

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](#).

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, FEBRUARY 7, 2024*

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

*Teleconference Location for Trustees and the Public under
California Government Code Section 54953(b)
The Palms Casino Resort: 4321 W. Flamingo Road, Las Vegas, NV 89103*

*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 January 3, 2024
- 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.

V. PUBLIC COMMENT (Continued)

If you select oral comment, we will contact you via email with information and instructions as to how to access the meeting as a speaker. You will have up to 3 minutes to address the Board. Oral comment requests 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. **Ratification of Service Retirement and Survivor Benefit Application Approvals**

Recommendation that the Board approve the service retirements and survivor benefit applications received as of January 30, 2024, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated January 30, 2024)

B. **Compensation Earnable and Pensionable Compensation**

Recommendation as submitted by Jean Kim, Senior Staff Counsel and Elaine K. Salon, Staff Counsel: That the Board 1) Adopt Resolutions No. 2024-BR001 and 2024-BR2002, specifying pay items as included and excluded from the definitions of "compensation earnable" and "pensionable compensation."; and 2) Instruct staff to coordinate with the Auditor-Controller to establish the necessary reporting mechanism and procedures to permit LACERA to include or exclude these items when calculating final compensation. (Memo dated January 18, 2024)

VIII. CONSENT ITEMS (Continued)

C. **Appeal(s) for the Board of Retirement's Meeting of February 7, 2024**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board 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: Yolonda D. Freeman, Tania Velasco, Shakeh Hovsepien. (Memo dated January 25, 2024)

D. **Dismiss with Prejudice the Appeal of La'keyta Parker**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice La'keyta Parker's appeal for an earlier effective date. (Memo dated January 30, 2024)

XI. EXCLUDED FROM CONSENT ITEMS

X. NON-CONSENT ITEMS

A. **LACERA 2024 Election of Third Member: Approval of Statement of Powers and Duties of Board of Retirement Trustees**

Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Board approve the attached document entitled "Powers and Duties of Board of Retirement Trustees," which will be included with the ballot materials for the 2024 election of the Third Member of the Board of Retirement and posted on lacera.com. (Memo dated January 31, 2024)

B. **Cost-of-Living Adjustment Effective April 1, 2024**

Recommendation as submitted by Ted Granger, Chief Financial Officer: That the Board determine, for the year ended December 2023, the Consumer Price Index changed by 3.5% (or when rounded to the nearest one-half of 1.0% as the COLA benefit rules require, 3.5%: the LACERA 2024 COLA Award), and approve cost-of-living adjustments and respective COLA Accumulation changes for retired LACERA members and beneficiaries, based on retirement plan and date of retirement or death, to become effective April 1, 2024 in accordance with applicable California Government Code Sections. (Memo dated January 22, 2024)

X. NON-CONSENT ITEMS (Continued)

C. **Disability Case Review CPI Increase in Compensation Effective April 1, 2024**

Recommendation as submitted by Ted Granger, Chief Financial Officer: That the Board determine the Consumer Price Index changed by 8.6% for the last two calendar years ended December 2023 and adjust the compensation for the review and analysis of disability retirement cases to a maximum of \$147 per day, to be prorated for less than eight hours in a single day at the hourly rate of \$18.38, effective April 1, 2024.

(Memo dated January 25, 2024)

D. **Application of Valerie McCoy-Mayfield for Reinstatement to Active Membership**

Recommendation as submitted by Louis Gittens, Benefits Division Manager: That the Board 1) Determine, based upon the medical evaluation conducted January 17, 2024, that Valerie J. McCoy-Mayfield is not incapacitated for the duties assigned to her in the position of Children's Social Worker (CWS) II; and 2) Grant the application of Valerie J. McCoy-Mayfield for reinstatement to active membership: memo date January 22, 2024

(Memo dated January 22, 2024)

E. **Application of Aline T. Bourgeois for Reinstatement to Active Membership**

Recommendation as submitted by Louis Gittens, Benefits Division Manager: That the Board 1) Determine, based upon the medical evaluation conducted January 18, 2024, that Aline T. Bourgeois is not incapacitated for the duties assigned to her in the position of Children's Social Worker Trainee (CWST); and 2) Grant the application of Aline T. Bourgeois for reinstatement to active membership.

(Memo dated January 22, 2024)

XI. REPORTS

A. **Board of Retirement's Role Administering Disability Retirement Applications & Legal Standards for Permanent Incapacity and Service Connection**

Frank Boyd, Senior Staff Counsel

(Presentation)

XI. REPORTS (Continued)

B. **Federal and State Legislative Advocates' Self-Evaluations**

Barry W. Lew, Legislative Affairs Officer

(For Information Only) (Memo dated January 25, 2024)

C. **Board of Investments Board Officers – 2024 Calendar Year**

Santos H. Kreimann, Chief Executive Officer

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

D. **Report on Compensation Earnable and Pensionable Compensation**

Jean Kim, Senior Staff Counsel

Elaine Salon, Staff Counsel

(For Information Only) (Memo dated January 19, 2024)

E. **Application Processing Time Snapshot Reports**

Tamara Caldwell, Division Manager, Disability Retirement Services

(For Information Only) (Memo dated January 29, 2024)

F. **Monthly Trustee Travel & Education Reports – December 2023**

Ted Granger, Chief Financial Officer

(Public memo dated January 24, 2024) (Confidential memo dated January 24, 2024 - Includes Pending Travel)

G. **2024 Quarterly Reports of Paid Invoices**

Tamara Caldwell, Division Manager, Disability Retirement Services

(For Information Only) (Memo dated January 16, 2024) (Attachment is Confidential)

H. **January 2024 Fiduciary Counsel Contract and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated January 29, 2024)

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

XII. ITEMS FOR STAFF REVIEW

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

XIII. ITEMS FOR FUTURE AGENDAS

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

XIV. GOOD OF THE ORDER

(For Information Purposes Only)

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

B. Disability Retirement Appeals

C. Staff Recommendations

1. Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel: That the Board 1) Correct, under Government Code Section 31541, an error in processing John M. Rossi's disability - retirement application; and 2) Grant John M. Rossi a service-connected disability retirement with the option of an earlier-effective date under Government Code Section 31720 and 31724. (Memo dated January 22, 2024)

XVI. ADJOURNMENT

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

Documents subject to public disclosure that relate to an agenda item for an open session of the Board of Retirement that are distributed to members of the Board of Retirement less than 72 hours prior to the meeting will be available for public inspection at the time they are distributed to a majority of the Board of Retirement Trustees at LACERA's offices at 300 N. Lake Avenue, Suite 820, Pasadena, CA 91101, during normal business hours of 9:00 a.m. to 5:00 p.m. Monday through Friday and will also be posted on lacera.com 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., WEDNESDAY, JANUARY 3, 2024

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

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.

TRUSTEES PRESENT:

Shawn R. Kehoe, Chair

Les Robbins, Vice Chair
(Teleconference Due to Just Cause under Section 54953 (f))

Ronald Okum, Secretary (Left the meeting at 1:17 p.m.)

Nancy Durazo

Vivian H. Gray

Jason E. Green (Left the meeting at 1:22 p.m.)

JP Harris (Alternate Retired)

Wayne Moore

Keith Knox

David Ryu (Joined the meeting at 9:20 a.m.)

Antonio Sanchez (Left the meeting at 12:30 p.m.)

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

Luis A. Lugo, Deputy Chief Executive Officer

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

Jonathan Grabel, Chief Investment Officer

Steven P. Rice, Chief Counsel

Francis J. Boyd, Senior Staff Counsel

Jasmine Bath, Senior Staff Counsel

Louis Gittens, Benefits Division Manager

Cassandra Smith, Retiree Healthcare Director

Dr. Glenn Ehresmann, Medical Advisor

Vincent Lim, Disability Litigation Manager

Allison Barrett, Senior Staff Counsel

Chaitanya Errande, Information Security Officer

Tatiana Bayer, Member Services Division Manager

Barry W. Lew, Legislative Affairs Officer

Carly Ntoya, Human Resources Director

Tamara Caldwell, Disability Retirement Manager

Vickie Neely, Disability Retirement Specialist Supervisor

STAFF ADVISORS AND PARTICIPANTS (Continued)

Kerri Wilson, Disability Retirement Specialist Supervisor

Hernan Barrientos, Disability Retirement Specialist Supervisor

Ricardo Salinas, Disability Retirement Specialist Supervisor

Janet Jennings, Milliman Consulting Actuary

Robert Schmidt, Milliman Consulting Actuary

Rebecca Walker, Kaplan & Walker

I. CALL TO ORDER

The meeting was called to order by Chair Kehoe at 9:09 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Ms. Durazo led the Trustees and staff in reciting the Pledge of Allegiance.

III. RATIFICATION OF OFFICERS

A. Board Officers – 2024 Calendar Year

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board ratify its slate of board officers who will serve their term in the 2024 calendar year under the Board's Board Officer Rotation Policy: Shawn Kehoe as Chair, Les Robbins as Vice Chair, and Ronald Okum as Secretary.

(Memo dated December 17, 2023)

Trustee Knox made a motion, Trustee Sanchez seconded, to ratify the slate of officers. The motion passed by the following roll call vote:

Yes: Durazo, Gray, Green, Knox, Moore, Okum, Robbins, Sanchez

Absent: Ryu

IV. ELECTIONS OF COMMITTEE MEMBERS

Election of Trustees to Joint Organizational Governance Committee (1 Trustee) and Audit Committee (3 Trustees)

Trustee Kehoe nominated Trustee Gray. Hearing no other nominations, the nominations were closed. Chair Kehoe announced that Trustee Gray was elected to the position of Joint Organizational Governance Committee Member for 2024.

Trustees Moore and Gray were nominated by Trustee Kehoe and Trustee Durazo was nominated by Trustee Knox to the position of Audit Committee Member. Hearing no other nominations, the nominations were closed. Chair Kehoe announced that Trustees Moore, Gray, and Durazo were elected to the position of Audit Committee Member for 2024.

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

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

A physical quorum was present at the noticed meeting location. There was one request received from Trustee Robbins to attend by teleconference for Just Cause (A) contagious illness. Trustee Robbins confirmed that there were no individuals 18 years or older present at the teleconference location. No requests were received for Emergency Circumstances (B).

VI. APPROVAL OF THE MINUTES

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

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

Yes: Durazo, Gray, Green, Knox, Okum, Robbins, Sanchez

Abstain: Moore

Absent: Ryu

VII. PUBLIC COMMENT

LACERA member, Carlton Chambers addressed the Board regarding his disability retirement application (5310B).

VIII. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: Paola Johns, Vicki Chew, Sevag Antabian and Edward Wong. The Web Watcher was Ted Granger and there were no winters for Rideshare.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Gloria D’Orazi.

C. Chief Executive Officer’s Report

(Mr. Ryu joined the meeting at 9:20 a.m.)

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

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
244E	BUSH, JAMES
245E*	ROSSO, ANDREW H.
246E	DUARTE, DENNIS J.
247E	SAVAY, JOHN J.

*Grant SCD – Employer Cannot Accommodate

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
248E*	SECRIST, JERALD L.
249E**	GUTIERREZ, GREGORY R.
250E	KONECNY, MICHAEL S.
251E**	POWERS, JAMES C.
252E	NELSON, PAMELA A.
253E**	BRADY, OLIVIA C.
254E	MASON, RONNIE F.
255E	BURROW, JEFFREY D.
256E*	OJEDA, SARA
257E	LONG, DAVID B.
258E	PARTIDA, JANISA Z.
259E	GEIER, MICHAEL C.
260E*	WILLIAMS, CLIFTON S.
261E*	BRINGAS, ASHLEY L.
262E	KUWATA, KEVIN R.
263E	JUNGK, MARIAN H.
264E	MARRON, SCOTT P. (DEC'D)
265E	CURRY, ANDRE S.
266E**	CHAU, VERONICA
267E	CAMPOS, MIGUEL
268E	MCKNIGHT, GREGORY D.
269E	PARTIDA, PABLO
270E	SHI, YUNA
271E	YEGAVIAN, BEDROS R.
272E	COBOS, MARLENE V.
273E	FINCHUM., ROBERT E., JR.
274E	RUGGIERO, TIMOTHY W.
275E	MARTINEZ, ANGELA R.
276E*	KEELING, CHRISTOPHER D.
277E	FUTRELL, CHRISTIAN J.
278E	GARCIA, SANDRA L.

*Grant SCD – Retroactive

**Grant SCD – Employer Cannot Accommodate

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)
Service-Connected Disability Applications

The motion passed by the following roll call vote:

Yes: Durazo, Gray, Kehoe, Knox, Moore, Okum, Robbins,
RyuSanchez

Safety Fire, Lifeguards
Service-Connected Disability Applications

On a motion by Trustee Green, seconded by Trustee Okum, 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>
1767B	PEREZ, HARRY
1768B	WISMAN, CURTIS R.
1769B	CLARK, DENNIS L.
1770B	LIDLAW, KEVIN L.
1771B	HERNANDEZ, VICTOR M.
1772B	LITTLE, DARRYL L.
1773B	LININGER, DARIN R.
1774B	ROSSI, JOHN M.
1775B*	HARKINS, JEREMY G.
1776B	OROSCO, JEFFREY A.
1777B	BRANDELLI, RICK A.
1778B**	VILLALTA-AYALA, ISMAEL M. (DEC'D)
1779B	TERRY, CRAIG

The motion passed by the following roll call vote:

Yes: Durazo, Gray, Green, Knox, Moore, Okum, Robbins, Ryu,
Sanchez

*Granted SCD – Retroactive
**Granted SCD – Survivor Benefit

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Service-Connected Disability Applications

On a motion by Trustee Knox, seconded by Trustee Okum, 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>
2682C	MOTEN, CHERYL M.
2683C*	DE LA ROSA, NICOLAS, JR.
2684C*	ROBERTS, MICHAEL D.
2685C*	WILLIAMS, LYNETTE F.
2686C**	CHAVEZ, RICARDO M.
2687C***	RAZO, NANCY G.
2688C*	GARCIA VALENZUELA, LETICIA
2689C	PAGLINAWAN, RAMON A.
2690C***	HAWKINS, SHEILA D.
2691C	ADAMS, ANTHONY E.
2692C	TYLER, ARTHUR W.
2693C	ROBERTS, KELLY S.
2694C*	GOVAN, LISA A.

The motion passed by the following roll call vote:

Yes: Durazo, Gray, Green, Knox, Moore, Okum, Robbins, Ryu, Sanchez

*Granted SCD – Employer Cannot Accommodate

**Granted SCD – Retroactive

***Granted SCD – Retroactive Employer Cannot Accommodate

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Nonservice-Connected Disability Applications

On a motion by Trustee Knox, seconded by Trustee Okum, the Board of Retirement made a motion to approve a nonservice-connected disability retirement for the following named employee who was found to be disabled for the performance of her duties and has met the burden of proof.

APPLICATION NO.
4501

NAME
KING, BRANDI N.

The motion passed by the following roll call vote:

Yes: Durazo, Gray, Green, Knox, Moore, Okum, Robbins, Ryu, Sanchez

X. CONSENT ITEMS

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

The motion passed by the following roll call vote:

Yes: Durazo, Gray, Green, Knox, Moore, Okum, Robbins, Ryu, Sanchez

A. **H.R. 957 – Public Safety Retirees Healthcare Protection Act of 2023**

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board adopt a “Watch” position on H.R. 957, which would enact the “Public Safety Retirees Healthcare Protection Act of 2023.”

(Memo dated December 20, 2023)

X. CONSENT ITEMS (Continued)

B. **Proposed Changes to Board of Retirement Policy for Recovery of Member Overpayments and Underpayments**

Recommendation as submitted by Alan Bernstein, Chair, Operations Oversight Committee: That the Board approve and adopt the changes to its Policy for Recovery of Member Overpayments and Underpayments as discussed in this memo and set forth in Exhibit B. (Memo dated December 21, 2023)

C. **Ethics and Compliance Program Charter**

Recommendation as submitted by Alan Bernstein, Chair, Operations Oversight Committee: That the Board of Retirement (1) provide input on the proposed Ethics and Compliance Program Charter, which is a goal of the Board's approved Strategic Plan, and (2) forward the Charter to the Joint Organizational Governance Committee for further consideration and recommendation. (Memo dated December 26, 2023)

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 December 26, 2023, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated December 26, 2023)

E. **Appeal(s) for the Board of Retirement's Meeting of January 3, 2024**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board 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: Leanne M. Steinhaus and Syntoshia L. Cunningham. (Memo dated December 21, 2023)

F. **Dismiss with Prejudice the Appeal of Danny T. Han**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice Danny T. Han's appeal for a service-connected disability retirement. (Memo dated December 20, 2023)

X. CONSENT ITEMS (Continued)

G. **Service Provider Invoice Approval Request - Martin Schlusselfberg, M.D. c/o National Disability Evaluations**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Martin Schlusselfberg, M.D. c/o National Disability Evaluations. (Memo dated December 21, 2023)
(Attachment is Confidential)

H. **Service Provider Invoice Approval Request - Neil Ghodadra, M.D.**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Neil Ghodadra, M.D.
(Memo dated December 27, 2023)

XI. EXCLUDED FROM CONSENT ITEMS

There were no items excluded from Consent items.

