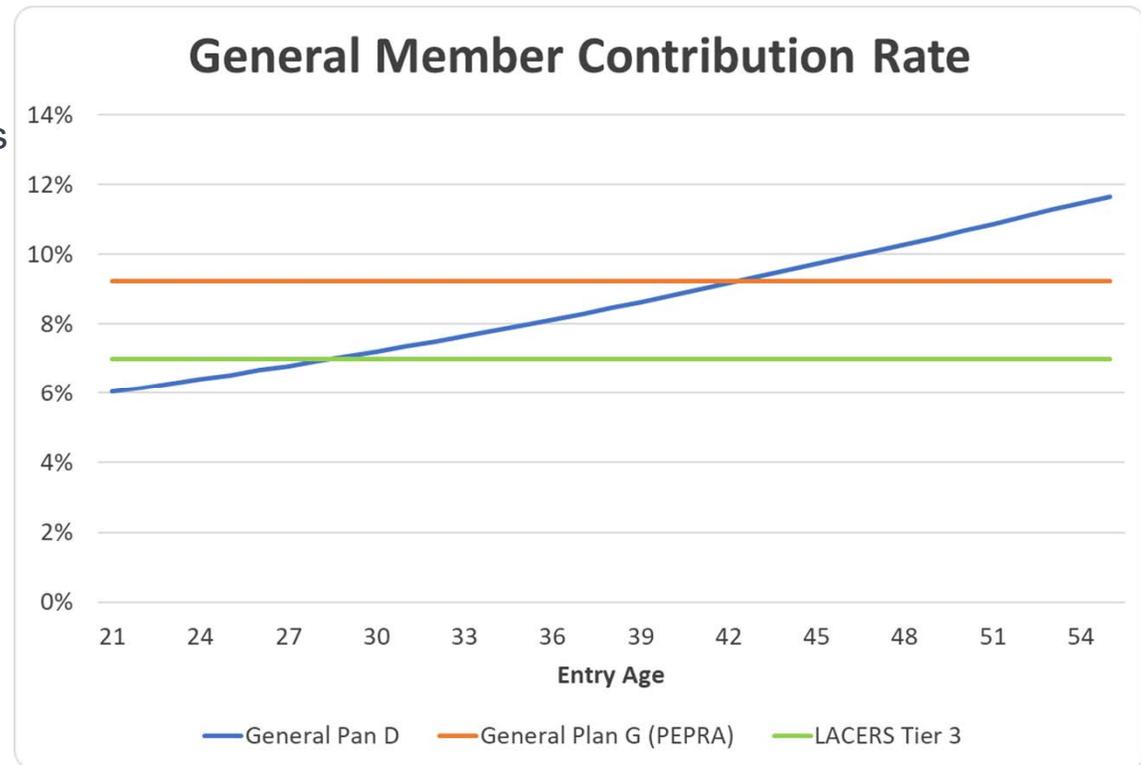
- **Normal Cost:** The portion of the Actuarial Present Value of Projected Benefits that is allocated to a valuation year by the Actuarial Cost Method.
- **PEPRA:** The California Public Employees' Pension Reform Act (PEPRA) of 2013 specifies benefit provisions for LACERA General Plan G and Safety Plan C. It also governs certain provisions of other LACERA plans and places additional restrictions on employer contribution rates to be paid.
- **Unfunded Actuarial Accrued Liability (UAAL):** The excess, if any, of the Actuarial Accrued Liability over the Actuarial Value of Assets.

Appendix

General Member Contribution Rate

General Plan D v General Plan G v LACERS Tier 3

- General Plan G (PEPRA) members contribute at a higher rate than they would have under Legacy Plan D at most entry ages
 - Most General members entry LACERA prior to age 40
- General Plan G (PEPRA) member rate is higher than LACERS Tier 3
 - Both plans have fixed rates that are not entry-age dependent

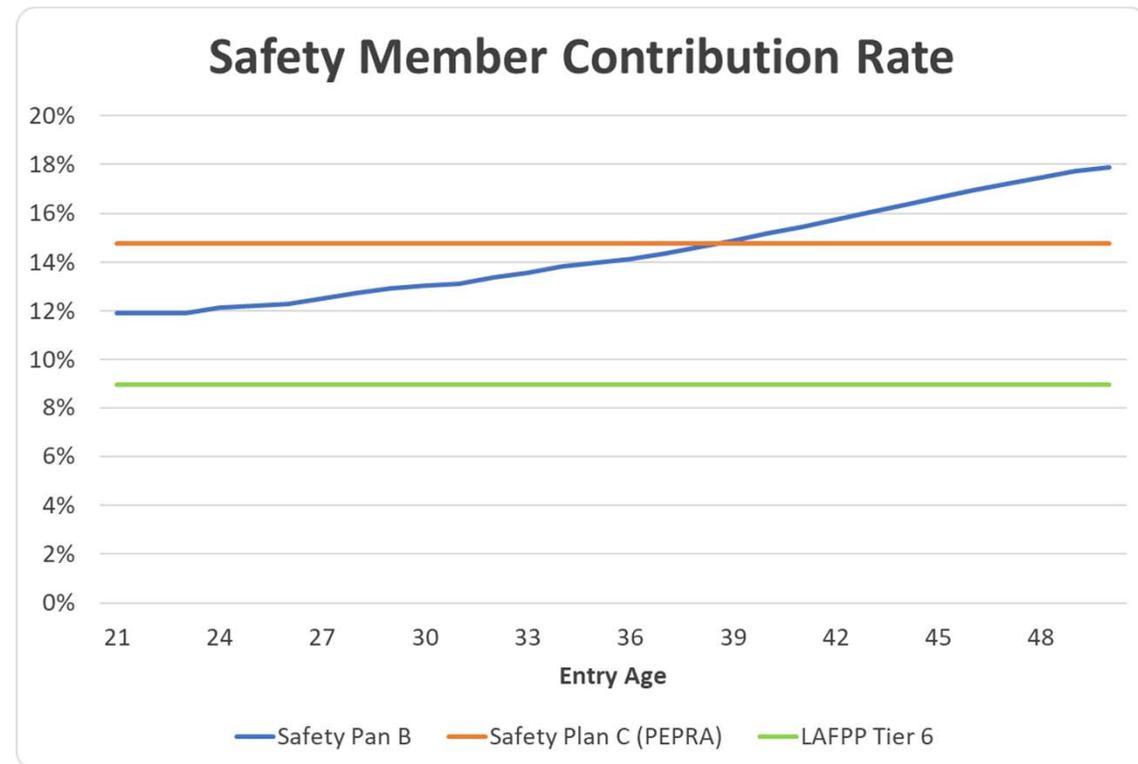


LACERS Tier 3 rate shown does not include additional 4% of pay contributions for retiree healthcare benefit.

