

APPROVED

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

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

9:00 A.M., WEDNESDAY, OCTOBER 2, 2024

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

TRUSTEES PRESENT:

Shawn R. Kehoe, Chair (Alternate Safety)

Nancy Durazo

Elizabeth Ginsberg (Teleconference Due to Just Cause under Section 54953 (f))

Vivian H. Gray

JP Harris (Alternate Retired)

Wayne Moore

Ronald Okum, Secretary

David Ryu

Antonio Sanchez

TRUSTEES ABSENT:

Jason E. Green

Les Robbins, Vice Chair

STAFF ADVISORS AND PARTICIPANTS

Luis A. Lugo, Deputy Chief Executive Officer

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

STAFF ADVISORS AND PARTICIPANTS (Continued)

Jonathan Grabel, Chief Investment Officer

Steven P. Rice, Chief Counsel

Dr. Glenn Ehresmann, Medical Advisor

Francis J. Boyd, Senior Staff Counsel

Jean Kim, Senior Staff Counsel

Allison Barrett, Senior Staff Counsel

Vincent Lim, Disability Litigation Manager

Ted Granger, Chief Financial Officer

Barry W. Lew, Legislative Affairs Officer

Carly Ntoya, Human Resources Director

Tamara Caldwell, Disability Retirement Manager

I. CALL TO ORDER

The meeting was called to order by Chair Kehoe at 9:26 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Trustee Ryu 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

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

A physical quorum was present at the noticed meeting location. There was a request received from Trustee Ginsberg to participate by teleconference for Just Cause (A) Childcare Needs. Trustee Ginsberg confirmed that there were no individuals 18 years or older present at the teleconference location.

IV. APPROVAL OF THE MINUTES

A. Approval of the Minutes of the Regular Meeting of September 4, 2024

Trustee Okum made a motion, Trustee Harris seconded, to approve the minutes of the Regular Meeting of September 4, 2024. The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

V. PUBLIC COMMENT

Applicant Denise A. Washington (5439B) provided a written comment and addressed the Board regarding her disability application. In addition, Daniel Gordon addressed the Board regarding his Administrative Appeal.

V. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: Adam Quinteros, Nancy Harper, Anna Muradyan, and Jorge Marquez. The Rideshare winner was Liliana Ronquillo.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Tristan Biller.

C. Chief Executive Officer's Report

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

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

On a motion by Trustee Kehoe, seconded by Trustee Gray, the Board of Retirement approved a service-connected disability retirement for the following named employees who met the burden of establishing permanent incapacity from the performance of their usual duties and a real and measurable connection between their incapacity and employment.

<u>APPLICATION NO.</u>	<u>NAME</u>
467E*	SANFORD, BRIAN E.
468E	CORBETT, BRENDAN J.
469E	CRUZ, PEARL M.
470E	LASALLE, RYAN I.
471E**	PERRITT, SHAINA L.
472E*	THOMAS, MICHAEL O.
473E	FINNEY, JOHN
474E	BORNGREBE, ROBERT D.
475E	DIAZ, RYAN J.
476E	RIOS, ALBERT
477E	ANDERSON, DARREN L.
478E	BARRAGAN, CESAR C.
479E	DURAN, ADRIAN
480E	WILLIAMS, TORRE T.
481E	NICKERSON, TRACY L.
482E	DEAL, RONALD L.
483E**	ORTEGA, MIGUEL A.
484E	ROYBAL, ADAM R.
485E	MORSE, FREDERICK E., II
486E	WIGGINS, CRAIG M.
487E*	GREEP, THOMAS V.

*Granted SCD – Employer Cannot Accommodate

**Granted SCD – Retroactive

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
488E	LE, ANDY M.
489E	ESCOBAR, ZACHARY J.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

Safety Fire, Lifeguards
Service-Connected Disability Applications

On a motion by Trustee Kehoe, seconded by Trustee Gray, the Board of Retirement approved a service-connected disability retirement for the following named employees who met the burden of establishing permanent incapacity from the performance of their usual duties and a real and measurable connection between their incapacity and employment.