XII. NON-CONSENT ITEMS

A. **WBCP – Professional Recruiting Services**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve the amendment of the current master contract with WBCP, Inc. (WBCP) for professional recruiting services to increase the contract value for FY 23-24 from \$150,000 to \$300,000 and delegate authority to pay related invoices.
(Memo dated December 22, 2023)

On a motion by Trustee Green, seconded by Trustee Okum, to approve staff's recommendation.

The motion passed by the following roll call vote:

Yes: Durazo, Gray, Green, Knox, Moore, Okum, Ryu, Sanchez

No: Robbins

XIII. REPORTS

A. **2023 Triennial Actuarial Projects – Los Angeles County Other Post-Employment Benefit (OPEB) Program Educational Session**

Santos H. Kreimann, Chief Executive Officer
Ted Granger, Interim Chief Financial Officer
Robert Schmidt, Consulting Actuary, Milliman
Janet Jennings, Consulting Actuary, Milliman
(Presentation) (Memo dated December 18, 2023)

Mr. Schmidt and Ms. Jennings provided a presentation and answered questions from the Board.

This item was received and filed.

B. **Education on Ethics and Compliance Governance, Program Structure, and Program Charter**

Steven P. Rice, Chief Counsel
Allison E. Barrett, Senior Staff Counsel
Rebecca Walker, Kaplan & Walker LLP
(Presentation) (Memo dated December 26, 2023)

Mr. Rice, Ms. Barrett, and Ms. Walker provided a presentation and answered questions from the Board.

This item was received and filed.

C. **2023 Audit Committee Annual Report**

Onyx Jones, 2023 Audit Committee Chair
Richard P. Bendall, Chief Audit Executive
(For Information Only) (Memo dated December 15, 2023)

This item was received and filed.

D. **Application Processing Time Snapshot Reports**

Tamara Caldwell, Division Manager, Disability Retirement Services
(For Information Only) (Memo dated December 22, 2023)

This item was received and filed.

XIII. REPORTS (Continued)

E. **Monthly Trustee Travel & Education Reports – November 2023**

Ted Granger, Interim Chief Financial Officer

(Public memo dated December 21, 2023) (Confidential memo dated December 21, 2023 - Includes Pending Travel)

This item was received and filed.

F. **FPPC Formal Advice Letter**

Steven P. Rice, Chief Counsel

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

This item was received and filed.

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

Steven P. Rice, Chief Counsel

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

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

This item was received and filed.

XIV. ITEMS FOR STAFF REVIEW

Trustee Kehoe requested that staff provide the Board with additional information regarding LACERA's membership in the outside districts.

XV. ITEMS FOR FUTURE AGENDAS

There were no items to report.

XVI. GOOD OF THE ORDER

(For Information Purposes Only)

The Board welcomed the new Trustees and congratulated the new officers.

In open session, before Executive Session began, Chief Counsel stated, under the Brown Act, that Item XVIII(B) relates to the employment claim of Charlotte Nakhla.

XVII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

(Trustee Sanchez left the meeting at 12:30 p.m.)

APPLICATION NO. & NAME AND BOARD ACTION

5405B – YOLONDA D. FREEMAN

On a motion by Trustee Knox, seconded by Trustee Okum, to deny a service-connected disability retirement since the employer can accommodate.

Ms. Gray made a substitute motion, Mr. Moore seconded, to return to staff for additional information. The makers of the motion withdrew their motion.

The original motion passed by the following roll call vote:

Yes: Durazo, Green, Harris, Knox, Okum, Sanchez

No: Gray, Moore, Ryu

Absent: Sanchez

XVIII. EXECUTIVE SESSION

(Trustee Okum left the meeting at 1:17 p.m.) (Trustee Green left the meeting at 1:22 p.m.)

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

LACERA v, County of Los Angeles,
LASC Case No. 21STCP03475,
Court of Appeal Case No. B32697
(For Information Only) (Memo dated December 27, 2023)

There was nothing to report.

XVIII. EXECUTIVE SESSION (Continued)

- 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 December 19, 2023)

There was nothing to report.

XIX. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 1:25 p.m.

RONALD OKUM, 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, who has recently closed the chapter on a fulfilling career and started her well-earned retirement.



Retired Member

Gloria Holder

**Automated Fingerprint Identification System (AFIS) Technician II;
Records and Identification Bureau, Norwalk Sheriff's Department**

Years of Service: 12

Retirement Date: January 2024

MEMBER SPOTLIGHT

Notable Contributions and Service: Ms. Holder started as a records clerk in RIB. She took the advice of her supervisor and completed the coursework, certification, and exam to promote to the position of automated fingerprint identification system (AFIS) technician. Her AFIS responsibilities included comparing life scan fingerprints coming to the RIB from various law enforcement facilities, comparing court and DMV fingerprints, and providing expert testimony in court.

Proudest Accomplishment: Holder says achieving her goal of becoming an AFIS technician is her proudest career accomplishment. On the personal side, Holder proudly names her older son as her hero, for his perseverance in overcoming various challenges to extensively train and subsequently flourish as an HVAC journeyman.

Retirement Plans: Holder looks forward to babysitting her great-grandson, playing senior pickleball, traveling, going on cruises, and hanging out at the beach.





January 30, 2024

TO: Each Trustee,
Board of Retirement
Board of Investments

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

SUBJECT: **CHIEF EXECUTIVE OFFICER'S REPORT – FEBRUARY 2024**

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

Strategic Plan (Action Planning)

The Board of Retirement (BOR) approved Strategic Plan is progressing well. Staff will provide our first quarterly update to the Operations Oversight Committee (OOC) beginning April 2024.

Board of Retirement Offsite

The BOR Offsite will be held in May 2024. Day one of the offsite will focus on LACERA's strategic planning efforts and other educational topics. Day two will focus on the Retiree Healthcare Program and other educational topics. We will be working closely with the BOR leadership to finalize the offsite agenda.

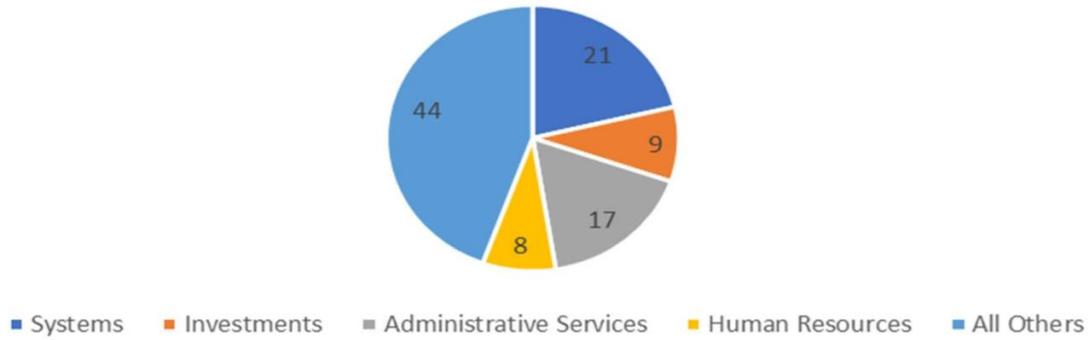
Recruitment Updates

LACERA has 534 budgeted positions, of which 112 are vacant (20% vacancy rate). Additionally, there are 3 over-hired positions (positions that temporary staff members are assigned to but are not permanently budgeted) in the Retirement Benefits Specialist I classification.

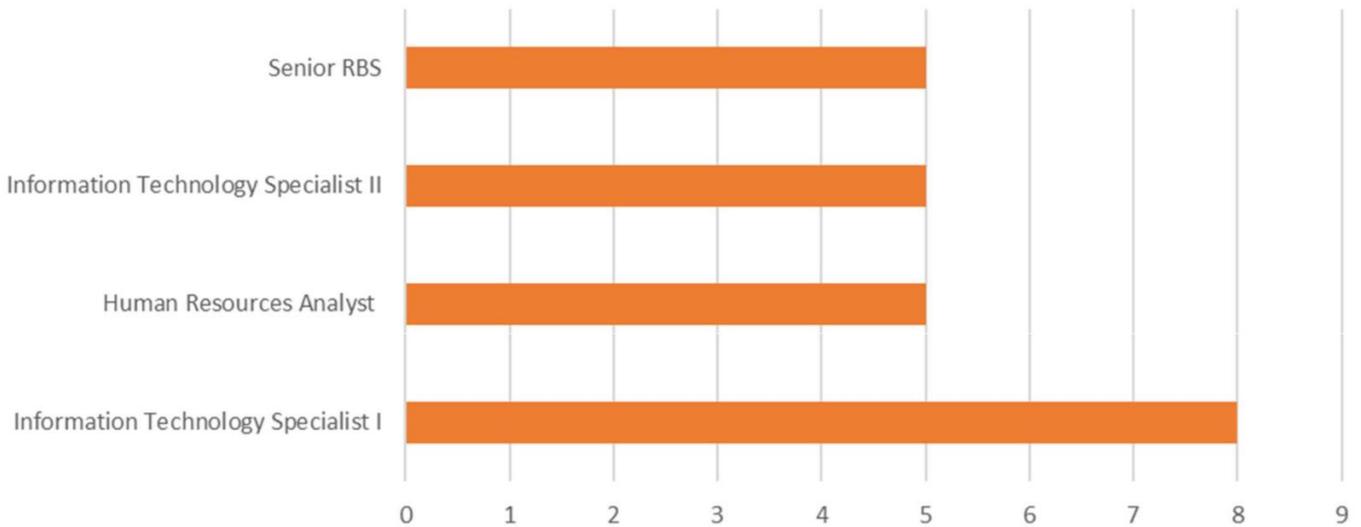
Since the beginning of the current fiscal year, 14 eligible lists/registers were promulgated, with a total of 12 new hires and 11 promotions.

The Divisions with the highest number of vacancies, and the classifications with the highest number of vacancies, are shown below.

LACERA Divisions with Highest No. of Vacancies

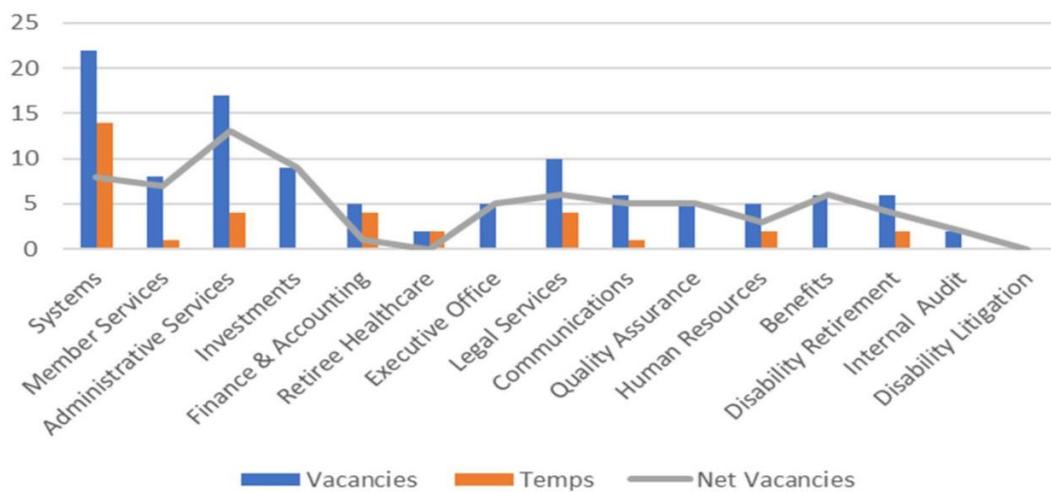


Classifications with the Highest Number of Vacancies



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

Temporary Staff Offsetting Vacant Positions



External Recruitments

The Senior Investment Officer (Real Estate) and Finance Analyst III (Corporate Governance) recruitments continue to be open and managed by EFL Associates.

The recruitment brochures for the below listed positions in the Legal Office continue to be open. Interviews continue as qualified candidates are identified. Job bulletins are pending to create eligible lists from which offers may be made:

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

Internal Recruitments

Applications for the Finance Analyst III (Real Estate) position remain open and applications continue to be accepted until the needs of the office are filled. Interviews are pending for Senior Investment Officer (Global Equities).

The Retirement Benefits Specialist I – (Temporary) Trainee examination assessments were completed with 109 candidates to be placed on the eligible list.

In Development

The recruitments/assessments for the following classification(s) are in development:

- Administrative Services Analyst I, II and III
- Information Technology Specialist I and II
- Senior Internal Auditor
- Senior Legal Secretary
- Senior Administrative Assistant
- Administrative Assistant
- Intermediate Typist Clerk
- Special Assistant

New Lists Promulgated, Hiring and Promotions

A promotional appointment to Senior Disability Retirement Specialist was made.

An appointment to an Accountant position was made effective February 5, 2024.

The Chief Financial Officer list has been promulgated and a selection was made.

A selection was made for Finance Analyst II, the background is currently in process.

A selection was made for the Senior Staff Counsel (Investments), the background is in process.

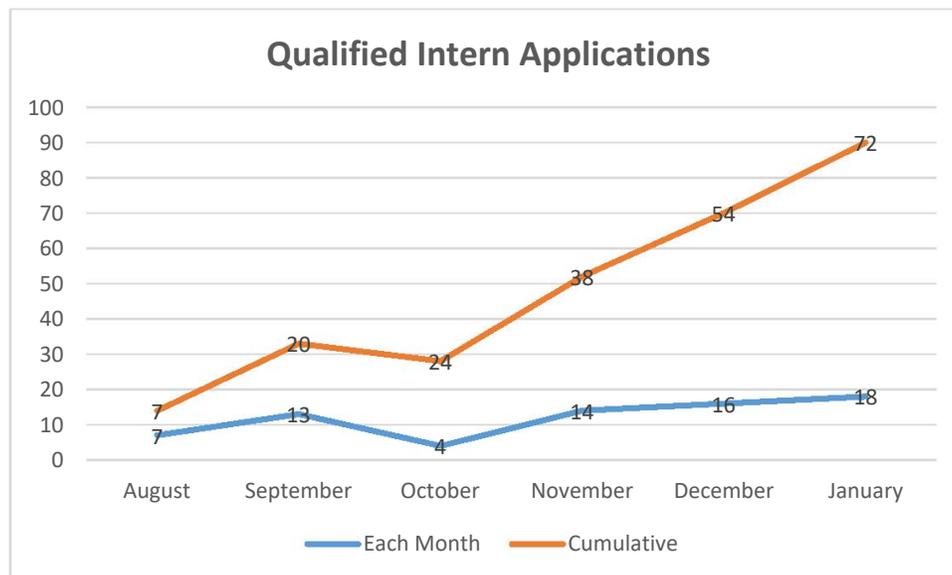
One (1) Senior Human Resources Analyst and one (1) Human Resources Analyst started January 16, 2024. An additional Senior Human Resources Analyst appointment is effective February 1, 2024.

Interns

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

A total of 121 applications have been received since the bulletin was reposted in August 2023. Thirty-five of the applications did not meet the selection requirements leaving 72 applicants to be considered.

The following chart tracks the number of qualified applications received each month:



Twenty-three resumes were sent to the Divisions for consideration for assignments beginning immediately, as well as in summer. Additional resumes are under review to be sent to Divisions for consideration and interviews are pending for eight (8) positions in various divisions.

New Year – New My LACERA Portal and New Omnichannel Retirement Counseling Methodology

In alignment with our Superior Member Experience and Innovation through Technology Strategic Plan Priorities, we are excited to announce some recent improvements to the Member Experience during the Ready to Retire and the Retired member journeys. On January 16, 2024, we launched a redesigned My LACERA portal. The portal has been redesigned to display important information on the member's dashboard - eliminating the need for multiple clicks. Active members can now see important information regarding their contributions, eligibility to retire, and disability retirement application status and more. Retired members now see panels information about their retiree healthcare plan, as well as a new feature for members participating in the 120 Day Return to Work program to track how many hours they have accumulated and is designed to help them manage their time, so they do not exceed the legal limits.

Perhaps even more exciting is the new portal includes our first ever online retirement election option. Members can now retire completely online without having to download

and submit a written election. The new feature walks a member through the election process providing them with important reminders to check beneficiaries, ensure they've submitted required documents, and presents an overview of their available options all at their fingertips. This new election process is designed to make it easier for members to submit their retirement election, support upcoming backend changes as we move the election and first payment processes into the Sol Case Management solution, as well as support the new Omnichannel Retirement Counseling Methodology. In the first week, almost 50% of the retirement elections were submitted through this new process.

Effective January 16th, we also rolled out the new Omnichannel Retirement Counseling methodology. The new counseling is designed to ensure members receive the same experience and information no matter how they interact with LACERA (via our call center, the member service center, or through the self-retirement process). The new methodology incorporates an expanded Ready to Retire hub on LACERA.com which serves as a resource for everything we cover in a one-on-one session. Staff now incorporate references to this material during counseling, providing members an online resource they can access to remind them of what they've discussed.