Safety Member Contribution Rate

Safety Plan B v General Plan C v LAFPP Tier 6

- Safety Plan C (PEPRA) members contribute at a higher rate than they would have under Legacy Safety Plan B at most entry ages
 - Most Safety members entry LACERA prior to age 30
- Safety Plan C (PEPRA) member rate is higher than LAFPP Tier 6
 - Both plans have fixed rates that are not entry-age dependent



LAFPP Tier 6 rate shown does not include additional 2% of pay contributions for retiree healthcare benefit.

FOR INFORMATION ONLY

October 20, 2023

TO: Each Trustee
Board of Retirement

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: November 1, 2023 Board of Retirement Meeting

SUBJECT: **State Legislative Update**

LACERA's state legislative advocate, Naomi Padron of MKP Government Relations, is here today to provide an educational update on the most recent state legislative developments.

Reviewed and Approved:



Steven P. Rice, Chief Counsel

Attachment

Presentation – Legislative Update

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Naomi Padron, MKP Government Relations

Legislative Update

LACERA Board of Retirement Meeting
November 2023

Naomi Padron
Legislative Advocate

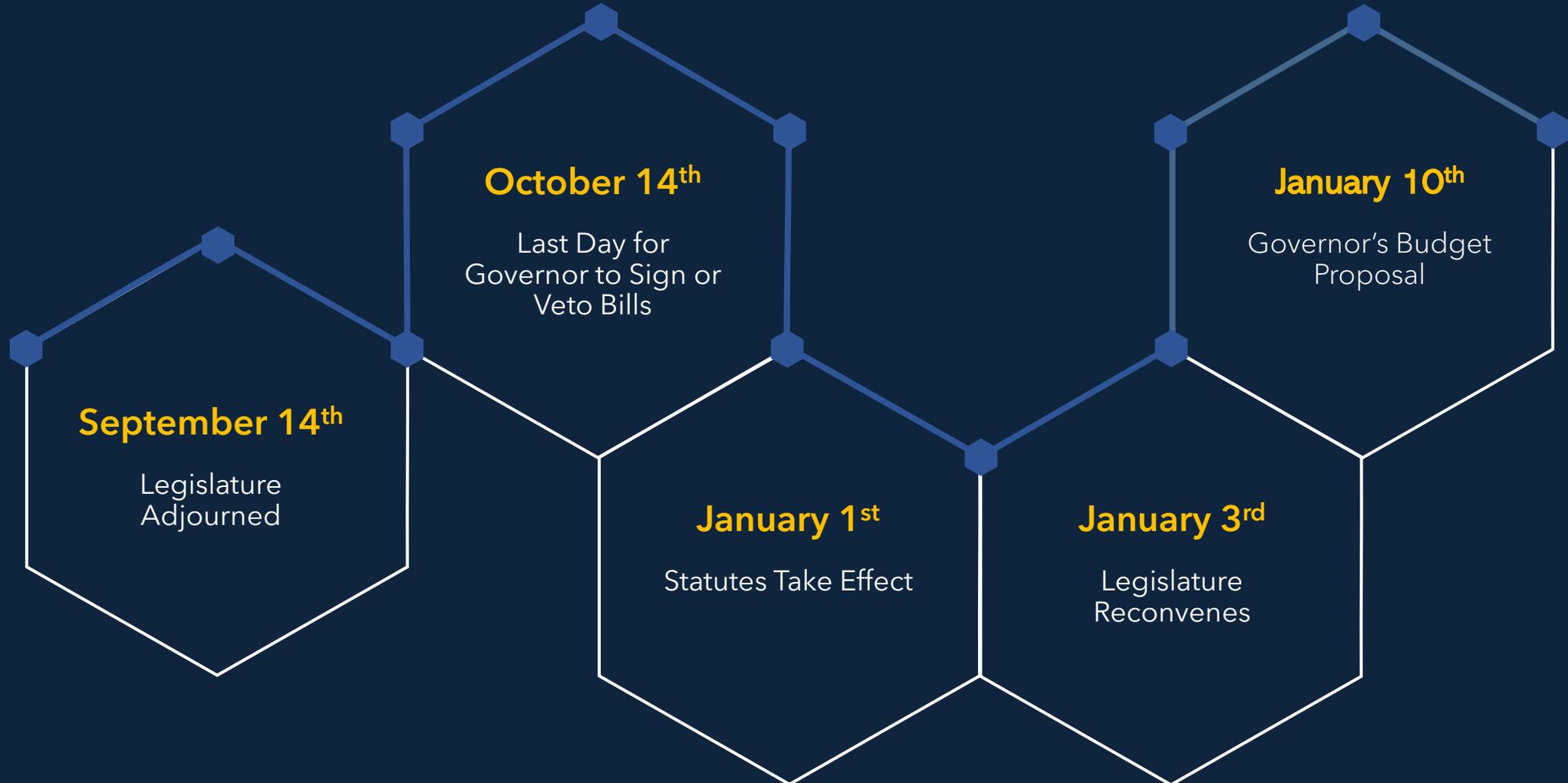




Roadmap



Key Dates



Bills of Interest

Bill Number	Subject	Status
SB 885 (Sen LPE&R Committee)	<p data-bbox="1141 394 1760 439">Retirement System Omnibus Bill</p> <p data-bbox="810 496 2091 793">This is the annual committee omnibus bill that contains various cleanup provisions for CalSTRS, CalPERS, and CERL systems. The amendments to the CERL make non-substantive, technical changes as well as conform provisions on Required Minimum Distributions to federal law under the SECURE ACT 2.0 by referencing the federal law instead of a specific age.</p>	Signed
AB 1020 (Grayson)	<p data-bbox="1166 925 1735 971">CERL Disability Presumptions</p> <p data-bbox="817 1028 2084 1273">This bill would establish several new disability retirement presumptions for various injuries and illnesses in the CERL, similar to provisions that exist in the Labor Code. The author and the California Professional Firefighters (sponsor) agreed to technical clarifications proposed by SACRS that were amended into the bill.</p>	Signed