<u>APPLICATION NO.</u>	<u>NAME</u>
1873B	RICHARDS, DANA B.
1874B*	DENTON, JOHN C.
1875B	PEPPARD, PAUL
1876B	WILLIAMS, JOSEPH C.
1877B	FLORES, PAUL G.
1878B	BRITTON, DOUGLAS K.
1879B	HELLER, BRET P.
1880B**	BARNETT, PETER
1881B	FLYNN, COSMO T.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

*Granted SCD – Retroactive Since the Employer Cannot Accommodate

**Granted SCD – Retroactive

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Service-Connected Disability Applications

On a motion by Trustee Gray, seconded by Trustee Moore, the Board of Retirement made a motion to approve a service-connected disability retirement for the following named employees who met the burden of establishing permanent incapacity from the performance of their usual duties and a real and measurable connection between their incapacity and employment.

<u>APPLICATION NO.</u>	<u>NAME</u>
2808C*	HUERTA, ANTONIO
2809C	GALES, GREGORY D.
2810C*	GARDEA, CRYSTAL A.
2811C**	YASHER, SHERYLLA L.
2812C	ARUTYUNYAN, ANNA A.
2813C*	BAKER, JEREMY E.
2814C	GASPARYAN, YANA
2815C*	DYER, ANDRE W., JR.
2816C***	MANRIQUES, ANN M.
2817C****	ADAMS, MARCIA R.
2818C**	JAKYMYSHYN, NIKOLAI

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

General Members

Nonservice-Connected Disability Applications

On a motion by Trustee Gray, seconded by Trustee Sanchez, the Board of Retirement made a motion to approve a nonservice-connected disability retirement for the following named employees who met the burden of establishing permanent incapacity from the performance of their usual duties.

*Granted SCD – Salary Supplement

**Granted SCD – Retroactive

***Granted SCD - Retroactive Since the Employer Cannot Accommodate

****Granted SCD – Employer Cannot Accommodate

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members (Continued)
Nonservice-Connected Disability Applications

APPLICATION NO.
4506*

NAME
ORELLANA, KARLA B.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

VI. CONSENT ITEMS

Trustee Harris made a motion, Trustee Moore seconded, to approve consent items A-G.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

A. **2024 Audit, Compliance, Risk, and Ethics (ACRE) Committee Charter**

Recommendation as submitted by Debbie Martin, Chair, Audit Committee: That the Board approve and adopt the 2024 Audit, Compliance, Risk, and Ethics (ACRE) Committee Charter. (Memo dated September 23, 2024)

B. **Ethics and Compliance Program Charter**

Recommendation as submitted by Debbie Martin, Chair, Audit Committee: That the Board approve the proposed Ethics and Compliance Program Charter. (Memo dated September 23, 2024)

C. **Ethics and Compliance Program Foundational Work Plan**

Recommendation as submitted by Debbie Martin, Chair, Audit Committee: That the Board review and approve the proposed Ethics and Compliance Program Foundational Work Plan. (Memo dated September 23, 2024)

*Granted SCD – Salary Supplement

VI. CONSENT ITEMS (Continued)

D. **Vendor Recommendation: Legal Matter Management Software Solution**

Recommendation as submitted by JP Harris, Chair, Operations Oversight Committee: That the Board authorize staff to engage with LawVu to provide software and implementation services to configure, customize, and implement a Legal Matter Management Solution for the Legal Division at a first-year cost of \$118,791 (implementation cost of \$45,220 and licensing fee of \$73,571), with three one-year renewal options at the same licensing fee. The total four-year cost is \$340,044. (Memo dated September 17, 2024)