Staff will be providing two presentations during the February Operations Oversight Committee to highlight these two milestones.

LACERA Attends the 2024 NCPERS Legislative Conference in Washington DC.

The National Conference on Public Employee Retirement Systems (NCPERS) held their annual Legislative Conference in Washington, D.C. January 22 -24, 2024 with several Trustees and staff in attendance. Day one consisted of general sessions on:

- A Preview of the 2024 Presidential, Congressional, and State Elections
- State Proposals Impacting State & Local Priorities
- Public Plan Access to the Social Security Administration's Master Death Files
- NCPERS Federal Priorities
- A Case for Bringing Back Pensions: A Closer Look at Alaska

The second day of conference focused on legislative policy meetings whereby LACERA and CalSTRS were grouped together with our legislative advocate, Tony Roda, to walk the Hill. The group visited the staff of Representatives Mike Thompson, Jimmy Gomez, Judy Chu, Tony Cardenas, and Senator Laphonza Butler's offices. The popular and main topic of discussion was repealing the Windfall Elimination Provision and Governmental Pension Offset.

Retiree Healthcare

LACERA's 2024-2025 Insurance Renewals

Staff and LACERA's healthcare consultant, Segal, will be presenting the final negotiated 2024-2025 premium renewals at the February 7th Insurance, Benefits, & Legislative Committee meeting. We are extremely happy to report that the overall increase will be 8.2%. The renewals will be presented to the full Board of Retirement meeting on March 6, 2024, for final approval.

Anthem Blue Cross Notice of Potential Contract Termination with University of California Health System

In mid-October 2023, staff received notification from our Anthem Blue Cross Account Management team of a potential contract termination. Anthem and the University of California Health System (UC Health) have been in discussions for over a year, noting the following:

- The current facility and professional contract agreements between Anthem and UC Health System were set to expire on January 1, 2024. However, a contract extension was agreed upon between UC Health and Anthem through February 29, 2024 while active discussions continued.
- Both Anthem and UC Health System are engaged in active negotiations, including senior leadership from both entities.
- Contract discussions are a standard part of the healthcare industry and sometimes those discussions on affordability can take time.
- For those being treated for certain serious and complex conditions like pregnancy or cancer, Anthem was working to ensure members continued their care with their current doctor if an agreement cannot be reached by January 1st. If an Anthem member is actively undergoing a medically necessary course of treatment with UC Health prior to January 1, 2024, those members were eligible to receive [continuity of care](#). This includes members receiving treatment for cancer and other chronic conditions.

Staff recently inquired how many members may be impacted should an agreement not be reached with UC Health and was informed that Anthem shows approximately 1,300 of our members have utilized a UC facility in the last 12 months. This member count includes retirees and their dependents. However, members may be counted more than once if they utilized different UC facilities. In addition, we were also reminded that some of these members are utilizing physicians that may have admitting rights to facilities outside of the UC Health system. For those utilizing non-UC physicians with admitting rights to other facilities, their care would not be interrupted.

Medical Centers	Count of Members
UC Davis MC	40
UC IRVINE MC	306
UCSD MC	66
UCSF MC	27
UCLA MED CTR	623
Santa Monica	244
TOTAL	1,306

Notification of potential contract terminations is standard within the healthcare industry. Anthem takes them very seriously, however, at the same time, they are preparing in the event an agreement cannot be reached on or before February 29, 2024, by notifying members, regulatory agencies, physicians, and medical groups about the potential for a contract termination to ensure there are no gaps in care and all have ample time to prepare.

Staff will continue to monitor the status of the discussions. We will keep you informed upon the contract extension end date of February 29, 2024.

SHK
CEO report February 2024.doc

Attachments



CEO DASHBOARD



February 7, 2024

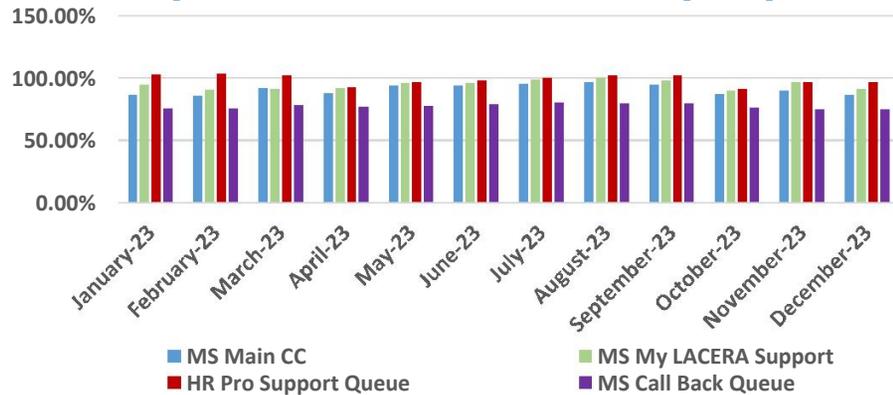


Striving for Excellence

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

Events / Webinar Attendance Current Mo.: 700 Year-to-Date: 6,428	Events / Webinar Current Mo.: 14 Year-to-Date: 120	Webinar Satisfaction 0%	Member Service Center Satisfaction 93.71%	MS Main Queue Total Calls Current Mo. 7,824 3 Month Avg. 7,886				
					Resp. Rate	Change	Resp. Rate	Change
					0%	0%	20.7%	0.98%

Member Service Call Center Queue Key Performance Indicators (KPI)

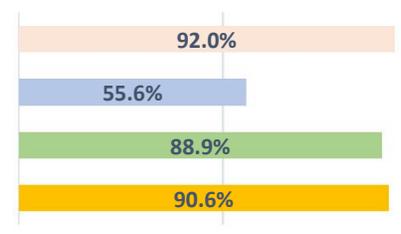


Key Performance Indicator (Components by Queue)

MSCC Main Queue



My LACERA Support Queue



Agent Utilization (Goal: 65%)

After Call Survey (Goal: 90%)

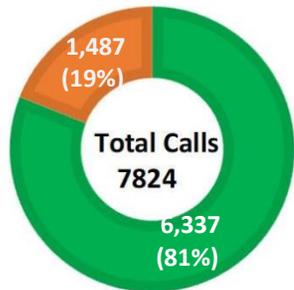
Grade of Service (Goal: 80% in 60 sec)

Call Monitoring (Goal: 95%)

Member Services

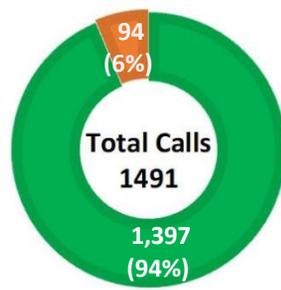
MSCC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned



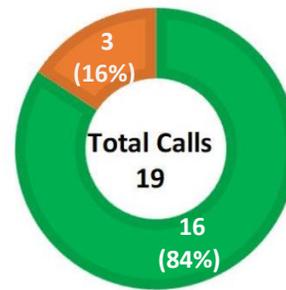
MY LACERA SUPPORT

■ Calls Answered ■ Calls Abandoned



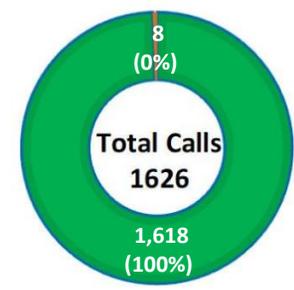
HR PRO SUPPORT

■ Calls Answered ■ Calls Abandoned



MS CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	86.00%	Queue KPI:	91.10%	Queue KPI:	96.30%	Queue KPI:	75.24%
Avg. Speed of Answer	Average Duration						
0:10:53	0:15:53	0:01:22	0:12:06	0:01:06	0:11:16	0:35:54	0:15:01



Striving for Excellence

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

TOP REASONS MEMBERS CONTACT MEMBER SERVICES

Member Services Call Center

Member Service Center (Outreach)

1. Retirement Counseling

1. Retirement Counseling

2. Benefits Payments

2. Retiree Healthcare

3. My LACERA

3. Power of Attorney

Contact Center Email/Secure Message Performance



Emails (welcome@lacera.com):

359

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA)

873

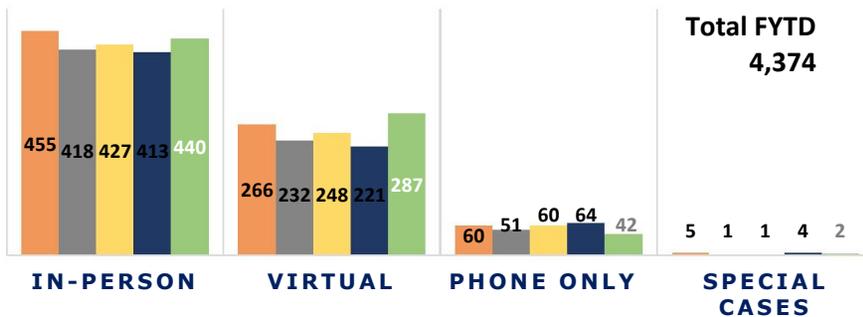
Service Level: 24 Bus. Hours

On Target

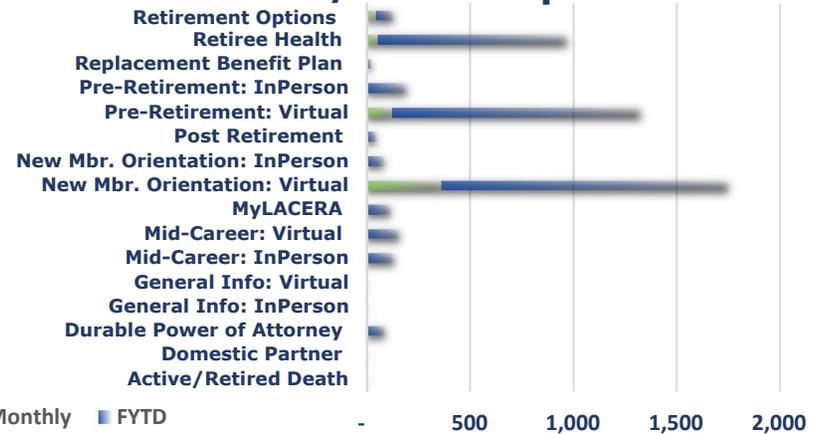
Member Service Center (Outreach)

Member Service Center Appointments

August September October November December



Members Served in Webinars/Workshops



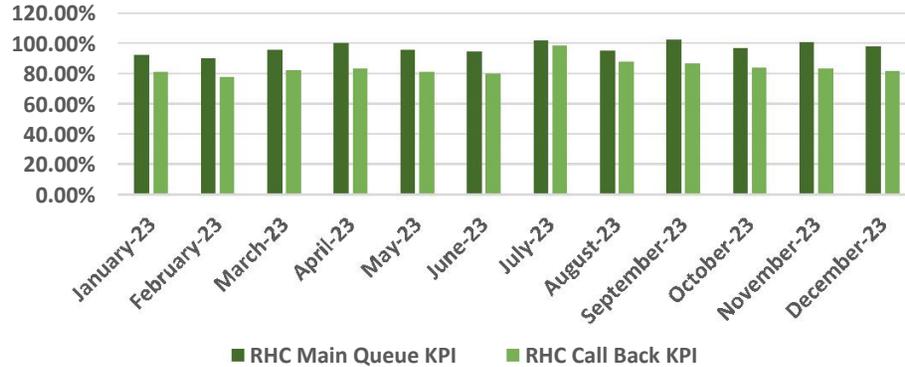
Member Services



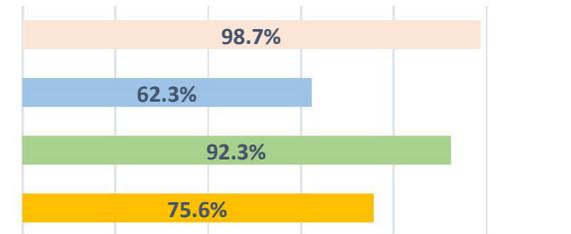
Striving for Excellence

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

RHC Call Center Queue Key Performance Indicator (KPI)



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

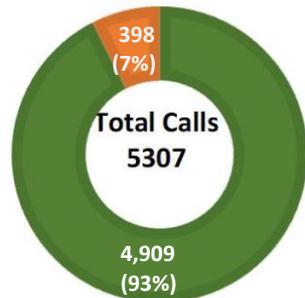


Agent Utilization (Goal:65%)	Grade of Service (Goal: 80% in 60 sec)
After Call Survey (Goal: 90%)	Call Monitoring (Goal: 95%)

Retiree Healthcare

RHC MAIN QUEUE

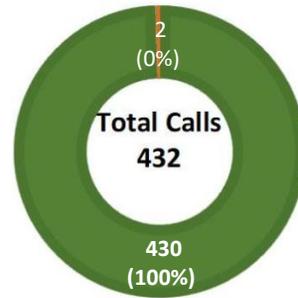
■ Calls Answered ■ Calls Abandoned



Queue KPI:	97.80%
Avg. Speed of Answer	Average Duration
0:03:36	0:11:01

RHC CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	81.60%
Avg. Speed of Answer	Average Duration
0:11:24	0:07:43

TOP RHC CALL TOPICS

1. Medical/Dental Enrollments
2. Insurance Benefits
3. General Inquiries

RHC Email/Secure Message Performance



Emails (healthcare@lacera.com): 504

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA) 518

Service Level: 24 Bus. Hours

On Target



Striving for Excellence

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

Disability

Applications

956

Pending: Applications
in Process

78
Received: New Applications

387
Received Year-to-Date

0
Re-Opened Applications

0
Re-Opened Year-to-Date

63
To Board - Initial (Presented to BOR)

158
To Board - Initial Year-to-Date*

73
Closed (Incomplete/Withdrawn)

256
Closed Year-to-Date*

*Excludes cases prior to 9/12/23 due to transition to Sol case management system.

Appeals

67

Pending: Appeals in
Process

1
Received: New Appeals

6
Received Year-to-Date

2
Admin Closed

6
Admin Closed Year-to-Date

2
Referee Recommendations

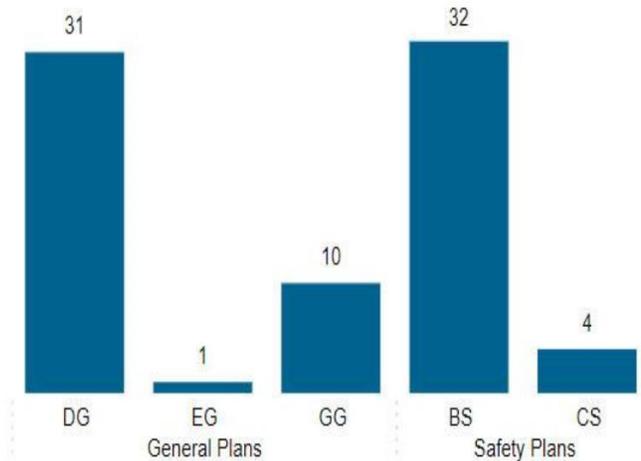
5
Referee Recommendations Year-to-Date

0
DLO Recommendations

0
DLO Recommendations Year-to-Date

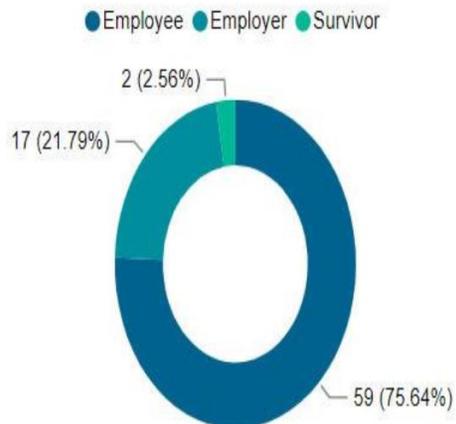
Appeals data was manually reported due to pending changes to Sol reports.