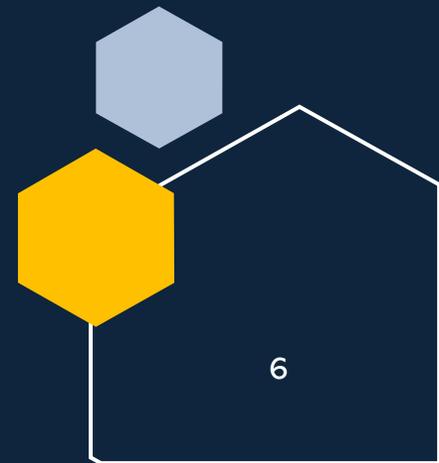


Bills of Interest

Bill Number	Subject	Status
AB 1637 (Irwin)	<p>Local Government Websites and Email Addresses</p> <p>This bill requires cities and counties to use a ".gov" or ".ca.gov" domain for websites and email addresses by no later than January 1, 2029.</p>	Signed
SB 252 (Gonzalez)	<p>CalPERS and STRS Fossil Fuel Divestment</p> <p>This bill prohibits the CalPERS and CalSTRS from investing in the largest fossil fuel companies and requires the two systems to divest existing investments in the companies on or before July 1, 2031.</p>	<p>Two-year bill</p> <p>The author is committed to working on the issue in the future.</p>

Bills of Interest

Bill Number	Subject	Status
AB 557 (Hart)	<p data-bbox="519 454 1625 501">Brown Act Emergency Teleconferencing Sunset Extension</p> <p data-bbox="450 558 1696 753">This bill removes the sunset in current law to allow teleconferencing during certain emergencies as well as increases the time when the Board must renew the findings of an emergency or need for social distancing from 30 days to 45 days.</p>	Signed
SB 537 (Becker)	<p data-bbox="512 879 1635 972">Open meetings: multijurisdictional, cross-county agencies: teleconferences.</p> <p data-bbox="486 1033 1666 1279">This bill would allow expanded teleconference flexibilities for multijurisdictional, cross county legislative bodies if certain requirements are met, along with adding to the list of circumstances where a member is permitted to participate remotely.</p>	On the Inactive File



Bills of Interest

Bill Number	Subject	Status
AB 817 (Pacheco)	<p>Open meetings: teleconferencing: subsidiary body</p> <p>This bill creates a new definition – a “subsidiary body” – for the purposes of the Brown Act’s teleconferencing requirements and allows a subsidiary body to use teleconferencing without complying with the four rules of GOV § 54953(b)(3), which include the following:</p> <ul style="list-style-type: none">a) Posting agendas at each teleconference location.b) Identifying each teleconference location in the notice and agenda for the meeting or proceeding.c) Making each teleconference location accessible to the public.d) Requiring at least a quorum of the members of the subsidiary body to participate from locations within the boundaries of the territory over which the local agency exercises jurisdiction.	Was never heard in policy committee

Legislative Leadership



Assembly Speaker
Robert Rivas
(D- Hollister)



Assembly
Republican Leader
James Gallagher
(R- Yuba City)



Senate Pro Tem
Designee
Mike McGuire
(D-Healdsburg)



Senate Minority Leader
Brian Jones
(R- Santee)

State Budget

- The Governor will submit his January Budget Proposal on January 10th.
- According to the Department of Finance's monthly bulletin in September, the state collected \$1.344 billion, or 11.1 percent, above the August forecast as receipts from all sources exceeded their estimates.
- Receipts for the first two months of the 2023-24 fiscal year were \$75 million, or 0.3 percent, above the forecast of \$21.906 billion.
- Over the last year, this has been one of the few times that revenues have exceeded forecasts.



March 2024 Presidential Primary



Election Information

- The last day to register to vote for the March 5, 2024, Presidential Primary Election is February 20, 2024.
- All California active registered voters will receive a vote-by-mail ballot.
- County elections office will begin mailing ballots by February 5, 2024.



Ballot Measures

- Proposition 1 -- MENTAL HEALTH SERVICES ACT OF 2024
 - SB 326 (Eggman, D - Stockton) and AB 531 (Irwin, D - Thousand Oaks)
 - Seeks to transform California's mental health and substance use disorder treatment systems.



Candidates

- President
- U.S. Senate
- All 80 Assemblymembers and 20 Senators
- Local Offices

Looking Ahead - Next Year

	SACRS Legislative Proposals	Other Legislation	LACERA Visit	
	<ul style="list-style-type: none"> - 960-Hour Limitation for Rehired Retirees. - Prepaid Accounts. - Deposits of Regular Pension Payments in a Trust -Removal of requirement for certified mail return receipts 	<ul style="list-style-type: none"> - Support Bills - Oppose Bills - Monitor/Watch Bills 	<ul style="list-style-type: none"> - Meet with LA County Delegation Members - Meet with Committee Chairs/Committee Consultants 	



QUESTIONS?

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**THANK
YOU**

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FOR INFORMATION ONLY

October 18, 2023

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: November 1, 2023 Board of Retirement Meeting
November 8, 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:



Steven P. Rice, Chief Counsel

Attachments

LACERA Legislative Report Index
LACERA Legislative Report

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Jon Gabel
Scott Zdrasil
Tony Roda, Williams & Jensen
Naomi Padron, MKP Government Relations

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PUBLIC RETIREMENT

CA AB 148	AUTHOR: TITLE: INTRODUCED: LAST AMEND: DISPOSITION: SUMMARY:	Budget Cmt State Employment: State Bargaining Units: Agreements 01/09/2023 08/28/2023 Pending - Carryover Provides that existing law provides that a provision of a memorandum of understanding reached between the State employer and a recognized employee organization representing State civil service employees that requires the expenditure of funds does not become effective unless approved by the Legislature in the annual Budget Act. Approves provisions of agreements entered into by the State employer and State Bargaining Units 1, 3, 4, 5, 11, 12, 13, 14, 15, 17, 19, 20, and 21. Appropriates funds.
	STATUS:	09/13/2023 Re-referred to SENATE Committee on BUDGET AND FISCAL REVIEW.
	Comment:	Amends 7522.34 relating to pensionable compensation for state employees.
CA AB 738	AUTHOR: TITLE: INTRODUCED: DISPOSITION: SUMMARY:	Lackey [R] State Actuarial Advisory Panel: Reports 02/13/2023 Pending - Carryover 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.
	STATUS:	02/23/2023 To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
CA AB 739	AUTHOR: TITLE: INTRODUCED: DISPOSITION: SUMMARY:	Lackey [R] Public Retirement Systems: Defined Benefit Plans 02/13/2023 Pending - Carryover 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%.
	STATUS:	02/23/2023 To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
CA AB 1246	AUTHOR: TITLE: INTRODUCED: LAST AMEND: DISPOSITION: SUMMARY:	Nguyen [D] Public Employees' Retirement System Optional Settlement 02/16/2023 09/01/2023 Pending - Carryover 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.