E. **Pensionability Analysis under CERL and PEPRA for New Pay Items**

Recommendation as submitted by Jean J. Kim, Senior Staff Counsel and Zachary Meth, Staff Counsel: That the Board 1) Approve the recommendations set forth to each of the pay items; and 2) Instruct staff to coordinate with the Auditor-Controller to establish necessary reporting mechanism and procedures to permit LACERA to implement such determinations when calculating final compensation for legacy and PEPRA members. (Memo dated September 24, 2024)

F. **Appeals for the Board of Retirement's Meeting**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board grant the appeals and requests for administrative hearing received from Dennis P. Finn and DRC-2407-02063 and direct the Disability Retirement Services Manager to refer each case to a referee. (Memo dated September 19, 2024)

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

Recommendation that the Board approve the service retirements and survivor benefit applications received as September 24, 2024, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated September 24, 2024)

IX. EXCLUDED FROM CONSENT ITEMS

There were no items pulled for discussion.

X. NON-CONSENT ITEMS

A. **2025 STAR COLA Program Cost**

Recommendation as submitted by Ted Granger, Chief Financial Officer: That the Board 1) Decide whether or not to award a STAR COLA for Program Year 2025, and 2) If a benefit is approved, determine whether the STAR COLA benefits will be on an ad-hoc basis at a cost of \$154,000 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 2025, or 3) If a benefit is approved, determine whether the STAR COLA benefits will be on a permanent basis at a cost of \$1,595,000 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, 2025.

(Memo dated September 23, 2024)

Trustee Okum made a motion, Trustee Sanchez seconded, to approve, statutory requirements having been met, a STAR COLA award to eligible members for Program Year 2025 and that the benefits be on a permanent basis.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

B. **Request to Recognize the National Association of Counties as an Organization Authorized to Receive Deductions from Retiree Benefit Payments**

Recommendation as submitted by JJ Popowich, Assistant Executive Officer: That the Board:

1) Recognize the National Association of Counties (NACo), by their relationship with the Retired Employees of Los Angeles County (RELAC), as an organization providing health related insurance programs and other services consistent with those authorized under Section 31452.5 of the County Employees Retirement Law of 1937 (CERL), regardless of the number of enrollees;

X. NON-CONSENT ITEMS (Continued)

2) Authorize staff to formalize an agreement with NACo, and waive the requirements to meet condition 3 of the Policy Governing Deductions for Dues and Similar Assessments from Retiree Warrants to Assessments from Retiree Warrants, to allow members to pay premiums for various insurance services via deductions from monthly benefit payments;

3) Direct staff to require NACo to present to LACERA a Payroll Deduction Authorization Agreement (provided by LACERA) for each member enrolling in and requesting to make a payment to NACo, and that such payments will be deposited in a MetLife managed account since MetLife is providing the actual services with NACo as third-party administrator;

4) Authorize staff to mail related materials to retired members at RELAC's request and expense and subject to LACERA review under the Policy Governing Retired Membership Mailing Services and CERL Section 31592.6, regardless of the number of prior mailings, and

5) Approve the transitional plan for RELAC members receiving benefits from the Pacific Group Agency (PGA), the former business partner of RELAC, offering similar insurance and related benefits, based on whether such benefits are or are not eligible for continuing deductions under Section 31452.5 and LACERA is provided a new member authorization. (Memo dated September 23, 2024)

Trustee Kehoe made a motion, Trustee Gray seconded, to approve staff's recommendation and requested that a memo be sent to the Audit Committee on behalf of the Board of Retirement regarding this item.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

X. NON-CONSENT ITEMS (Continued)

C. **Approval of LACERA and SEIU MOU Bargaining Units 850 and 851 – Amendment and Tentative Agreement**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board direct management to join the Represented Staff Members in signing the Memorandums of Understanding (MOU) amendment incorporating the Tentative Agreements for LACERA Administrative, Technical, Clerical, and Blue-Collar Bargaining Unit (Unit 850) and LACERA Supervisory Bargaining Unit (Unit 851) and request administrative approval from the Los Angeles County Board of Supervisors.