Applications Filed by Plan

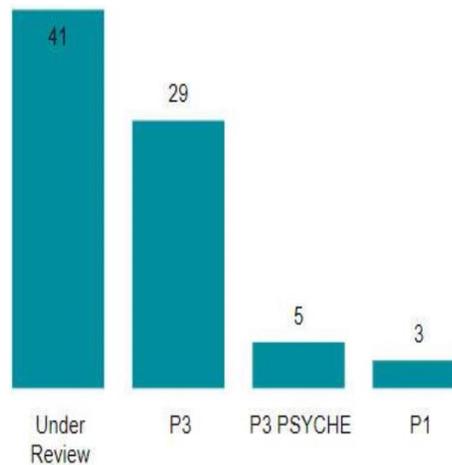


Note: Plan E members are not eligible for a disability retirement allowance

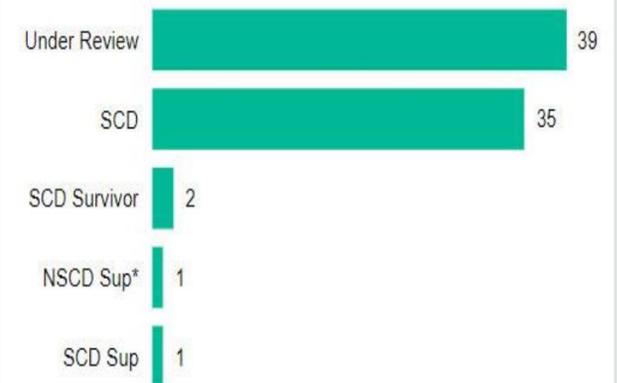
Applications Filed by Source



Applications Filed by Priority Level



Applications Filed by Type



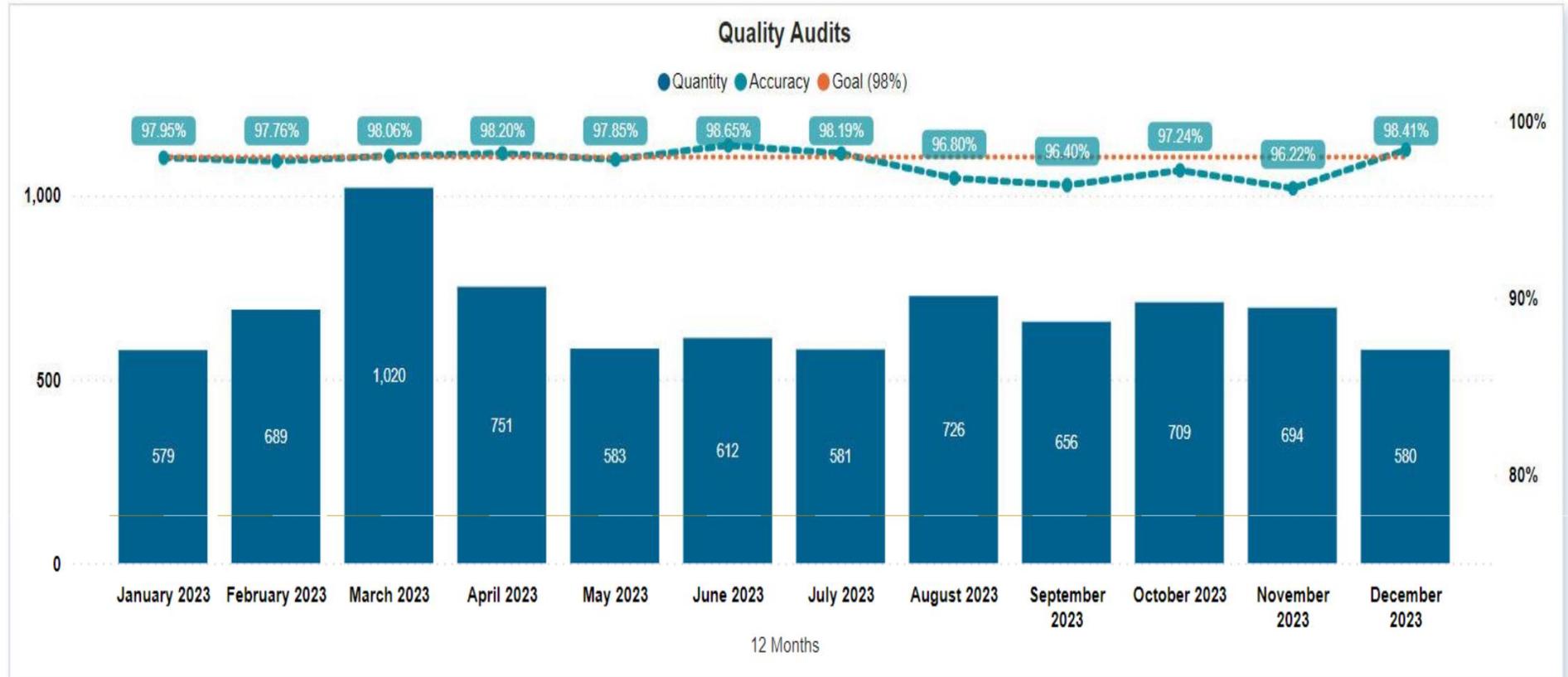
*Under Review



Striving for Excellence in Quality

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

Quality Assurance



Monthly Recap

December 2023

	Samples	Accuracy
Data Entry	120	99.13%
Payment Contract	222	98.61%
Retirement Election	238	97.86%
Total	580	98.41%



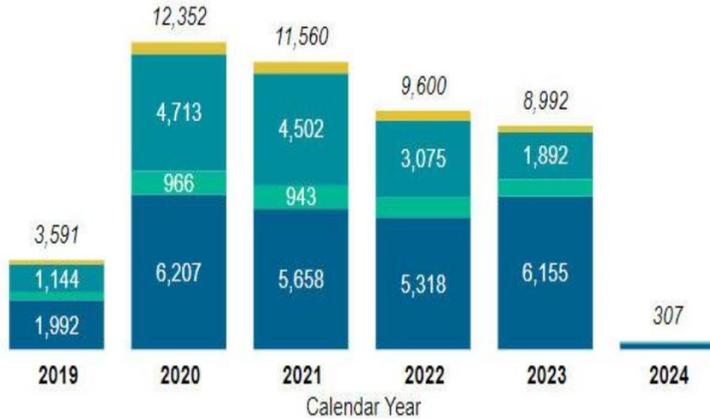
Service On-Line for All

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

Serving Members Through LACERA.com and MyLACERA

Annual MyLACERA Registrations*

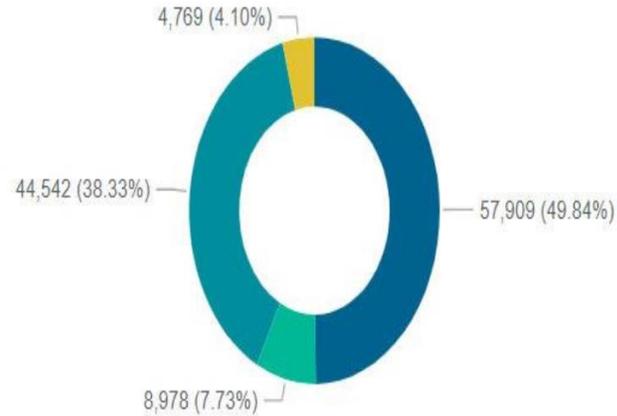
Active Members Deferred & Inactive Members Retirees & Survivors Non-Members



Data labels may not appear for all values

Total Registrations by Member Type*

Active Members Deferred & Inactive Members Retirees & Survivors Non-Members



Total Registered Members

111,429

% of Total Members

58%

Excludes Non-Members

*Data as of 1/15/2024. Non-Members include legal split payees and withdrawn members.

LACERA.com User Traffic

First Time Visitors Average Per Day



Top Five LACERA.com Page Views



Busiest Day

12/27/2023

Home Page Tile	Views	% of Change
Forms & Publications	219	23.73%
Sign Up for My LACERA!	6,501	13.10%
Board Meetings and Agendas	4,027	9.70%
Careers	2,854	6.73%
Pre-Retirement Workshops	2,652	3.11%
Investments	1,988	-9.84%

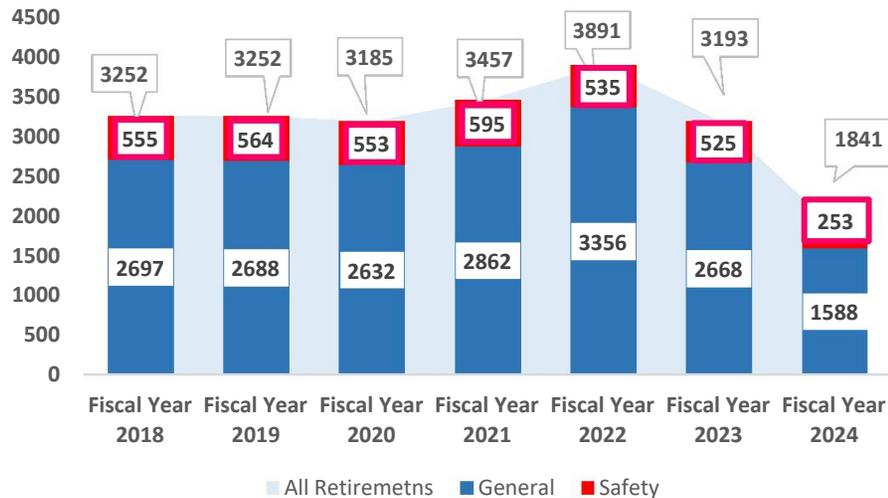


Member Snapshot

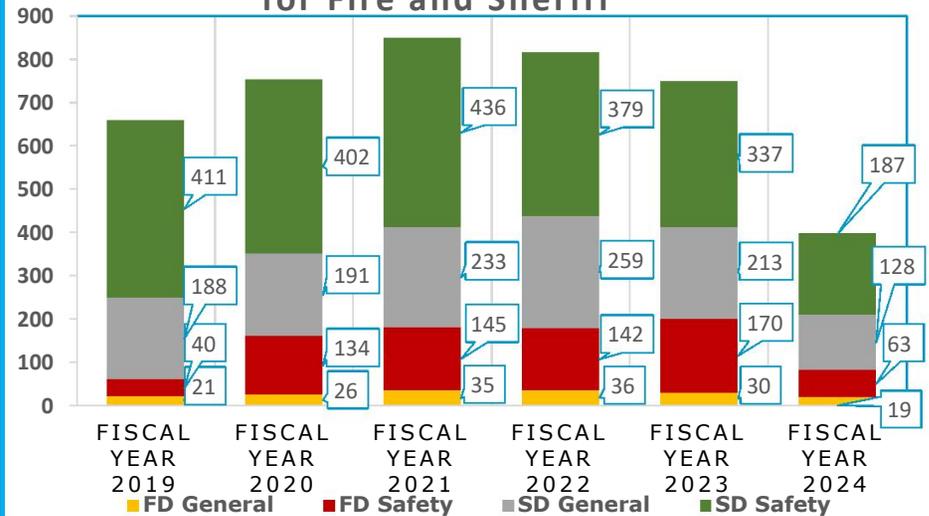
Membership Count as of: January 15, 2024

PLAN	ACTIVE		INACTIVE		RETIRED				Totals by Plan/Type
	Vested	Non-Vested	Vested	Non-Vested	Service	SCD - Disability	NSCD - Disability	Survivors	
General PLAN A	43	-	11	32	11,556	908	154	4,009	16,713
PLAN B	11	-	5	3	561	39	7	74	700
PLAN C	13	-	5	8	357	38	7	66	494
PLAN D	33,102	116	4,509	3,279	19,314	2,034	444	2,058	64,856
PLAN E	12,595	9	2,841	86	15,551	-	-	1,685	32,767
PLAN G	19,995	19,559	1,805	7,029	285	32	8	29	48,742
TOTAL GENERAL	65,759	19,684	9,176	10,437	47,624	3,051	620	7,921	164,272
Safety PLAN A	-	-	2	2	1,797	2,351	25	1,647	5,824
PLAN B	7,303	72	566	227	3,306	4,703	55	435	16,667
PLAN C	2,777	2,450	143	548	12	18	-	3	5,951
TOTAL SAFETY	10,080	2,522	711	777	5,115	7,072	80	2,085	28,442
TOTAL ALL TYPES	75,839	22,206	9,887	11,214	52,739	10,123	700	10,006	192,714

Total Retirements Compared by Type



General vs. Safety Retirements for Fire and Sheriff





Member Snapshot

Average Monthly Benefit Allowance Distribution 1/29/2024

	General	Safety	Total	%
\$0 to \$3,999	30,064	1,330	31,394	49.5%
\$4,000 to \$7,999	14,860	3,415	18,275	28.8%
\$8,000 to \$11,999	4,379	4,278	8,657	13.6%
\$12,000 to \$15,999	1,254	2,461	3,715	5.9%
\$16,000 to \$19,999	427	554	981	1.5%
\$20,000 to \$23,999	127	155	282	0.4%
\$24,000 to \$27,999	35	52	87	0.1%
> \$28,000	31	8	39	0.1%
Totals	51,177	12,253	63,430	100%

Average Monthly Benefit Amount:

\$ **4,868.00**

Healthcare Program

(Mo. Ending: 12/31/2023)

	Employer	Member
Medical	\$319.7	\$22.6
Dental	\$24.8	\$2.3
Part B	\$46.5	\$0.0
Total	\$391.0	\$24.9

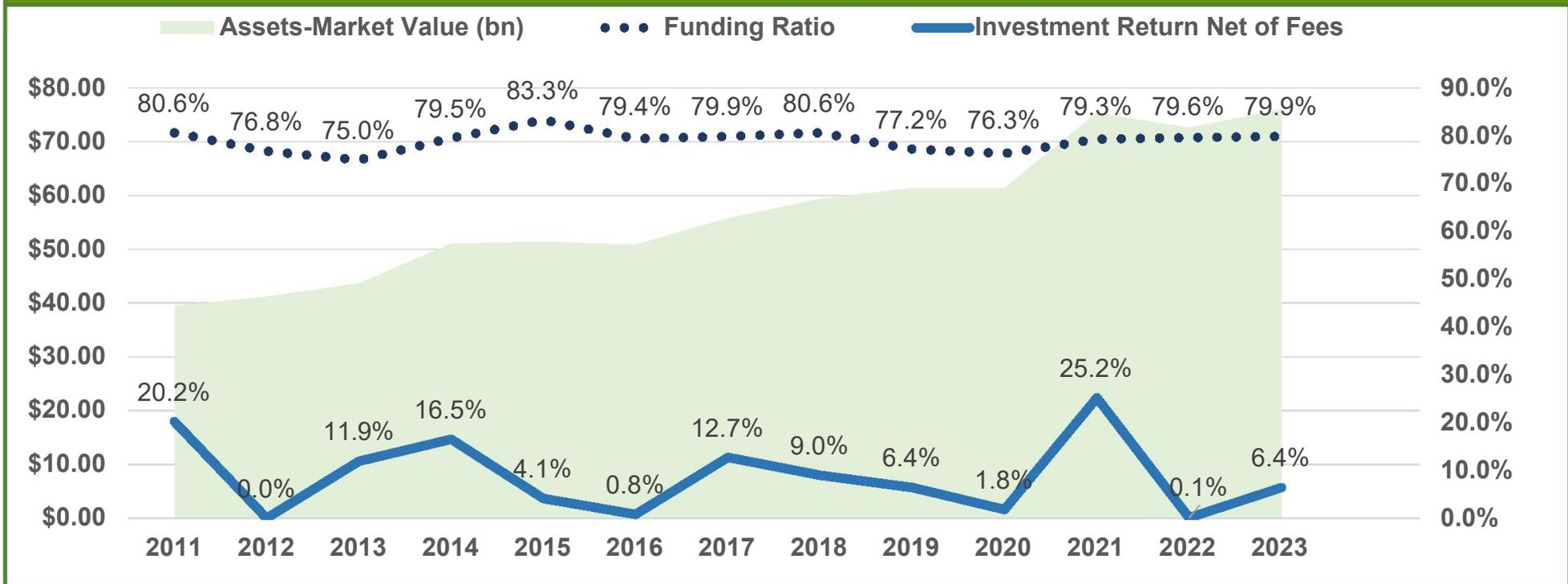
Health Care Enrollments

(Mo. Ending: 12/31/2023)

Medical	55,624
Dental	57,604
Part B	38,425
LTC	472
Total	152,125

KEY FINANCIAL METRICS

Fiscal Year End Financial Update (as of 06/30/2023)





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 6/30/23)

Employer NC	11.01%
UAAL	14.87%
Assumed Rate	7.00%
Star Reserve	\$612m
Total Assets	\$73.9b

Contributions

(as of 6/30/23)

	Employer	Member
Annual Add	\$2.3b	\$793.2m
% of Payroll	25.88%	8.37%

Investment Returns

(as of 6/30/23)

(Net of Fees)

5 YR:	7.6%	10 YR:	8.1%
--------------	------	---------------	------

Retired Members Payroll

(As of 11/30/2023)

Monthly Payroll	\$373.5m
Payroll YTD	\$2.2b
New Retired Payees Added	302
Seamless %	95.36%
New Seamless Payees Added	1,872
Seamless YTD	96.74%
By Check %	2.00%
By Direct Deposit %	98.00%

RETIREE PAYROLL BY YEAR





**QUIET PERIOD LIST
FOR TRUSTEES AND
STAFF**

Last Update
01/30/2024

ADMINISTRATIVE/OPERATIONS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
RFP: Audit Committee Consultant	Internal Audit	9/06/2023	Contract Development	<ul style="list-style-type: none">• Audit and Risk Management Services
RFB: Classification and Compensation Study Services	Human Resources	8/24/2023	Contract Development	<ul style="list-style-type: none">• CBIZ• CPS-HR• McLagan• Global Governance Advisors

*Subject to change

INVESTMENTS

Solicitation Name	Public Release Date	Solicitation Stage*	Bid Respondents *
RFP: Actuarial Consulting and Actuarial Auditing Services	11/15/2023	Proposal Evaluation	<ul style="list-style-type: none">• Buck• Cavanaugh Macdonald Consulting• Milliman• Segal