STATUS:

09/11/2023 In SENATE. From Special Consent Calendar. To Inactive File.

CA SB 148

AUTHOR: Budget and Fiscal Review Cmt
TITLE: State Employment: State Bargaining Units
INTRODUCED: 01/18/2023
LAST AMEND: 09/05/2023
DISPOSITION: Enacted
SUMMARY:

Authorizes the state employer or those specified bargaining units to reopen negotiations if funds for these provisions are not specifically appropriated by the Legislature. Revises the normal contribution rate for state miscellaneous and industrial members who are represented by State Bargaining Unit to compensation in excess of specified amount per month paid to a member whose service has been included in the federal system.

STATUS:

09/13/2023 Signed by GOVERNOR.

09/13/2023 Chaptered by Secretary of State. Chapter No. 2023-197

Comment:

Amends 7522.34 relating to pensionable compensation for state employees.

CA SB 300

AUTHOR: Seyarto [R]
TITLE: Public Employees Retirement: Fiscal Impact: Information
INTRODUCED: 02/02/2023
LAST AMEND: 05/03/2023
DISPOSITION: Pending - Carryover
SUMMARY:

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: Enacted
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:

09/22/2023

Signed by GOVERNOR.

09/22/2023

Chapered by Secretary of State. Chapter No. 2023-215

CA SB 548

AUTHOR:

Niello [R]

TITLE:

Public Employees Retirement: County and Trial Court

INTRODUCED:

02/15/2023

LAST AMEND:

09/06/2023

DISPOSITION:

Enacted

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 would make a county and trial court ineligible to reestablish a joint contract. Prohibits the separation from being a cause for modification of employee retirement benefits.

STATUS:

10/04/2023

Signed by GOVERNOR.

10/04/2023

Chapered by Secretary of State. Chapter No. 2023-307

CA SB 660

AUTHOR:

Alvarado-Gil [D]

TITLE:

Public Employees' Retirement Systems

INTRODUCED:

02/16/2023

LAST AMEND:

03/21/2023

DISPOSITION:

Pending - Carryover

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.

PUBLIC INVESTMENT

CA SB 252

AUTHOR:

Gonzalez [D]

TITLE:

Public Retirement Systems: Fossil Fuels: Divestment

INTRODUCED:

01/30/2023

LAST AMEND:

05/18/2023

DISPOSITION:

Pending - Carryover

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.

PUBLIC EMPLOYMENT

CA SB 765	AUTHOR:	Portantino [D]
	TITLE:	Teachers: Retired Teachers: Compensation Limitation
	INTRODUCED:	02/17/2023
	LAST AMEND:	08/17/2023
	DISPOSITION:	Enacted
	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:	
	10/13/2023	Signed by GOVERNOR.
	10/13/2023	Chaptered by Secretary of State. Chapter No. 2023-885
CA SB 885	AUTHOR:	Labor, Public Employment & Retirement Cmt
	TITLE:	Public Employees' Retirement
	INTRODUCED:	03/14/2023
	LAST AMEND:	06/06/2023
	DISPOSITION:	Enacted
	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:	
	09/01/2023	Signed by GOVERNOR.
	09/01/2023	Chaptered by Secretary of State. Chapter No. 2023-159

DISABILITY RETIREMENT

CA AB 1020	AUTHOR:	Grayson [D]
	TITLE:	County Employees Retirement Law 1937: Disability
	INTRODUCED:	02/15/2023
	LAST AMEND:	07/11/2023
	DISPOSITION:	Enacted
	SUMMARY:	Requires the presumption that the member's heart trouble arose out of and in the course of employment to be extended following termination of service for a prescribed length of time not to exceed specified number of months.

STATUS:

10/08/2023 Signed by GOVERNOR.
10/08/2023 Chaptered by Secretary of State. Chapter No. 2023-554
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: Enacted
SUMMARY:

Provides that existing law 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. Prohibits the service retirement date of a member who submits an application for retirement from being earlier than a specified number of days prior to when the application for service retirement is received by the system. Appropriates funds.

STATUS:

10/10/2023 Chaptered by Secretary of State. Chapter No. 2023-708

WORKERS COMPENSATION

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 - Carryover
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
LAST AMEND: 09/08/2023
DISPOSITION: Enacted
SUMMARY:

Relates to existing law which provides that no benefits, except reasonable expenses of burial not exceeding a specified amount, 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 under certain circumstances. Expands that exemption to include State safety members, peace officers, and firefighters for the Department of Forestry and Fire Protection who are members of Bargaining Unit 8.

STATUS:

10/08/2023 Chaptered by Secretary of State. Chapter No. 2023-448

CA AB 699

AUTHOR: Weber A [D]
TITLE: Workers' Compensation: Presumed Injuries
INTRODUCED: 02/13/2023
LAST AMEND: 09/06/2023
DISPOSITION: Vetoed
SUMMARY:

Relates to workers' compensation. Provides that existing law creates a rebuttable presumption that certain injuries sustained in the course of employment of a specified member of law enforcement or a certain first responder arose out of and in the course of employment. Expands presumptions for, among others, hernia, pneumonia, heart trouble, cancer, tuberculosis, and meningitis-related illnesses and injuries to a lifeguard employed in the Boating Safety Unit by the City of San Diego Fire-Rescue Department.

STATUS:

10/08/2023 Vetoed by GOVERNOR.

CA AB 1107

AUTHOR: Mathis [R]
TITLE: Workers' Compensation: Presumptive Injuries
INTRODUCED: 02/15/2023
DISPOSITION: Pending - Carryover
SUMMARY:

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.

STATUS:

03/02/2023 To ASSEMBLY Committee on INSURANCE.