(Memo dated September 26, 2024)

Trustee Okum made a motion, Trustee Gray seconded, to approve staff's recommendation.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

D. **Non-Represented and Management Staff Salary Adjustments**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve salary adjustments for Non-Represented and Managerial Appraisal and Performance Plan (MAPP) Classifications at levels consistent as those granted to Represented Staff Members, and direct Management to request administrative approval from the Los Angeles County Board of Supervisors. (Memo dated September 26, 2024)

Before the vote, Human Resources Director Carly Ntoya, Ph.D., provided the oral report summarizing the recommendation as required by Government Code Section 54953(c)(3) of the Brown Act.

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

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

XI. REPORTS

The following items were received and filed.

A. **LACERA's Rehired Retiree Program Audit Fiscal Year Ended June 30, 2023, and 2024**

Debbie Martin, Audit Committee Chair

(For Information Only) (Memo dated September 20, 2024)

B. **Report of Revised Pay Items**

Jean J. Kim, Senior Staff Counsel

Zachary Meth, Staff Counsel

(For Information Only) (Memo dated September 24, 2024)

C. **Monthly Status Report on Legislation**

Barry W. Lew, Legislative Affairs Officer

(For Information Only) (Memo dated September 24, 2024)

D. **Monthly Trustee Travel & Education Report – August 2024**

Ted Granger, Chief Financial Officer

(For Information Only) (Memo dated September 20, 2024)

E. **September 2024 Fiduciary Counsel Contact and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated September 23, 2024)

(Privileged and Confidential/Attorney-Client Communication/Attorney Work Product and Exempt from Disclosure under California Government Code Sections 7927.705, 54957.5(a))

XII. ITEMS FOR STAFF REVIEW

There were no items for staff review.

XIII. ITEMS FOR FUTURE AGENDAS

There were no items for future agendas.

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

5435B - EKEOCHAH, CHYCHY M.

Trustee Gray made a motion, Trustee Kehoe seconded, to refer back to staff for further information.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

5436B - WYATT, FLOYD, JR.

Trustee Gray made a motion, Trustee Okum seconded, to deny a service-connected disability retirement pursuant to Government Code Sections 31720 and 31722.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

5437B - TROTTER, TANICIA R.*

Trustee Gray made a motion, Trustee Okum seconded, to grant a nonservice-connected disability retirement with the option of an earlier effective date pursuant to Government Code Sections 31720 and 31724 because the employer cannot accommodate.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

*Applicant Present

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

5438B - ETHERIDGE, ERICK*

Trustee Gray made a motion, Trustee Okum seconded, to deny a service-connected disability retirement because the applicant is not permanently incapacitated.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

5439B – WASHINGTON, DENISE A.*

Trustee Kehoe made a motion, Trustee Gray seconded, to return to staff for additional information.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

5329B – COBBS, RONEY H.**

Trustee Kehoe made a motion, Trustee Okum seconded, to grant a service-connected disability retirement pursuant to Government Code Section 31720.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu, Sanchez

*Applicant Present

**Applicant Attorney Present

XVI. EXECUTIVE SESSION

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

1. Administrative Appeal of Daniel Gordon, Steven Arnold, Michael
Jackson, and Brian Nicholson

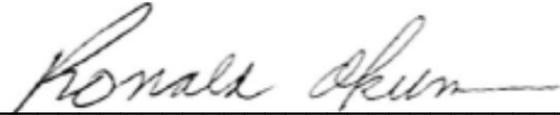
(Memo dated September 18, 2024)

On a motion by Trustee Kehoe, seconded by Trustee Sanchez, to deny
the administrative appeal without prejudice and that staff will report
back on the matter within six months, the motion passed by the
following roll call vote:

Yes: Durazo, Ginsberg, Gray, Harris, Kehoe, Moore, Okum, Ryu,
Sanchez

XVII. ADJOURNMENT

There being no further business to come before the Board, the meeting was
adjourned at 1:09 p.m.



RONALD OKUM, SECRETARY



SHAWN R. KEHOE, CHAIR