*Subject to change

Date	Conference
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15	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
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CEO DASHBOARD



February 7, 2024

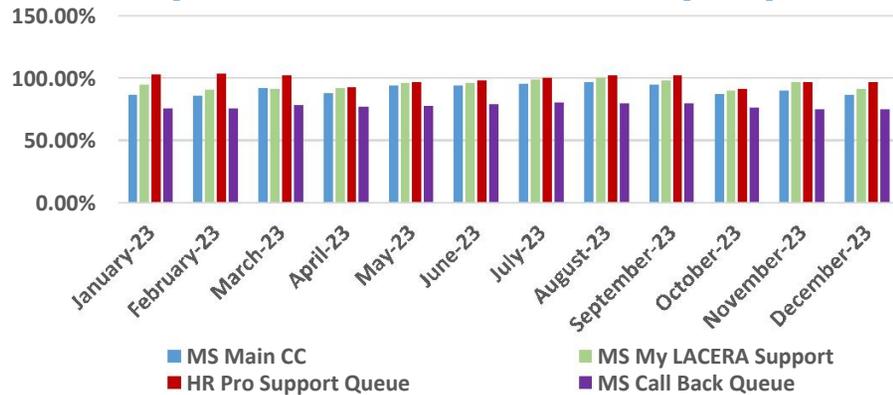


Striving for Excellence

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

Events / Webinar Attendance Current Mo.: 700 Year-to-Date: 6,428	Events / Webinar Current Mo.: 14 Year-to-Date: 120	Webinar Satisfaction 0%	Member Service Center Satisfaction 93.71%	MS Main Queue Total Calls Current Mo. 7,824 3 Month Avg. 7,886				
					Resp. Rate	Change	Resp. Rate	Change
					0%	0%	20.7%	0.98%

Member Service Call Center Queue Key Performance Indicators (KPI)

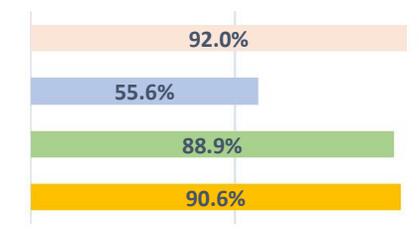


Key Performance Indicator (Components by Queue)

MSCC Main Queue



My LACERA Support Queue



Agent Utilization (Goal: 65%)

After Call Survey (Goal: 90%)

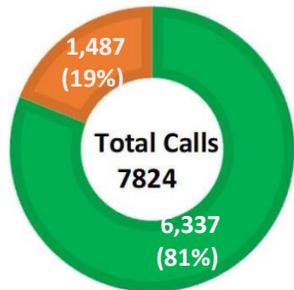
Grade of Service (Goal: 80% in 60 sec)

Call Monitoring (Goal: 95%)

Member Services

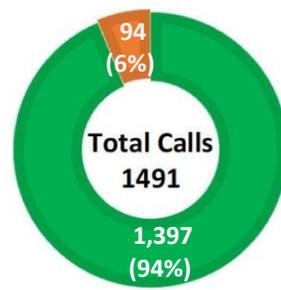
MSCC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned



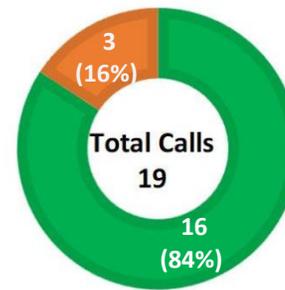
MY LACERA SUPPORT

■ Calls Answered ■ Calls Abandoned



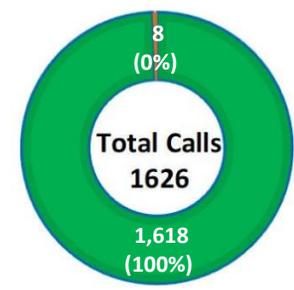
HR PRO SUPPORT

■ Calls Answered ■ Calls Abandoned



MS CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	86.00%	Queue KPI:	91.10%	Queue KPI:	96.30%	Queue KPI:	75.24%
Avg. Speed of Answer	Average Duration						
0:10:53	0:15:53	0:01:22	0:12:06	0:01:06	0:11:16	0:35:54	0:15:01



Striving for Excellence

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

TOP REASONS MEMBERS CONTACT MEMBER SERVICES

Member Services Call Center

Member Service Center (Outreach)

1. Retirement Counseling

1. Retirement Counseling

2. Benefits Payments

2. Retiree Healthcare

3. My LACERA

3. Power of Attorney

Contact Center Email/Secure Message Performance



Emails (welcome@lacera.com):

359

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA)

873

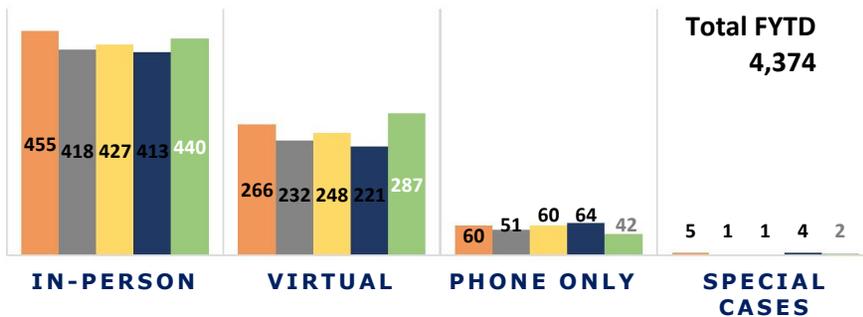
Service Level: 24 Bus. Hours

On Target

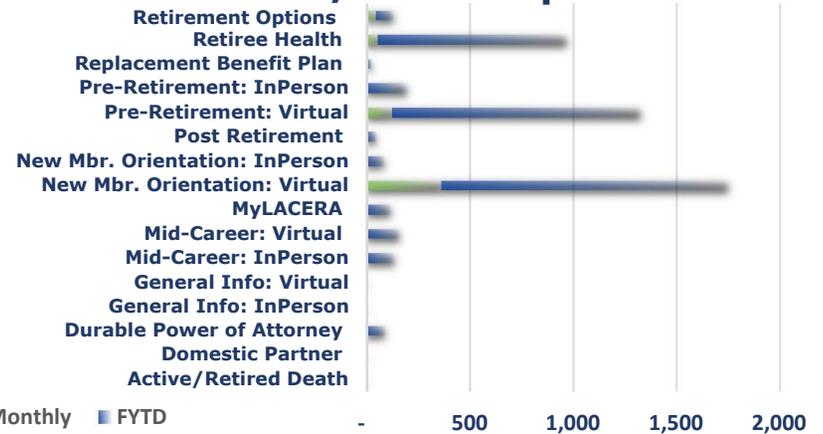
Member Service Center (Outreach)

Member Service Center Appointments

August September October November December



Members Served in Webinars/Workshops



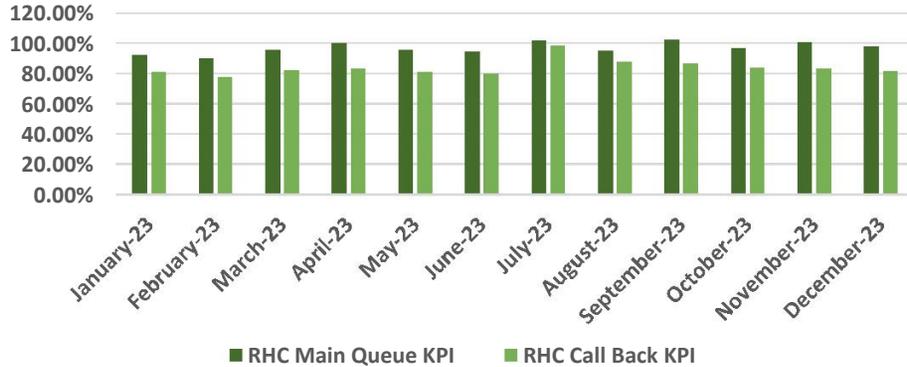
Member Services



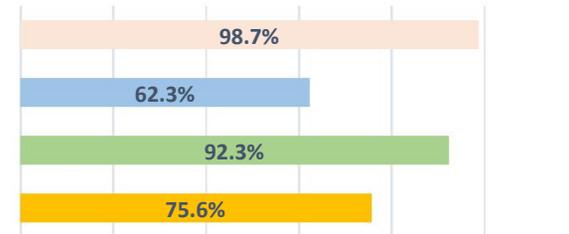
Striving for Excellence

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

RHC Call Center Queue Key Performance Indicator (KPI)



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

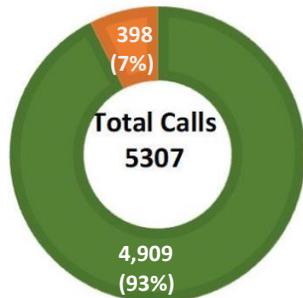


Agent Utilization (Goal:65%)	Grade of Service (Goal: 80% in 60 sec)
After Call Survey (Goal: 90%)	Call Monitoring (Goal: 95%)

Retiree Healthcare

RHC MAIN QUEUE

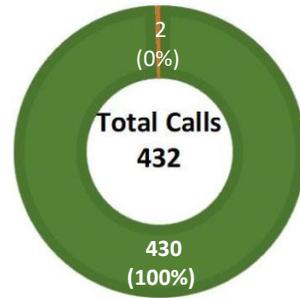
■ Calls Answered ■ Calls Abandoned



Queue KPI:	97.80%
Avg. Speed of Answer	Average Duration
0:03:36	0:11:01

RHC CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	81.60%
Avg. Speed of Answer	Average Duration
0:11:24	0:07:43

TOP RHC CALL TOPICS

1. Medical/Dental Enrollments

2. Insurance Benefits

3. General Inquiries

RHC Email/Secure Message Performance



Emails (healthcare@lacera.com): 504

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA) 518

Service Level: 24 Bus. Hours

On Target



Striving for Excellence

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

Disability

Applications

956

Pending: Applications in Process

78 Received: New Applications
 387 Received Year-to-Date
 0 Re-Opened Applications
 0 Re-Opened Year-to-Date
 63 To Board - Initial (Presented to BOR)
 158 To Board - Initial Year-to-Date*
 73 Closed (Incomplete/Withdrawn)
 256 Closed Year-to-Date*

*Excludes cases prior to 9/12/23 due to transition to Sol case management system.

Appeals

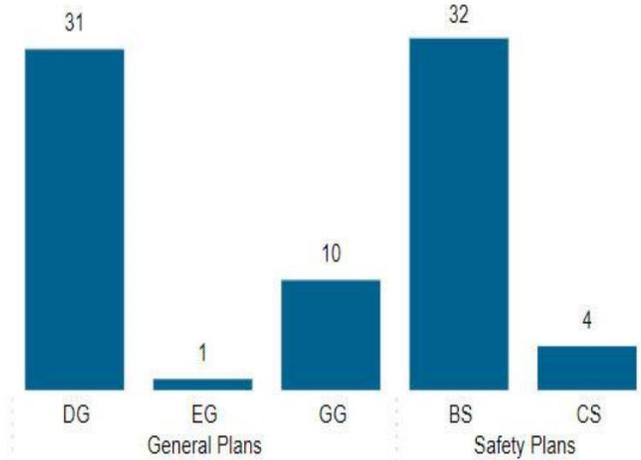
67

Pending: Appeals in Process

1 Received: New Appeals
 6 Received Year-to-Date
 2 Admin Closed
 6 Admin Closed Year-to-Date
 2 Referee Recommendations
 5 Referee Recommendations Year-to-Date
 0 DLO Recommendations
 0 DLO Recommendations Year-to-Date

Appeals data was manually reported due to pending changes to Sol reports.

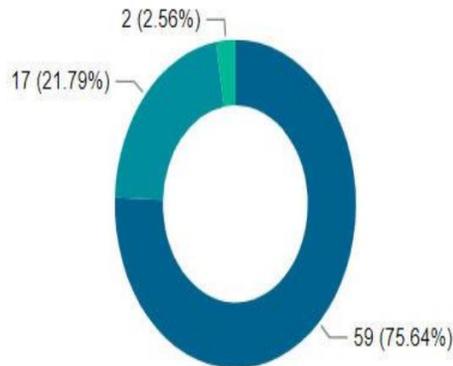
Applications Filed by Plan



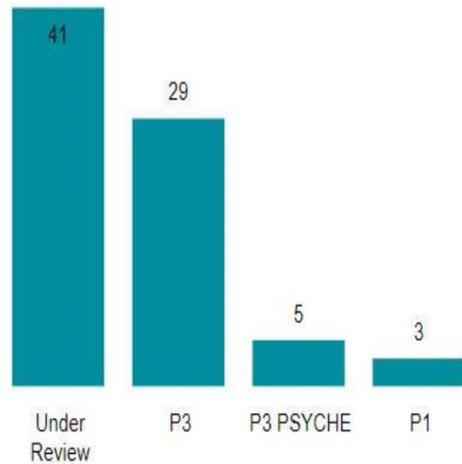
Note: Plan E members are not eligible for a disability retirement allowance

Applications Filed by Source

Employee Employer Survivor



Applications Filed by Priority Level



Applications Filed by Type



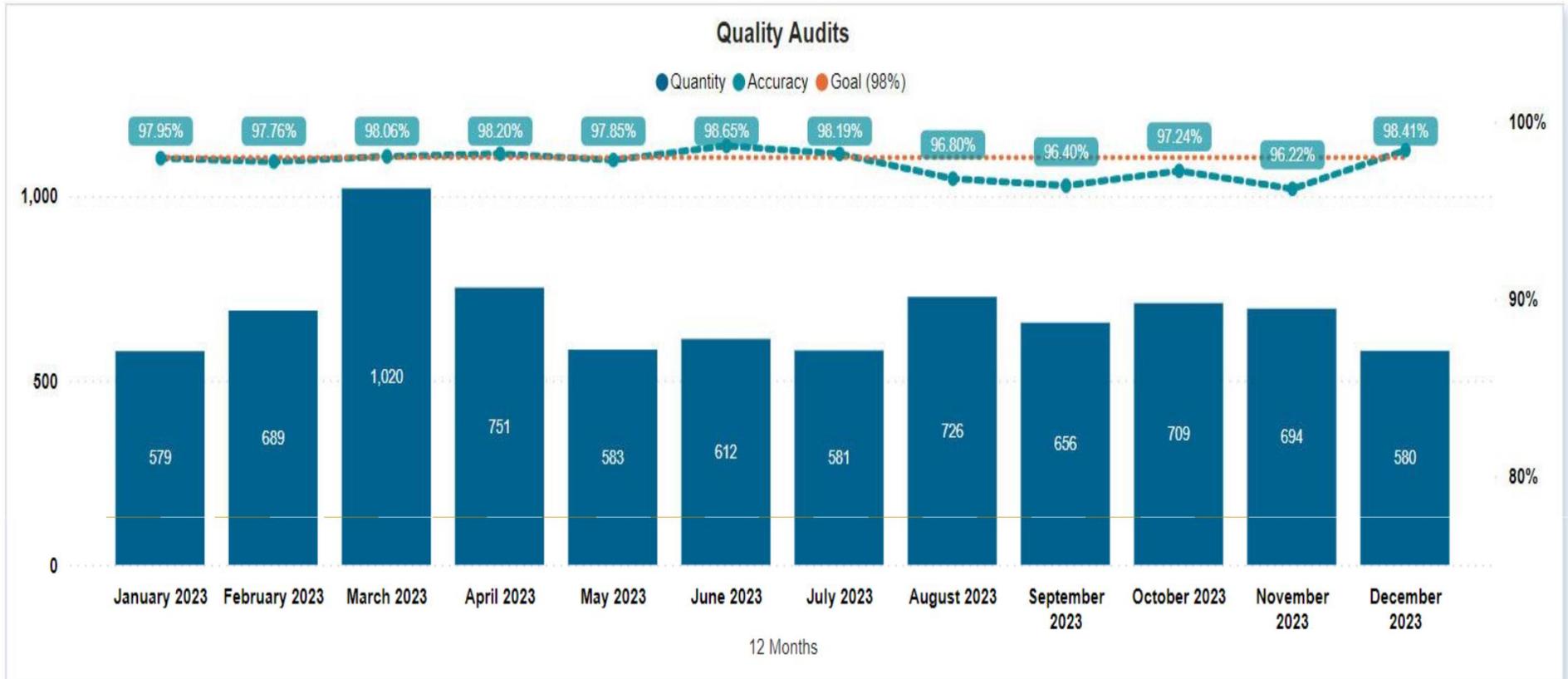
*Under Review



Striving for Excellence in Quality

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

Quality Assurance



Monthly Recap

	Samples	Accuracy
December 2023		
Data Entry	120	99.13%
Payment Contract	222	98.61%
Retirement Election	238	97.86%
Total	580	98.41%



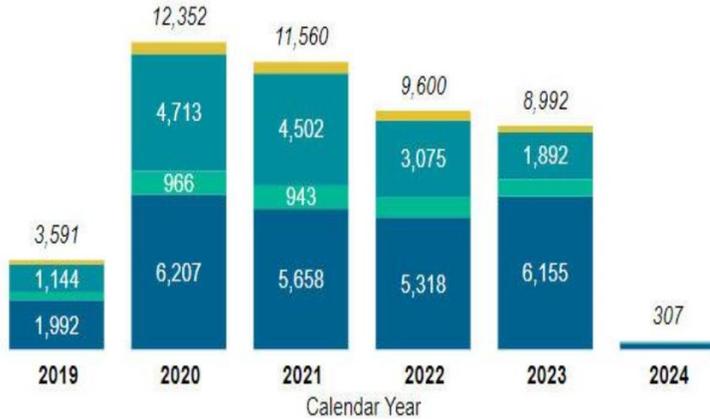
Service On-Line for All

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

Serving Members Through LACERA.com and MyLACERA

Annual MyLACERA Registrations*

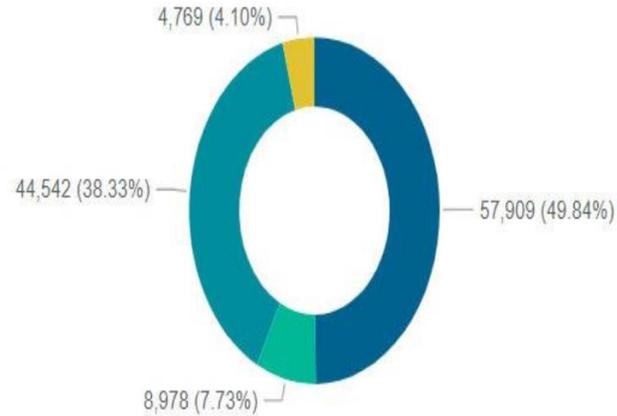
● Active Members ● Deferred & Inactive Members ● Retirees & Survivors ● Non-Members



Data labels may not appear for all values

Total Registrations by Member Type*

● Active Members ● Deferred & Inactive Members ● Retirees & Survivors ● Non-Members



Total Registered Members

111,429

% of Total Members

58%

Excludes Non-Members

*Data as of 1/15/2024. Non-Members include legal split payees and withdrawn members.