CA AB 1145

AUTHOR: Maienschein [D]

	TITLE: Workers' Compensation INTRODUCED: 02/16/2023 DISPOSITION: Vetoed SUMMARY: Provides that existing law provides that, in the case of certain State and local firefighting personnel and peace officers, the term injury includes post-traumatic stress disorder. Provides that, only until certain date, that in the case of certain State nurses, psychiatric technicians, and various medical and social services specialists, the term injury 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. STATUS: 10/08/2023 Vetoed by GOVERNOR.
CA AB 1156	AUTHOR: Bonta M [D] TITLE: Workers' Compensation: Hospital Employees INTRODUCED: 02/16/2023 DISPOSITION: Pending - Carryover SUMMARY: Defines injury, for a hospital employee who provides direct patient care in an acute care hospital, to include infectious diseases, cancer, musculoskeletal injuries, post-traumatic stress disorder, and respiratory diseases. Includes the 2019 novel coronavirus disease (COVID-19) from SARS-CoV-2 and its variants, among other conditions, in the definitions of infectious and respiratory diseases. STATUS: 03/02/2023 To ASSEMBLY Committee on INSURANCE.
CA SB 391	AUTHOR: Blakespear [D] TITLE: Workers' Compensation: Skin Cancer INTRODUCED: 02/09/2023 LAST AMEND: 09/07/2023 DISPOSITION: Vetoed SUMMARY: Relates to workers compensation. Relates to existing law which provides, among other things, that skin cancer developing in active lifeguards is presumed to arise out of and in the course of employment, unless the presumption is rebutted. Expands the scope of those provisions to certain peace officers of the Department of Fish and Wildlife and the Department of Parks and Recreation. STATUS: 10/08/2023 Vetoed by GOVERNOR.
CA SB 623	AUTHOR: Laird [D] TITLE: Workers Compensation: Post-Traumatic Stress Disorder INTRODUCED: 02/15/2023 LAST AMEND: 09/07/2023 DISPOSITION: Enacted SUMMARY: Relates to workers compensation. Relates to existing law which 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 of the department or unit and creates a disputable presumption that the injury arises out of the course of

employment. Requires the Commission on Health and Safety and Workers Compensation to submit certain reports.

STATUS:

10/08/2023

Signed by GOVERNOR.

10/08/2023

Chaptered by Secretary of State. Chapter No. 2023-621

BROWN ACT

CA AB 557

AUTHOR:

Hart [D]

TITLE:

Open Meetings: Local Agencies: Teleconferences

INTRODUCED:

02/08/2023

LAST AMEND:

09/01/2023

DISPOSITION:

Enacted

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. Revises the authority of a legislative body to hold a teleconference meeting under certain abbreviated teleconferencing procedures.

STATUS:

10/08/2023

Signed by GOVERNOR.

10/08/2023

Chaptered by Secretary of State. Chapter No. 2023-534

CA AB 817

AUTHOR:

Pacheco [D]

TITLE:

Open Meetings: Teleconferencing: Subsidiary Body

INTRODUCED:

02/13/2023

LAST AMEND:

03/16/2023

DISPOSITION:

Pending - Carryover

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 - Carryover

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: Enacted
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:

10/08/2023 Signed by GOVERNOR.

10/08/2023 Chaptered by Secretary of State. Chapter No. 2023-605

CA SB 537

AUTHOR: Becker [D]
TITLE: Open Meetings: Multijurisdictional
INTRODUCED: 02/14/2023
LAST AMEND: 09/05/2023
DISPOSITION: Pending - Carryover
SUMMARY:

Relates to the Ralph M. Brown Act. Expand the circumstances of just cause to apply to the situation in which an immunocompromised child, parent, grandparent, or other specified relative requires the member to participate remotely. Requires the legislative body to provide a record of attendance of the members of the legislative body, the number of community members in attendance in the teleconference meeting, and the number of public comments on its internet website after a teleconference meeting.

STATUS:

09/14/2023 In ASSEMBLY. To Inactive File.

PUBLIC RECORDS ACT

CA AB 1637

AUTHOR: Irwin [D]
TITLE: Local Government: Internet Websites and Email Addresses
INTRODUCED: 02/12/2023
LAST AMEND: 06/29/2023
DISPOSITION: Enacted
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:

10/08/2023 Signed by GOVERNOR.

10/08/2023 Chaptered by Secretary of State. Chapter No. 2023-586

SOCIAL SECURITY

CA SJR 1	AUTHOR: Cortese [D] TITLE: Social Security Act: Repeal of Benefit Reductions INTRODUCED: 12/05/2022 LAST AMEND: 04/12/2023 DISPOSITION: Adopted SUMMARY: 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. STATUS: 06/02/2023 Chaptered by Secretary of State. 06/02/2023 Resolution Chapter No. 2023-084
US HR 82	SPONSOR: Graves [R] TITLE: Pension Offset and Windfall Elimination Repeal INTRODUCED: 01/09/2023 DISPOSITION: Pending SUMMARY: Amends title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions. STATUS: 01/09/2023 INTRODUCED. 01/09/2023 To HOUSE Committee on WAYS AND MEANS. IBLC_Recommendation: Support 10/05/2023 Staff_Recommendation: Support
US HR 4260	SPONSOR: Neal [D] TITLE: Equitable Social Security Formula INTRODUCED: 06/21/2023 DISPOSITION: Pending SUMMARY: Amends specified title of the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision. STATUS: 06/21/2023 INTRODUCED. 06/21/2023 To HOUSE Committee on WAYS AND MEANS.
US HR 5342	SPONSOR: Arrington [R] TITLE: Windfall Elimination Provision Replacement INTRODUCED: 09/05/2023 DISPOSITION: Pending SUMMARY: Amends title II of the Social Security Act to replace the windfall elimination provision with a formula equalizing benefits for certain individuals with noncovered employment. STATUS: 09/05/2023 INTRODUCED. 09/05/2023 To HOUSE Committee on WAYS AND MEANS.
US S 597	SPONSOR: Brown S [D]

TITLE: Government Pension Offset Repeal
INTRODUCED: 03/01/2023
DISPOSITION: Pending

SUMMARY:

Amends title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

STATUS:

03/01/2023 INTRODUCED.
03/01/2023 In SENATE. Read second time.
03/01/2023 To SENATE Committee on FINANCE.
IBLC_Recommendation: Support 10/05/2023
Staff_Recommendation: Support

HEALTHCARE

US HR 957

SPONSOR: Spanberger [D]
TITLE: Internal Revenue Code Retirement Plan Exclusion
INTRODUCED: 02/09/2023
DISPOSITION: Pending

SUMMARY:

Amends the Internal Revenue Code of 1986 to increase the amount excluded from gross income by reason of distributions from governmental retirement plans for health and long-term care insurance for public safety officers.

STATUS:

02/09/2023 INTRODUCED.
02/09/2023 To HOUSE Committee on WAYS AND MEANS.