LACERA.com User Traffic

● First Time Visitors ● Average Per Day



Top Five LACERA.com Page Views



Busiest Day

12/27/2023

Home Page Tile	Views	% of Change
Forms & Publications	219	23.73%
Sign Up for My LACERA!	6,501	13.10%
Board Meetings and Agendas	4,027	9.70%
Careers	2,854	6.73%
Pre-Retirement Workshops	2,652	3.11%
Investments	1,988	-9.84%

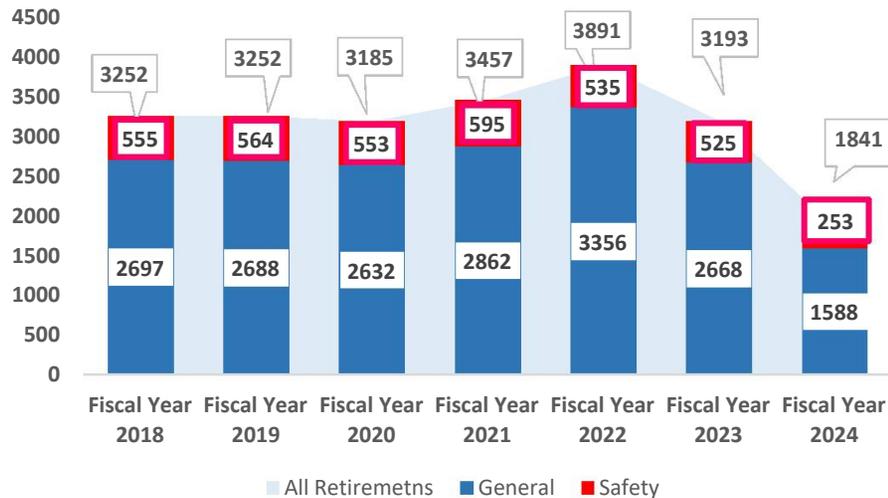


Member Snapshot

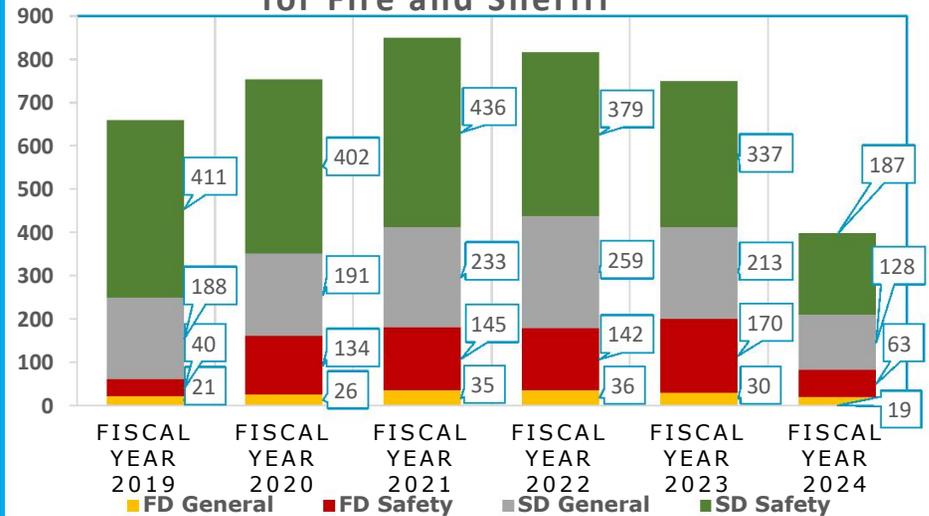
Membership Count as of: January 15, 2024

PLAN	ACTIVE		INACTIVE		RETIRED				Totals by Plan/Type
	Vested	Non-Vested	Vested	Non-Vested	Service	SCD - Disability	NSCD - Disability	Survivors	
General PLAN A	43	-	11	32	11,556	908	154	4,009	16,713
PLAN B	11	-	5	3	561	39	7	74	700
PLAN C	13	-	5	8	357	38	7	66	494
PLAN D	33,102	116	4,509	3,279	19,314	2,034	444	2,058	64,856
PLAN E	12,595	9	2,841	86	15,551	-	-	1,685	32,767
PLAN G	19,995	19,559	1,805	7,029	285	32	8	29	48,742
TOTAL GENERAL	65,759	19,684	9,176	10,437	47,624	3,051	620	7,921	164,272
Safety PLAN A	-	-	2	2	1,797	2,351	25	1,647	5,824
PLAN B	7,303	72	566	227	3,306	4,703	55	435	16,667
PLAN C	2,777	2,450	143	548	12	18	-	3	5,951
TOTAL SAFETY	10,080	2,522	711	777	5,115	7,072	80	2,085	28,442
TOTAL ALL TYPES	75,839	22,206	9,887	11,214	52,739	10,123	700	10,006	192,714

Total Retirements Compared by Type



General vs. Safety Retirements for Fire and Sheriff





Member Snapshot

Average Monthly Benefit Allowance Distribution 1/29/2024

	General	Safety	Total	%
\$0 to \$3,999	30,064	1,330	31,394	49.5%
\$4,000 to \$7,999	14,860	3,415	18,275	28.8%
\$8,000 to \$11,999	4,379	4,278	8,657	13.6%
\$12,000 to \$15,999	1,254	2,461	3,715	5.9%
\$16,000 to \$19,999	427	554	981	1.5%
\$20,000 to \$23,999	127	155	282	0.4%
\$24,000 to \$27,999	35	52	87	0.1%
> \$28,000	31	8	39	0.1%
Totals	51,177	12,253	63,430	100%

Average Monthly Benefit Amount:

\$ **4,868.00**

Healthcare Program

(Mo. Ending: 12/31/2023)

	Employer	Member
Medical	\$319.7	\$22.6
Dental	\$24.8	\$2.3
Part B	\$46.5	\$0.0
Total	\$391.0	\$24.9

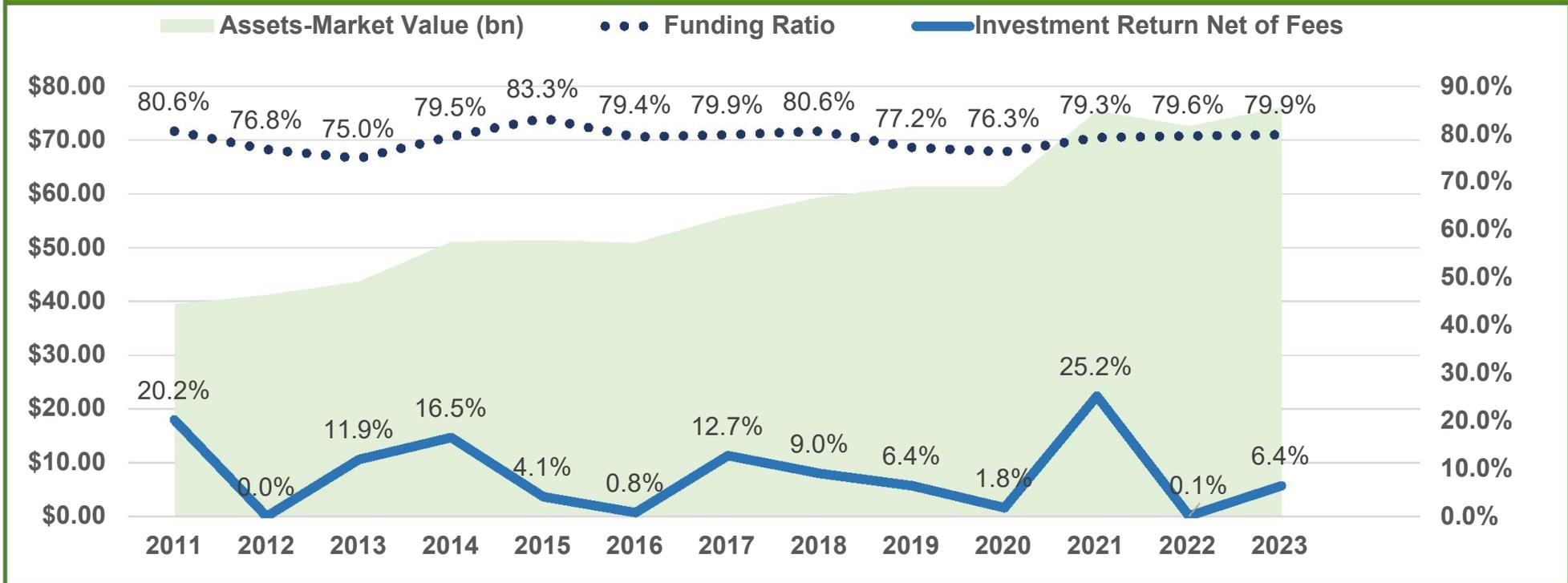
Health Care Enrollments

(Mo. Ending: 12/31/2023)

Medical	55,624
Dental	57,604
Part B	38,425
LTC	472
Total	152,125

KEY FINANCIAL METRICS

Fiscal Year End Financial Update (as of 06/30/2023)





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 6/30/23)

Employer NC	11.01%
UAAL	14.87%
Assumed Rate	7.00%
Star Reserve	\$612m
Total Assets	\$73.9b

Contributions

(as of 6/30/23)

	Employer	Member
Annual Add	\$2.3b	\$793.2m
% of Payroll	25.88%	8.37%

Investment Returns

(as of 6/30/23)

(Net of Fees)

5 YR:	7.6%	10 YR:	8.1%
--------------	------	---------------	------

Retired Members Payroll

(As of 11/30/2023)

Monthly Payroll	\$373.5m
Payroll YTD	\$2.2b
New Retired Payees Added	302
Seamless %	95.36%
New Seamless Payees Added	1,872
Seamless YTD	96.74%
By Check %	2.00%
By Direct Deposit %	98.00%

RETIREE PAYROLL BY YEAR





**QUIET PERIOD LIST
FOR TRUSTEES AND
STAFF**

Last Update
01/30/2024

ADMINISTRATIVE/OPERATIONS

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January 30, 2024

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on February 7, 2024

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 FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LANCE M. ANE	LA COUNTY FIRE DEPT Dept.#FR	02-26-2024	31 YRS 11 MOS
MICHAEL L. APLANALP	LA COUNTY FIRE DEPT Dept.#FR	03-15-2024	32 YRS 03½ MOS
RUBEN BARRIGA JR	LA COUNTY FIRE DEPT Dept.#FR	03-30-2024	27 YRS 09 MOS
JAMES W. BICKEL	SHERIFF Dept.#SH	01-31-2024	32 YRS 01½ MOS
JAMES R. BRADEN JR	SHERIFF Dept.#SH	02-29-2024	32 YRS 08 MOS
CHRISTOPHER K. BRYAN	SHERIFF Dept.#SH	03-30-2024	34 YRS 07 MOS
ANTHONY BUZZERIO	LA COUNTY FIRE DEPT Dept.#FR	01-30-2024	32 YRS ½ MOS
DEAN A. CAMARILLO	SHERIFF Dept.#SH	02-28-2024	27 YRS 08 MOS
WAYNE K. CASS	SHERIFF Dept.#SH	03-21-2024	37 YRS 11 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RONALD D. CORNEJO	L A COUNTY FIRE DEPT Dept.#FR	01-31-2024	33 YRS 01½ MOS
STEVEN P. COSTER	L A COUNTY FIRE DEPT Dept.#FR	02-27-2024	03 YRS 04 MOS
ULYSSES A. CRUZ	SHERIFF Dept.#SH	03-30-2024	32 YRS 09 MOS
RONALD L. DEAL	SHERIFF Dept.#SH	03-31-2024	32 YRS 05½ MOS
TIMOTHY S. DLUGOS	SHERIFF Dept.#SH	03-28-2024	34 YRS 06 MOS
GERALD L. DOLEN	SHERIFF Dept.#SH	02-29-2024	45 YRS 04 MOS
GLEN R. EADS	SHERIFF Dept.#SH	03-29-2024	30 YRS 02 MOS
TONYA P. EDWARDS	SHERIFF Dept.#SH	03-22-2024	34 YRS 11 MOS
COSMO T. FLYNN	L A COUNTY FIRE DEPT Dept.#FR	02-28-2024	28 YRS 01½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
VINCENT R. FONTES	SHERIFF Dept.#SH	03-30-2024	33 YRS 08 MOS
ALEX E. GAMBOA	SHERIFF Dept.#SH	03-30-2024	33 YRS 01 MOS
JULIE R. GEARY	SHERIFF Dept.#SH	03-31-2024	28 YRS 05½ MOS
RANDAL D. GEE	L A COUNTY FIRE DEPT Dept.#FR	03-30-2024	27 YRS 03 MOS
FRANCIS X. HARDIMAN	SHERIFF Dept.#SH	01-28-2024	16 YRS 09 MOS
LEO W. HARRIS	L A COUNTY FIRE DEPT Dept.#FR	01-31-2024	25 YRS 04½ MOS
WALTER T. HENKES	SHERIFF Dept.#SH	03-31-2024	22 YRS 10 MOS
DAVID J. HIGUERA	DISTRICT ATTORNEY Dept.#DA	03-23-2024	34 YRS 03 MOS
TADASHI E. HIRAOKA	SHERIFF Dept.#SH	03-30-2024	27 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DAVID S. HOLLAND	L A COUNTY FIRE DEPT Dept.#FR	01-31-2024	25 YRS 10 MOS
DAVID A. INFANTE	SHERIFF Dept.#SH	03-31-2024	33 YRS 10 MOS
DION S. INGRAM	SHERIFF Dept.#SH	03-26-2024	32 YRS 02 MOS
WARREN R. JOHNSON	L A COUNTY FIRE DEPT Dept.#FR	03-31-2024	29 YRS 07½ MOS
TODD M. KAMMER	SHERIFF Dept.#SH	03-29-2024	35 YRS 04 MOS
JAMES V. KEEHN	L A COUNTY FIRE DEPT Dept.#FR	03-30-2024	26 YRS 01 MOS
DEBORENE D. KIRBY	SHERIFF Dept.#SH	03-29-2024	29 YRS 02 MOS
JOHN S. MAIO	SHERIFF Dept.#SH	03-30-2024	29 YRS 10 MOS
HERB G. MARROQUIN	L A COUNTY FIRE DEPT Dept.#FR	01-31-2024	33 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANNMARIE MATUSIK	SHERIFF Dept.#SH	03-30-2024	25 YRS 11 MOS
MICHAEL P. MC CARTY	SHERIFF Dept.#SH	12-31-2023	21 YRS 07½ MOS
NEIL A. MCALISTER	LA COUNTY FIRE DEPT Dept.#FR	03-29-2024	33 YRS 10 MOS
DWIGHT E. MILEY	SHERIFF Dept.#SH	02-29-2024	33 YRS 07 MOS
CRAIG W. MILLER	SHERIFF Dept.#SH	03-30-2024	26 YRS 04 MOS
DISYLVIO S. MITCHELL	SHERIFF Dept.#SH	03-30-2024	34 YRS 10 MOS
FREDERICK E. MORSE II	SHERIFF Dept.#SH	03-29-2024	32 YRS 09 MOS
CHARLES M. NORRIS IV	SHERIFF Dept.#SH	01-27-2024	34 YRS 06 MOS
SCOTT S. PAIK	DISTRICT ATTORNEY Dept.#DA	03-30-2024	28 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

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SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TIMOTHY D. PONCY	SHERIFF Dept.#SH	03-30-2024	28 YRS 00 MOS
SCOTT D. PUGH	L A COUNTY FIRE DEPT Dept.#FR	03-29-2024	25 YRS 02 MOS
ARTURO QUIROZ	SHERIFF Dept.#SH	03-31-2024	28 YRS 09 MOS
MARK L. RAFFAELLI	SHERIFF Dept.#SH	01-31-2024	29 YRS ½ MOS
ANGEL RAMOS JR	SHERIFF Dept.#SH	03-29-2024	33 YRS 10 MOS
RAPHAEL RAYGOZA	L A COUNTY FIRE DEPT Dept.#FR	01-31-2024	27 YRS 10 MOS
JOSE J. RIOS	SHERIFF Dept.#SH	01-31-2024	36 YRS 06½ MOS
MICHAEL A. RODRIGUEZ	SHERIFF Dept.#SH	03-30-2024	24 YRS 04 MOS
RONALD T. SHAFFER	SHERIFF Dept.#SH	02-29-2024	33 YRS 00 MOS

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SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DANIEL W. SHEPPARD	L A COUNTY FIRE DEPT Dept.#FR	03-31-2024	33 YRS 09 MOS
PAUL L. SHIGO	SHERIFF Dept.#SH	03-28-2024	32 YRS 10 MOS
PETER A. SHUPE	SHERIFF Dept.#SH	03-30-2024	34 YRS 01 MOS
DAVID SILVA JR	L A COUNTY FIRE DEPT Dept.#FR	01-31-2024	30 YRS 10 MOS
TRACEY R. SMITH	SHERIFF Dept.#SH	03-30-2024	30 YRS 01 MOS
ERIC C. SMITSON	SHERIFF Dept.#SH	03-29-2024	32 YRS 07 MOS
DANIEL J. STANLEY	SHERIFF Dept.#SH	02-29-2024	33 YRS 07 MOS
KELLY R. STARKEY	SHERIFF Dept.#SH	03-30-2024	32 YRS 07 MOS
TRACY D. STEWART	SHERIFF Dept.#SH	02-29-2024	32 YRS 04 MOS

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SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
YVETTE R. STEWART	SHERIFF Dept.#SH	03-30-2024	25 YRS 01 MOS
CHRISTOPHER S. SWARTZ	LA COUNTY FIRE DEPT Dept.#FR	03-31-2024	28 YRS 03 MOS
PATRICK J. TORRES	SHERIFF Dept.#SH	03-29-2024	25 YRS 07 MOS
RONALD H. VANDE VEGTE	SHERIFF Dept.#SH	03-29-2024	31 YRS 10 MOS
ANTHONY J. WAGONER	LA COUNTY FIRE DEPT Dept.#FR	03-31-2024	25 YRS 08½ MOS
DAVID WARD	LA COUNTY FIRE DEPT Dept.#FR	02-22-2024	28 YRS 01 MOS
DAVID S. WARE	LA COUNTY FIRE DEPT Dept.#FR	02-28-2024	31 YRS 07 MOS
THOMAS S. WILDEY	LA COUNTY FIRE DEPT Dept.#FR	01-31-2024	22 YRS 06½ MOS
JUAN M. WILLIS	SHERIFF Dept.#SH	02-29-2024	35 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DAVID A. WING	SHERIFF Dept.#SH	03-30-2024	32 YRS 02 MOS
LARRY D. ZEIGLER	SHERIFF Dept.#SH	01-31-2024	33 YRS 00 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALLAN ABRAMSON	PUBLIC WORKS Dept.#PW	03-29-2024	41 YRS 00 MOS
SALVADOR A. AGUILAR	PUBLIC WORKS Dept.#PW	03-30-2024	30 YRS 00 MOS
ALMA AGUIRRE	REG-RECORDER/COUNTY CLERK Dept.#RR	03-30-2024	32 YRS 05 MOS
ARAS H. AHMED	PUBLIC WORKS Dept.#PW	02-29-2024	29 YRS 11 MOS
IRMA E. ALCANTAR	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	01-21-2024	37 YRS 07 MOS
SOUNJIA R. ALEXANDER	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	39 YRS 07 MOS
DONNA D. ALEXANDER	CORRECTIONAL HEALTH Dept.#HC	02-12-2024	25 YRS 05 MOS
DEBORAH ALLEN	PUBLIC HEALTH PROGRAM Dept.#PH	12-31-2023	06 YRS 01½ MOS
SYLVIA ALONZO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	35 YRS 03 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LUDIVINA ALVARADO	SHERIFF Dept.#SH	01-30-2024	25 YRS 04 MOS
RITA ALVAREZ	DISTRICT ATTORNEY Dept.#DA	01-31-2024	25 YRS ½ MOS
LONG ZONG AN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	23 YRS 03 MOS
CECEILIA ANDERSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-27-2024	36 YRS 06 MOS
PATRICK M. ANDERSON	PUBLIC WORKS Dept.#PW	03-30-2024	41 YRS 09 MOS
JOEL R. ANDERSON	DISTRICT ATTORNEY Dept.#DA	02-28-2024	15 YRS 05 MOS
LORETTA ANGULO-LEWIS	CHILD SUPPORT SERVICES Dept.#CD	03-30-2024	30 YRS 06 MOS
LETICIA T. ARAIZA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	02-29-2024	17 YRS 02 MOS
IRMA ARANDA	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	17 YRS 05½ MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALBERT T. ARGO III	CORRECTIONAL HEALTH Dept.#HC	03-31-2024	12 YRS 05 MOS
JOYCE ARNOLD	MENTAL HEALTH Dept.#MH	03-30-2024	25 YRS 01 MOS
PAMELA ARNOLD	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	42 YRS 08 MOS
VAZGEN ARTUNYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	25 YRS 08 MOS
NAZIK ARTUNYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	24 YRS 06 MOS
ANNA P. ASHBURN	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	23 YRS 04 MOS
ANAIT ATARYAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	27 YRS 05 MOS
HALBERT F. AU	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2024	25 YRS 03 MOS
DAVID L. AUSTIN	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	01-31-2024	20 YRS 00 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JEANNE P. AUSTIN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-29-2024	15 YRS 00 MOS
DOROTHY AVILA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2024	39 YRS 04 MOS
MOZAFFAR M. BAHRAMI	PARKS AND RECREATION Dept.#PK	02-29-2024	23 YRS 06 MOS
ERIC L. BALD	L A COUNTY FIRE DEPT Dept.#FR	02-02-2024	29 YRS 09½ MOS
VIRGINIA BALLESTEROS-	SHERIFF Dept.#SH	01-31-2024	26 YRS 07½ MOS
ERNESTO N. BANTA	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	03-31-2024	34 YRS 02½ MOS
IRENE R. BARAJAS-BRYA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-14-2023	25 YRS 09½ MOS
LESSIE R. BARBER	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	40 YRS 01 MOS
TANGI R. BARDWELL	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-25-2024	27 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
YOLANDA BARROZO	PROBATION DEPARTMENT Dept.#PB	02-29-2024	30 YRS ½ MOS
ROBERTO E. BELLOSO	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-30-2024	28 YRS 08 MOS
DORIS L. BENOSA	MENTAL HEALTH Dept.#MH	03-30-2024	23 YRS 00 MOS
KATHY J. BENTLEY	DISTRICT ATTORNEY Dept.#DA	02-29-2024	33 YRS 11 MOS
MARLENE C. BERANEK	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-29-2024	17 YRS 00 MOS
WENDY L. BERGER	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	25 YRS 09 MOS
VICTORIA BETANCOURT	CORRECTIONAL HEALTH Dept.#HC	03-31-2024	18 YRS 06½ MOS
TIMOTHY J. BLANCO	PARKS AND RECREATION Dept.#PK	01-16-2024	10 YRS 10½ MOS
GAIL BLESİ	MENTAL HEALTH Dept.#MH	03-29-2024	21 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANGELA D. BOGER	PUBLIC HEALTH PROGRAM Dept.#PH	03-01-2024	28 YRS 03½ MOS
SHARON B. BOYSAW	PUBLIC DEFENDER Dept.#PD	03-29-2024	35 YRS 11 MOS
ANTONETTA BRADY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	37 YRS 01 MOS
JOSEFINA T. BRAGANZA	SHERIFF Dept.#SH	12-31-2023	05 YRS ½ MOS
MILDRED D. BROWN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-01-2024	32 YRS 01½ MOS
BRENDA K. BROWN	CHILDREN & FAMILY SERVICES Dept.#CH	02-29-2024	44 YRS 07 MOS
WENDY L. BUI	PUBLIC WORKS Dept.#PW	03-30-2024	37 YRS 07 MOS
ABIGAIL D. BURCIAGA	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	20 YRS 07 MOS
JANIS L. BUSH	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2024	27 YRS 03½ MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ZENAIDA S. BUTLER	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	24 YRS 05 MOS
MIGUEL CABALLERO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-20-2024	39 YRS 00 MOS
LUCINA CALDERA	SHERIFF Dept.#SH	01-25-2024	32 YRS 06½ MOS
PEDRO L. CALLUENG JR	SHERIFF Dept.#SH	03-31-2024	25 YRS 09 MOS
ERNESTO CANAS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2024	25 YRS 04½ MOS
KATHLEEN M. CANO	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	28 YRS 03 MOS
GUSTAVO R. CANTOS	LA COUNTY FIRE DEPT Dept.#FR	02-29-2024	27 YRS 00 MOS
LEO L. CARANTO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	03-30-2024	25 YRS 07 MOS
RHINA CARRANZA	AMBULATORY CARE NETWORK Dept.#HN	03-30-2024	20 YRS 07 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DEBRA CARRILLO	HEALTH SERVICES ADMINISTRATION Dept.#HS	12-30-2023	42 YRS 06 MOS
MOLLY F. CASAS	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	37 YRS 09 MOS
GLORIA V. CASTELLANOS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2024	38 YRS 06 MOS
IMELDA CASTRO	SHERIFF Dept.#SH	02-29-2024	33 YRS 08 MOS
RICHARD M. CAVATAIO	SHERIFF Dept.#SH	03-30-2024	43 YRS 00 MOS
RICHARD CEBALLOS	DISTRICT ATTORNEY Dept.#DA	03-31-2024	39 YRS 03 MOS
THEODORE J. CHAN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-31-2024	38 YRS 06½ MOS
ANGIE L. CHEA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	34 YRS 04 MOS
EMILY CHEN	PUBLIC WORKS Dept.#PW	03-30-2024	34 YRS 00 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LISA C. CHEN	INTERNAL SERVICES Dept.#IS	02-29-2024	37 YRS 08 MOS
GERALDINE N. CHIMA	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	23 YRS 01 MOS
MUI CHIN	HEALTH SERVICES ADMINISTRATION Dept.#HS	01-31-2024	14 YRS 07½ MOS
DANNY F. CHINCHILLA	AMBULATORY CARE NETWORK Dept.#HN	12-30-2023	12 YRS 04 MOS
CHRIS W. CHIU	SHERIFF Dept.#SH	03-29-2024	34 YRS 02 MOS
LORRAINE M. CHOI	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	25 YRS 05 MOS
THOMAS K. CHOI	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	25 YRS 01 MOS
SHU-FANG CHU	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-30-2024	31 YRS 07 MOS
TERESITA V. CHUA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-29-2024	31 YRS 04 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
KELLY H. CHUNG	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2024	35 YRS 01 MOS
JUDITH M. CICCIO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-31-2023	06 YRS 02 MOS
SHANTE G. CLARK	CHILDREN & FAMILY SERVICES Dept.#CH	01-09-2024	25 YRS 08 MOS
ELEANOR CLEMENTS	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	25 YRS 04 MOS
SILVANA A. COLEMAN	CORRECTIONAL HEALTH Dept.#HC	02-29-2024	16 YRS 05 MOS
J. ROBERT CONTRERAS	LACERA Dept.#NL	03-30-2024	15 YRS 02 MOS
MARTHA E. CONTRERAS	PUBLIC DEFENDER Dept.#PD	03-29-2024	37 YRS 04 MOS
CARLIS COOK-MCDONAL	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	44 YRS 10 MOS
PERRY J. COOKSEY	SHERIFF Dept.#SH	03-31-2024	37 YRS 11½ MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DEBORAH D. COOPERWOOD	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-29-2024	44 YRS 08 MOS
OLGA CORONADO	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	44 YRS 02 MOS
DENISE Y. CRAWFORD	PROBATION DEPARTMENT Dept.#PB	03-30-2024	32 YRS 06 MOS
CHARLENE D. CRUZ	REG-RECORDER/COUNTY CLERK Dept.#RR	01-30-2024	47 YRS 00 MOS
LOIDA B. CUIZON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	38 YRS 01 MOS
KIMBERLY B. CURLS-FEAGIN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	35 YRS 08 MOS
CATHERINE H. DANG	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	35 YRS 05 MOS
KEVIN DANG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	28 YRS 10 MOS
ANTHONY W. DAVIS	PROBATION DEPARTMENT Dept.#PB	02-29-2024	39 YRS 05 MOS