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**FOR INFORMATION ONLY**

October 25, 2023

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Santos H. Kreimann ^{SHK}
Chief Executive Officer

FOR: Board of Retirement Meeting on November 1, 2023
Board of Investments Meeting on November 8, 2023

SUBJECT: Tier I Merit Salary Adjustment and Tier II Step Advancement

This memo is to notify the Board Trustees that merit increases for LACERA's eligible Tier I Management Appraisal and Performance Plan (MAPP) participants have been approved. Staff members rated as 3-Meeting Expectations (1%), 4-Exceeding Expectations (3.0%), and 5-Far Exceeding Expectations (5%) have been approved. These merit salary adjustments will be effective retroactively to October 1, 2023 and are in addition to the 3% cost of living adjustment (COLA) previously approved by the Board of Retirement and Board of Investments. The COLA will be processed effective January 1, 2024. LACERA's CEO is authorized to award Tier I Merit Adjustments up to 5% in his role as staff's appointing authority under Los Angeles County Ordinance Sections 6.127.040 B(1), (9), E, and O to those eligible staff who received evaluations of at least "Met Expectations."

Eligible Tier II MAPP managers rated as 3-Meeting Expectations, 4-Exceeding Expectations and 5-Far Exceeding Expectations will receive an annual step increase ranging from 1.5% if the employee is on or above Step 12 of the salary schedule, or 3% for participants that are below Step 12 of the salary schedule. The Tier II MAPP salary adjustments will also be effective retroactively to October 1, 2023. The CEO is authorized to award Tier II Step Advancements up to Step 12 under County Ordinance Sections 6.127.040 B(1), (10), E, and R to those eligible staff who received evaluations of at least "Met Expectations" and for Step 13 and above to those eligible staff who received evaluations of at least "Exceeded Expectations."

October 25, 2023

Page 2

The total annual cost of the anticipated Tier I and Tier II merit adjustments are estimated to total \$350,000. Sufficient budgetary resources are available in the FY 2023-2024 LACERA operating budget to absorb these salary and associated employee benefit increases.

These increases are intended to recognize the hard work of our managers and staff in meeting our mission and continuing to provide exceptional customer service to our members during these extraordinary times.

c: Executive Team

**FOR INFORMATION ONLY**

October 11, 2023

TO: Each Trustee
Board of Retirement

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

DATE: Meeting of November 1, 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. These pay items have been slightly changed by adding new classifications, adding new eligibility tiers, or increasing the eligible pay amount. Additionally, this memorandum will address a request to review a pay event Leave Code associated with requirements of the Accreditation Council for Graduate Medical Education (ACGME).

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 twelve (12) items of compensation in the definition of compensation earnable and pensionable compensation. However, as these pay items 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.

In addition, one item for review is a pay event which is used in place of Regular Earnings. The Los Angeles County Chief Executive Office requested a review of this Leave Code. The request included an excerpt from the ACGME Resident Leave Policy providing reasoning for the pay event. It states in relevant part:

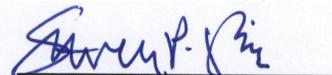
On July 1, 2022, new institutional requirements went into effect mandating Sponsoring Institutions to have leave policies that include a minimum of six paid weeks off for medical, parental, and caregiver leave. The establishment of this requirement is part of the ACGME's commitment to resident and fellow well-being.

Sponsoring Institutions must 'provide residents/fellows with a minimum of six weeks of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during an ACGME-accredited program...' They must also 'provide residents/fellows with at least the equivalent of 100 percent of their salary for the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken.'

Our review of this pay event is included in the attachment. Nothing has changed the character of the existing pay item (Regular Earnings). The initial analysis regarding this pay item remains relevant. No additional compensation is paid to the member. The pay event provides authority and protection to employees utilizing time off for qualifying leave.

As all of the 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

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		
496	PROBATION ADDITIONAL ASSIGNMENT	<p>This pay event is being revised to extend eligibility to the following classifications in Bargaining Unit 703 (Probation Directors) who are assigned to work in a Secure Youth Treatment Facility setting. The bonus rate is 5.6468%.</p> <p><u>Eligible classifications:</u></p> <ul style="list-style-type: none"> - Assistant Probation Director (Item 8612) - Probation Director (Item 8620)
497	ASSISTANT SUPERINTENDENT - JUVENILE HALL	<p>This pay event is being revised to increase the rate for Probation Directors (Item 8620) and extend payment eligibility to Assistant Probation Directors (Item 8612) who are permanently assigned to juvenile institution settings, such as detention halls or residential camps, and manage or assist in the management/operations of such institutions.</p> <p>The bonus for Probation Directors and Assistant Probation Directors is 5.5% effective 10/1/2023.</p>
PY071	ACGME PAID FAMILY LEAVE	<p>This pay event expands eligibility for paid leave under the Accreditation Council for Graduate Medical Education (ACGME) requirements to provide all residents and fellows with up to six (6) weeks of full pay for approved medical, parental, and caregiver leave. The establishment of this requirement is part of the ACGME’s commitment to resident and fellow well-being.</p> <p><u>Eligible Classifications:</u></p> <ul style="list-style-type: none"> Dental Intern – Item 4757 Dental Resident (1st through 3rd Year) – Item 4760 Physician, Post Graduate (1st Year) – Item 5408 Physician, Post Graduate (2nd through 7th Year) – Item 5411 <p><u>Qualifying Events/Conditions:</u></p> <ul style="list-style-type: none"> - Own Serious Health Condition - Pregnancy or Prenatal Care - Spouse’s Serious Health Condition - Domestic Partner’s Serious Health Condition - Parent’s Serious Health Condition - Child’s Serious Health Condition (adult or minor) - Grandparent’s Serious Health Condition - Grandchild’s Serious Health Condition - Sibling’s Serious Health Condition - Designated Person’s Serious Health Condition - Adoption of a Child – Prior to Placement - Bonding with a Child (newborn, placement under adoption, or placement under foster care) - Foster Care - Prior to Placement - Parent-in-Law’s Serious Health Condition

Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
INCLUDED under Section 31461 and EXCLUDED under 7522.34		
365	BACHELOR DEGREE BONUS	<p>This pay event is being revised to add two eligible classifications in Bargaining Unit 701 (Deputy Probation Officers):</p> <ul style="list-style-type: none"> - Transportation Deputy, Probation (Item 8626) - Investigator Aid, Probation (Item 8670) <p>Employees in a permanent, full-time position who possess a bachelor's degree from an accredited university are eligible for a 2% bonus (8 levels). Employees must request the bonus and supply a set of official transcripts to their Department's Human Resources Office. The bonus is effective the first pay period following the Department's receipt of the transcripts.</p>
630	FIELD ASSIGNMENT BONUS	<p>This pay event is being revised to add newly eligible classifications effective July 1, 2022, and to increase the rate effective July 1, 2023.</p> <p>Eligibility for the Field Assignment Bonus has been extended to the following classifications effective 7/1/2022:</p> <ul style="list-style-type: none"> - Recreation Therapist I (Item 5871) - Recreation Therapist II (Item 5872) - Recreation Therapist Supervisor (Item 5873) - Senior Community Worker I (Item 8104) - Senior Community Health Worker (Item 8105) - Supervising Community Health Worker (Item 8106) - Mental Health Advocate (Item 8111) <p>The rate will increase from \$180 per month (\$90 per pay period) to \$280 per month (\$140 per pay period) starting 7/1/2023.</p>
577	INTERPRETER HALF DAY BONUS - SUPERIOR COURT	<p>This pay event is being revised to change the pay structure of this half-day bonus from a fixed dollar amount to an hourly rate for Interpreters.</p> <p>The hourly salary rate for Interpreters who work a half day (4 hours) is 10.7% higher than the hourly rate for Interpreters who work a full day (8 hours). However, e-HR shows only the hourly salary rate for full-day Interpreters. To process the additional 10.7% premium for half-day Interpreters, a fixed dollar amount equal to 10.7% of the half-day base pay was traditionally used to pay the premium for each half day worked.</p> <p>The Court implemented a step pay system for Interpreters effective January 1, 2023. As a result, the use of a fixed dollar amount to pay Interpreters their half-day premium is no longer viable, as Interpreters on different salary steps would be entitled to different half-day premium dollar amounts.</p> <p>To accommodate the transition to a step pay salary schedule, the half-day premium pay structure was changed from a fixed dollar amount paid for each 4-hours worked to an hourly rate for each hour worked. The half-day premium's hourly rate is determined by multiplying the Interpreter's base hourly salary rate by 10.7%, which is then multiplied by the number of hours worked.</p>

Revised Pay Codes

reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event	Description	Earnings Code Description
INCLUDED under Section 31461 and EXCLUDED under 7522.34		
592	COURT REPORTER RETENTION	<p>This pay event is being revised to add two new eligibility tiers for the Court Reporter Retention bonus. These retention payments are provided by funds appropriated by SB 154.</p> <p>a. Full-time Court Reporters who were employed at the time the January 31, 2023, Letter of Understanding was implemented, and who remain employed as of May 1, 2024, will receive a \$5,000 retention bonus in the last full pay period of FY 23/24.</p> <p>b. Full-time Court Reporters employed as of June 30, 2023, and remain employed as of May 1, 2024, will receive a \$5,000 retention bonus in the last full pay period of FY 23/24.</p> <p>c. Full-time Court Reporters who were employed at the time the January 31, 2023, Letter of Understanding was implemented, and who remain employed as of May 1, 2025, will receive a \$10,000 retention bonus in the last full pay period of FY 24/25.</p> <p>d. Full-time Court Reporters hired between February 1, 2023, and June 30, 2023, and who remain employed as of May 1, 2025, will receive a \$10,000 retention bonus in the last full pay period of 24/25.</p>
592	COURT REPORTER RETENTION (EMPLOYEES WITH 25+ YEARS)	<p>This pay event is being revised to add new eligibility tiers for the Court Reporter Retention bonus for employees with 25 or more years of Court service. These retention payments are provided by funds appropriated by SB 154.</p> <p>a. In accordance with the January 31, 2023, Letter of Understanding, Court Reporters with 25 or more years of full-time Court service who submitted the required agreement during the 2022-2023 fiscal year will receive \$2,500 at the end of each quarter (three full calendar months) the Court Reporter remains employed and actively working at the Court. Payment will be made during the pay period following the quarter-end.</p> <p>b. Beginning July 1, 2023, full-time Court Reporters with 25 or more years of full-time Court service (based on the Court Service Date) who submit the required Agreement Form within 45-days of becoming eligible will receive up to \$10,000 as a retention bonus at the following increments:</p> <p style="margin-left: 20px;">i. A payment of \$5,000 will be made the pay period following the Court Reporter's eligible Court Service Date;</p> <p style="margin-left: 20px;">ii. A second payment of \$5,000 will be made the pay period following the Court Reporter's one year agreement period.</p> <p>c. The Court Reporter must initially agree to remain working at the Court for at least 12-months.</p> <p>d. Purchased service credit does not count as service time for the purpose of this agreement.</p>
EXCLUDED under Sections 31461 and 7522.34		
593	SUPERIOR COURT COURT REPORTER - EQUIP (SB 154)	<p>This pay event is being revised to change the Equipment payment amount provided by funds appropriated by SB 154 for new Court Reporters who start on or after July 1, 2023.</p> <p>Newly hired Court Reporters with a start date on or after July 1, 2023, are eligible for a payment of \$5,000 to be used for equipment. This payment will be made after the employee's first pay period. For Daily and 3/5 Court Reporters, the payment will be prorated at 50%. The new hire must not have been a Court employee in the previous 12 months of the application submission date.</p>

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		
594	SUPERIOR COURT SIGNING BONUS (COURT REPORTER - SB 154)	<p>This pay event is being revised to increase the Signing Bonus provided by funds appropriated by SB 154 for new Court Reporters who start on or after July 1, 2023, and to limit the number of new Court Reporters eligible for this bonus.</p> <p>a. Up to \$50,000 total for a new full-time (A-status) Court Reporter that remains employed full-time by the Court for at least two years (24 months) paid at the following increments:</p> <ul style="list-style-type: none"> i. \$15,000 after the first pay period after six months of employment ii. \$10,000 first pay period after 12-month anniversary iii. \$10,000 first pay period after 18-month anniversary iv. \$15,000 first pay period after 24-month anniversary <p>b. This signing bonus will be limited to the first twenty (20) new Court Reporter FTE (full-time equivalent) hired during the term of this agreement. For purposes of this agreement, the date of application submission will be used to determine the order in which applicants are eligible for the signing bonus. The Court agrees to notify the Union as soon as fifteen (15) FTE (full-time equivalent) positions are hired. In the event more than twenty (20) Court Reporters are recommended for hire by the Hiring Manager, the Court and the Union agree to reopen only this section of the agreement.</p> <p>c. The amounts above will be prorated at 50% for Daily and 3/5 Court Reporters.</p> <p>d. This incentive is retroactive to all new Court Reporters with a start date on or after July 1, 2023.</p> <p>e. The newly hired Court Reporter must be on the Court's active payroll at each designated increment to receive payment. Employees on an approved leave of more than thirty consecutive days will have payment dates delayed by a period of time equivalent to the number of days the employee was on approved leave.</p> <p>f. The newly hired Court Reporter must not have left Court service as a Court Reporter for any reason in the previous 12 months of the application submission date.</p> <p>g. Existing Court Reporters employed at the time of this agreement who are not full-time (A-status) are eligible for the signing bonus at 50% of the above amounts.</p>
595	COURT REPORTER - STUDENT LOAN (SB 154)	<p>This pay event is being revised to change the Student Loan payment amount provided by funds appropriated by SB 154 for new Court Reporters who start on or after July 1, 2023.</p> <p>a. Newly hired Court Reporters are eligible for up to \$10,000 in Student Loan Repayment according to the following schedule:</p> <ul style="list-style-type: none"> • \$5,000 after one-year anniversary (pay period after) • \$5,000 after two-year anniversary (pay period after) <p>b. The amounts above will be pro-rated at 50% for Daily and 3/5 Court Reporters.</p> <p>c. This incentive is retroactive to all new Court Reporters with a start date on or after July 1, 2023.</p> <p>d. The Court Reporter must provide Human Resources with proof of an active student loan at least thirty (30) days prior to their anniversary date to receive payment each year.</p> <p>e. The new hire must not have been a Court employee in the previous 12 months of the application submission date.</p>

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		
596	<p>SUPERIOR COURT FINDERS FEE (COURT REPORTER - (SB 154)</p>	<p>This pay event is being revised to increase the Finder's Fee provided by funds appropriated by SB 154, and to increase the number of finders per applicant.</p> <p>a. \$25,000 total paid at the following specified increments:</p> <ul style="list-style-type: none"> i. \$10,000 after orientation ii. \$7,500 at six-month anniversary iii. \$7,500 at one-year anniversary <p>b. Payments will be issued on the next regular pay period following the designated increment.</p> <p>c. No more than two finders per applicant/new hire will be eligible for the Finder's Fee. Applicants must provide the name of the finding employee(s) at the time of initial application submission within the required supplemental question(s). Should two finders' names be submitted, those finders will split the Finder's Fees 50/50.</p> <p>d. All Court employees are eligible to receive the Finder's Fee unless they are a member of the Senior Executive Team, Court Reporter Management, or Human Resources.</p> <p>e. The amounts above will be pro-rated at 50% for Daily and 3/5 Court Reporters.</p> <p>f. The finding employee must be on the Court's payroll at each designated increment to receive the Finder's Fee payment.</p> <p>g. The applicant must not have been a Court employee in the previous 12 months of the application submission date.</p>
560	<p>MISCELLANEOUS LUMP SUM NOT INCLUDED IN REG OT</p>	<p>This pay event is being expanded to provide a \$200 per month (\$100 per pay period) bonus to classifications in Bargaining Units 731 and 732 who are temporarily reassigned to the Emergency Homeless Declaration (EHD) Project. In January 2023, the Board of Supervisors approved measures for the County to take necessary steps to protect the life, health, and safety of people experiencing homelessness. The EHD Project was implemented to dedicate and expedite additional resources to serve this cause.</p> <p>The Department of Public Social Services (DPSS) offers a variety of Homeless programs and services. In order to expedite resources, DPSS will temporarily provide service delivery administered at on-site visits, and remote service delivery for specified services.</p> <p>This is a voluntary assignment. Volunteers will be selected by DPSS management based on operational needs, taking into consideration language skills, office staffing, workload, and attendance. Should the needs of the assignment not be met by volunteers, remaining vacancies will be filled by management selection.</p> <p>The County intends to reassign the following number of DPSS participants in the classifications below to the temporary Project. If the County needs to reassign additional employees, it will inform the Union about the change prior to doing so. These reassignments will commence on September 5, 2023, and conclude approximately 12-months later until further notice.</p> <p>Eligible Classifications:</p> <ul style="list-style-type: none"> - Eligibility Worker I & II (Items 9178 & 9179); 14 Total Participants - Eligibility Supervisor (Item 9181); 2 Participants <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> - Completion of probationary period with a Performance Evaluation of "competent" or better. - No disciplinary actions pending

**FOR INFORMATION ONLY**

October 17, 2023

TO: Each Trustee
Board of Retirement

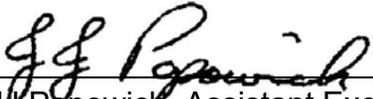
FROM: Ricki Contreras, Manager 
Disability Retirement Services Division

FOR: November 1, 2023 Board of Retirement Meeting

SUBJECT: **2023 Quarterly Reports of Paid Invoices**
3rd Quarter – July 1, 2023 to September 30, 2023

On January 1, 2015, the Board of Retirement adopted a policy whereby staff is authorized to approve and pay Disability Retirement Services (DRS) vendor invoices up to a cumulative amount of \$15,000 per vendor. Invoices from vendors exceeding \$15,000 per case shall be submitted to the Board of Retirement for approval prior to payment. Additionally, DRS is responsible for submitting quarterly reports on paid invoices under the threshold for the Board of Retirement's review and comment (attached).

Noted and Reviewed:



JJ Popowich, Assistant Executive Officer

**FOR INFORMATION ONLY**

October 19, 2023

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger 
Interim Chief Financial Officer

FOR: November 1, 2023 Board of Retirement Meeting
November 8, 2023 Board of Investments Meeting

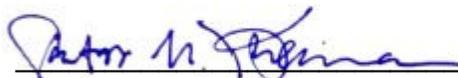
SUBJECT : MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – SEPTEMBER 2023

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 September 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:



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
SEPTEMBER 2023**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Alan Bernstein			
B	- Edu - NACD DE&I Deep Dive: A Road Map for Becoming an Inclusion-Focused Board - Laguna Beach CA	08/22/2023 - 08/23/2023	Attended
Vivian Gray			
B	- Admin - SACRS Board of Directors and Committee Meeting - San Mateo CA	08/07/2023 - 08/08/2023	Attended
	- Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
Jason Green			
B	- Edu - CII 2023 Fall Conference Next Frontier in Governance - Long Beach CA	09/11/2023 - 09/13/2023	Attended
James Harris			
B	- Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
Patrick Jones			
A	1 Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL	09/19/2023 - 09/20/2023	Attended
B	- Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	Attended
Keith Knox			
B	- Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
Les Robbins			
B	- Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
Gina Sanchez			
A	1 Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL	09/19/2023 - 09/20/2023	Attended
B	- Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	Attended
Herman Santos			
B	- Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	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



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



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