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<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TANYA C. DAVIS-TYLER	PROBATION DEPARTMENT Dept.#PB	02-29-2024	33 YRS 01 MOS
LUISA O. DECASTRO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	02-29-2024	38 YRS 04 MOS
VIVIANA DELARROCHA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	33 YRS 09 MOS
PAUL D. DELGADO	SHERIFF Dept.#SH	03-30-2024	31 YRS 08 MOS
WARREN A. DIAS	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	03-29-2024	34 YRS 11 MOS
CARLOS DIAZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-01-2024	34 YRS 06½ MOS
TERESA M. DIAZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	44 YRS 08½ MOS
DANIEL DINH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	33 YRS 11 MOS
KIMOANH DINH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	33 YRS 05 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NELSON R. DOMINGUEZ	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	12-31-2023	25 YRS 03½ MOS
DELDELORIS DOUGLAS	SHERIFF Dept.#SH	03-30-2024	41 YRS 09 MOS
ISABEL DUFF	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	01-13-2024	02 YRS 10½ MOS
GIAO N. DUONG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-29-2024	34 YRS 01 MOS
LISA K. ELLIOTT	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2024	33 YRS 05 MOS
SONIA ELMASRY	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	34 YRS 05½ MOS
GARY ELROD	PUBLIC WORKS Dept.#PW	02-24-2024	35 YRS 02 MOS
AHMAD R. EMDAD	CHILDREN & FAMILY SERVICES Dept.#CH	03-29-2024	31 YRS 00 MOS
SALVADOR ESPINOSA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-29-2024	31 YRS 08 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
OLIVIA F. ESQUIVEL	REG-RECORDER/COUNTY CLERK Dept.#RR	01-31-2024	29 YRS 07½ MOS
SHELLY L. FELDT	PROBATION DEPARTMENT Dept.#PB	03-30-2024	21 YRS 06 MOS
JAMES J. FIALA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	36 YRS 11 MOS
RONALD G. FIFER	HEALTH SERVICES ADMINISTRATION Dept.#HS	02-01-2024	54 YRS ½ MOS
BRAD FLEISCHER	BEACHES & HARBORS Dept.#BH	03-29-2024	44 YRS 08 MOS
CAROL R. FLETCHER	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2024	32 YRS ½ MOS
ADRIANA M. FLORES	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	44 YRS 08 MOS
LOYOLA M. GALLARDO	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	27 YRS 01 MOS
SONIA M. GALLEGOS	ASSESSOR Dept.#AS	01-31-2024	26 YRS 05½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GENER P. GANDIA	PARKS AND RECREATION Dept.#PK	03-30-2024	26 YRS 00 MOS
ADOLFO A. GARCIA	ANIMAL CONTROL Dept.#AN	03-31-2024	32 YRS 01 MOS
ARMANDO GARCIA	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	02-24-2024	41 YRS 06 MOS
GERMAN GARCIA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	03-31-2024	34 YRS 01 MOS
JESUS M. GARCIA	CORRECTIONAL HEALTH Dept.#HC	03-29-2024	37 YRS 08 MOS
MARIA S. GARCIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-29-2024	32 YRS 04 MOS
MICHAEL GARGIULO	DISTRICT ATTORNEY Dept.#DA	03-30-2024	36 YRS 09 MOS
GINA GARZZONA-MIT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-29-2024	07 YRS 05 MOS
MELKON GASPARYAN	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	31 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TRINIDAD B. GAVIDIA	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	33 YRS 07 MOS
BRENDA J. GENIS	SHERIFF Dept.#SH	03-30-2024	32 YRS 07 MOS
KELLY L. GLENN-JOHNSO	SHERIFF Dept.#SH	03-30-2024	32 YRS 02 MOS
SANDRA GOMEZ	PUBLIC HEALTH PROGRAM Dept.#PH	02-05-2024	25 YRS 01½ MOS
JACQUELINE GONZALES	SHERIFF Dept.#SH	03-30-2024	38 YRS 02 MOS
SUSAN GONZALEZ	BOARD OF SUPERVISORS Dept.#BS	03-30-2024	46 YRS 03 MOS
LIVIER GONZALEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-22-2024	26 YRS 10 MOS
GREGORY A. GRAAM	PROBATION DEPARTMENT Dept.#PB	03-30-2024	36 YRS 09½ MOS
DOUGLAS R. GRAY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	37 YRS 08 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CECILIA P. GRAY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	33 YRS 08 MOS
MARY F. GUAYANTE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-01-2024	20 YRS ½ MOS
ARTURO GUERRA	PROBATION DEPARTMENT Dept.#PB	03-31-2024	33 YRS 10 MOS
GERARDO GUERRERO	AMBULATORY CARE NETWORK Dept.#HN	03-30-2024	30 YRS 00 MOS
FLOR A. GUERRERO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	22 YRS 07 MOS
SHEILA MAE T. GUITCHE	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	01-09-2024	37 YRS 05 MOS
LAURA GUTIERREZ	AMBULATORY CARE NETWORK Dept.#HN	03-31-2024	43 YRS 00 MOS
ALBERTO GUTIERREZ-CR	MENTAL HEALTH Dept.#MH	12-29-2023	18 YRS 08½ MOS
NELLIE HALEY	AMBULATORY CARE NETWORK Dept.#HN	03-31-2024	40 YRS 02½ MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARIA S. HAMIL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	32 YRS 06 MOS
DIANA HAMPTON	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-29-2024	30 YRS 07 MOS
ANA M. HANKS	INTERNAL SERVICES Dept.#IS	01-26-2024	44 YRS 00 MOS
CAROLE HARA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2024	20 YRS 07 MOS
ERNEST R. HARRIS	PROBATION DEPARTMENT Dept.#PB	03-30-2024	34 YRS 11 MOS
JAMES M. HARTMAN	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	02-28-2024	37 YRS 04 MOS
BONITA A. HAUN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2024	39 YRS 03 MOS
ERIC HAWKINS	INTERNAL SERVICES Dept.#IS	03-29-2024	38 YRS 08 MOS
TROY L. HENDERSON	CHIEF EXECUTIVE OFFICE Dept.#AO	03-29-2024	40 YRS 09 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
VICKIE L. HENRY	AMBULATORY CARE NETWORK Dept.#HN	03-30-2024	11 YRS 08 MOS
LEILANI HERMOSURA-BA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	02-29-2024	38 YRS 00 MOS
CELIA HERNANDEZ	LA COUNTY FIRE DEPT Dept.#FR	03-29-2024	46 YRS 09 MOS
ROSA M. HERNANDEZ	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-30-2024	38 YRS ½ MOS
DAVID HOANG	SHERIFF Dept.#SH	03-30-2024	32 YRS 05 MOS
PAUL D. HOLTOM	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	15 YRS 03 MOS
KIRKLAND E. HOWLING	PROBATION DEPARTMENT Dept.#PB	03-30-2024	32 YRS 10 MOS
DEBRA A. HUBBARD	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-29-2024	35 YRS 02 MOS
RADIANTE HULIGANGA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-29-2024	16 YRS 03 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HA HUYNH	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-01-2024	16 YRS 06½ MOS
TERESA N. HUYNH	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-31-2024	34 YRS 01 MOS
XUYEN HUYNH	SHERIFF Dept.#SH	03-30-2024	16 YRS 07 MOS
AURA I. JARA	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	25 YRS 00 MOS
TONI JOHNSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-29-2023	10 YRS 00 MOS
LEROY JOHNSON	SHERIFF Dept.#SH	02-29-2024	26 YRS 10 MOS
PATRICIA JOHNSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	38 YRS 05½ MOS
TAMMY Y. JOHNSON	BOARD OF SUPERVISORS Dept.#BS	03-30-2024	25 YRS 05 MOS
ANTHONY R. JONES	PARKS AND RECREATION Dept.#PK	01-02-2024	15 YRS 10 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SONDI C. JONES	SHERIFF Dept.#SH	03-29-2024	44 YRS 00 MOS
TERESITA B. JOSON VALENA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	02-29-2024	19 YRS 07 MOS
FRANK JUAREZ	PROBATION DEPARTMENT Dept.#PB	02-29-2024	30 YRS 00 MOS
BRENDA K. JUNIOR	CORRECTIONAL HEALTH Dept.#HC	03-30-2024	25 YRS ½ MOS
KENNETH V. KALLMAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	37 YRS 09½ MOS
IRINA KARPACHINSKI	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	33 YRS 05 MOS
MANOUSHAK KAYSERYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2024	25 YRS 00 MOS
LISA M. KEETON	SHERIFF Dept.#SH	01-15-2024	31 YRS 06½ MOS
LINDA D. KEITH	AMBULATORY CARE NETWORK Dept.#HN	03-29-2024	41 YRS 04 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DESMOND R. KESTER	ASSESSOR Dept.#AS	01-27-2024	46 YRS 00 MOS
LAURA KHACHATRYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-01-2023	16 YRS 04½ MOS
ROBERT I. KING	INTERNAL SERVICES Dept.#IS	01-26-2024	29 YRS 05 MOS
ROSE M. KING	SHERIFF Dept.#SH	01-31-2024	35 YRS 08½ MOS
RAYMOND KONG	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2024	24 YRS 01½ MOS
HENRY S. KONIK	PUBLIC WORKS Dept.#PW	01-31-2024	25 YRS ½ MOS
FLORA G. KRISILOFF	MENTAL HEALTH Dept.#MH	02-29-2024	20 YRS 00 MOS
NHI K. LAM	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	40 YRS 08 MOS
LIEN T. LAM	SHERIFF Dept.#SH	03-29-2024	37 YRS 11 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GEORGIA L. LANGDON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-03-2024	57 YRS 11 MOS
JOHN J. LARAYA	LACERA Dept.#NL	02-01-2024	25 YRS 01½ MOS
CHRISTOPHER LARSON	DISTRICT ATTORNEY Dept.#DA	03-30-2024	34 YRS 02 MOS
CLAUDIA LASSAK	PROBATION DEPARTMENT Dept.#PB	01-18-2024	32 YRS 11 MOS
SONIA LATCHINIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	35 YRS 11 MOS
DAWSHA LAYLAND	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	24 YRS 02 MOS
ANH N. LE	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	26 YRS 09 MOS
DENISE D. LE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-15-2024	24 YRS 06½ MOS
ELVIRA LEAL	AMBULATORY CARE NETWORK Dept.#HN	03-29-2024	37 YRS 10 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTHA P. LEE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-31-2023	29 YRS 05 MOS
FRANK LEE	INTERNAL SERVICES Dept.#IS	03-29-2024	16 YRS ½ MOS
KWAN W. LEE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-30-2023	20 YRS 08 MOS
HO J. LEE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-29-2024	35 YRS 11 MOS
WAI L. LEE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2024	31 YRS 11 MOS
RUBEN LEPE	PROBATION DEPARTMENT Dept.#PB	02-29-2024	25 YRS 01 MOS
STEVEN M. LEVINSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2024	05 YRS 02 MOS
YING-PING A. LI	INTERNAL SERVICES Dept.#IS	02-29-2024	38 YRS 00 MOS
MARGARITA LIEN	CHILD SUPPORT SERVICES Dept.#CD	02-26-2024	43 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PAMALA LIM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-16-2024	24 YRS 01 MOS
MARY ANN C. LLAMADO	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-29-2024	32 YRS 07 MOS
SANDRA LLIBRE	SHERIFF Dept.#SH	03-30-2024	31 YRS 03½ MOS
FRANCINE B. LOGAN	PUBLIC DEFENDER Dept.#PD	02-23-2024	26 YRS 03 MOS
SHU CHU LOH	INTERNAL SERVICES Dept.#IS	03-29-2024	30 YRS 10 MOS
ETELVINA LOPEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2024	34 YRS 02 MOS
SALINDA C. LOPEZ	CHILD SUPPORT SERVICES Dept.#CD	02-29-2024	28 YRS 11 MOS
SUSANA C. LOPEZ	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-30-2024	39 YRS 07 MOS
JOSEPH ROMUL A. LOPEZ	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2024	15 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LINDA E. LORENZO	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2024	22 YRS 02 MOS
JOSE LUCERO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	25 YRS 08½ MOS
SHAOMEI LUU	SHERIFF Dept.#SH	03-30-2024	18 YRS 09 MOS
ODIS W. MACK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	44 YRS 08 MOS
GAREY A. MACON	PROBATION DEPARTMENT Dept.#PB	03-29-2024	39 YRS 09 MOS
JEFFERY P. MAGALLANES	PUBLIC WORKS Dept.#PW	03-30-2024	39 YRS 06 MOS
MICHEL E. MAHONEY	AMBULATORY CARE NETWORK Dept.#HN	03-30-2024	12 YRS 00 MOS
MARIA V. MALLMA	AMBULATORY CARE NETWORK Dept.#HN	03-30-2024	25 YRS 00 MOS
MA RHODECA J MANALANG	CORRECTIONAL HEALTH Dept.#HC	03-01-2024	26 YRS 04½ MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
BRENDA L. MANGAN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	01-31-2024	31 YRS 02½ MOS
PAMELA J. MANNING	PUBLIC WORKS Dept.#PW	03-20-2024	33 YRS 01 MOS
CHIN-LING MAO	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2024	22 YRS 05½ MOS
JOHN E. MARSHALL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	30 YRS 03 MOS
PATRICIA MARTINEZ	DISTRICT ATTORNEY Dept.#DA	03-30-2024	39 YRS 05 MOS
KIM M. MATHENEY	CHILDREN & FAMILY SERVICES Dept.#CH	03-29-2024	35 YRS 09 MOS
TRAVIS L. MAYS	TREASURER AND TAX COLLECTOR Dept.#TT	03-29-2024	10 YRS 07 MOS
ESTHER R. MC ELROY	PROBATION DEPARTMENT Dept.#PB	03-30-2024	26 YRS 01 MOS
MATTHEW MC GLOIN	CHIEF EXECUTIVE OFFICE Dept.#AO	03-29-2024	41 YRS 02 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LUKE J. MCDANNEL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-30-2023	07 YRS 04 MOS
VEETA MCGLORY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	26 YRS 04 MOS
RONDA C. MCLEOD	DISTRICT ATTORNEY Dept.#DA	03-30-2024	33 YRS 00 MOS
ROBERT A. MCSORLEY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	20 YRS 03 MOS
HEANG K. MEAS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-29-2024	35 YRS 08 MOS
MARIA G. MEDRANO	MENTAL HEALTH Dept.#MH	01-31-2024	25 YRS 06½ MOS
MIRNA Y. MELENDREZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2024	32 YRS 01 MOS
GLORIA T. MENDEZ	REG-RECORDER/COUNTY CLERK Dept.#RR	03-30-2024	18 YRS 04 MOS
RAUL MENDEZ	INTERNAL SERVICES Dept.#IS	03-29-2024	34 YRS 06 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALEX M. MENDIGORIN	CHILD SUPPORT SERVICES Dept.#CD	03-30-2024	26 YRS 05 MOS
ANNETTE M. MENDOZA	PUBLIC WORKS Dept.#PW	12-29-2023	32 YRS 02 MOS
SUSANA S. MENDOZA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-31-2024	23 YRS 04 MOS
ARMANDO MENDOZA	CORRECTIONAL HEALTH Dept.#HC	02-29-2024	34 YRS 08½ MOS
ZHAN W. MENG	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-31-2024	19 YRS ½ MOS
GLENN O. MINA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-01-2024	32 YRS 08½ MOS
PAMELA MISSETT	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	03-04-2024	07 YRS 05 MOS
AIDA MNATSAKANIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	16 YRS 01 MOS
BARBARA MONROE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	27 YRS 02 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DARLENE P. MONTALVO	PROBATION DEPARTMENT Dept.#PB	03-30-2024	25 YRS 09 MOS
ROSALIA MONTOYA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	28 YRS 08½ MOS
HELEN MOORE	CHILDREN & FAMILY SERVICES Dept.#CH	02-10-2024	45 YRS 06½ MOS
JOE MORALES	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-29-2024	32 YRS 00 MOS
VIRGINIA M. MORALES	CONSUMER AFFAIRS Dept.#CA	03-29-2024	23 YRS 00 MOS
JOSE M. MUNIZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	43 YRS 05 MOS
JOB MUNOZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2024	38 YRS 01 MOS
CLEMMIE MURDOCK	PROBATION DEPARTMENT Dept.#PB	03-28-2024	33 YRS 06 MOS
ROLANDO J. MURILLO	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	01-31-2024	10 YRS 10½ MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
EVE S. NADEL	MENTAL HEALTH Dept.#MH	02-29-2024	25 YRS 07 MOS
MANAZAR H. NAQVI	SHERIFF Dept.#SH	02-29-2024	22 YRS 04 MOS
MICHAEL L. NGUYEN	INTERNAL SERVICES Dept.#IS	03-29-2024	33 YRS 04 MOS
ROBIN D. NINE	PROBATION DEPARTMENT Dept.#PB	03-30-2024	35 YRS 09 MOS
GARY S. NISHIMURA	L A COUNTY FIRE DEPT Dept.#FR	03-30-2024	27 YRS 03 MOS
FRANK E. NORWOOD	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2024	31 YRS 11½ MOS
ANDRES NUNEZ	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	01-31-2024	27 YRS 02½ MOS
PATRICIA NUNEZ	LACERA Dept.#NL	01-03-2024	16 YRS 05½ MOS
TERRENCE O'HARE	PROBATION DEPARTMENT Dept.#PB	01-19-2024	38 YRS 11 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MAUREEN OBRIEN	DISTRICT ATTORNEY Dept.#DA	03-30-2024	36 YRS 02 MOS
JULIET P. OLIVARES	CORRECTIONAL HEALTH Dept.#HC	03-31-2024	15 YRS 00 MOS
SALVADOR OROZCO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	34 YRS 08 MOS
LUIS OROZCO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	32 YRS 06½ MOS
BOB R. ORTEGO	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2024	29 YRS 01 MOS
JOSEPHINE D. ORTEGO	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2024	30 YRS 04 MOS
JORGE ORTIZ	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	33 YRS 07 MOS
RUBEN PACHECO	PUBLIC WORKS Dept.#PW	01-31-2024	37 YRS ½ MOS
ANUSH PALTADZHYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	17 YRS 00 MOS

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<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ONELIE PAMARAN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-01-2024	15 YRS ½ MOS
ANA MARIA A. PANGILINAN	MENTAL HEALTH Dept.#MH	12-29-2023	08 YRS 09 MOS
PATRICIA PANTOJA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-20-2024	45 YRS 09 MOS
SUPALAK PANYAPITAK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	22 YRS 01 MOS
YUN H. PARK	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	01-31-2024	38 YRS 02½ MOS
JOSE D. PERAZA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	25 YRS 02 MOS
EDUARDO PERAZA	PROBATION DEPARTMENT Dept.#PB	03-30-2024	31 YRS 08 MOS
LETICIA H. PEREZ	INTERNAL SERVICES Dept.#IS	03-31-2024	40 YRS 10½ MOS
ROSA M. PEREZ	PARKS AND RECREATION Dept.#PK	03-31-2024	16 YRS 02 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LA TASHA S. PETERS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-29-2024	14 YRS 07 MOS
ANH T. PHAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	41 YRS 03 MOS
ANIDA PHATHAYAKORN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	35 YRS 09 MOS
TRANG PHUNG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-01-2024	30 YRS 06½ MOS
JACK B. PIATETSKY	PROBATION DEPARTMENT Dept.#PB	03-29-2024	30 YRS 04½ MOS
JYE PIEN	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	15 YRS 09 MOS
MARIA QUESADA	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-31-2024	28 YRS 01 MOS
LETICIA QUEZADA	PROBATION DEPARTMENT Dept.#PB	01-27-2024	37 YRS 03 MOS
ZOILA QUINTANILLA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-30-2024	15 YRS 09 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ARTURO QUINTERO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2024	24 YRS 04½ MOS
SUDARAT QUON	ASSESSOR Dept.#AS	01-19-2024	27 YRS 07 MOS
MATILDE C. RAMIREZ	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-01-2024	17 YRS ½ MOS
CRESENCIA RAMISCAL	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-01-2024	16 YRS 00 MOS
IRMA G. RAMOS	JUVENILE COURT HEALTH SERVICES Dept.#HJ	03-30-2024	17 YRS 04 MOS
SAMEDY RAU	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-29-2024	23 YRS 02 MOS
ANA M. REOYO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	32 YRS 03 MOS
GEORGIA V. REYES	PARKS AND RECREATION Dept.#PK	03-29-2024	35 YRS 00 MOS
CARLA M. ROBERSON	CHILDREN & FAMILY SERVICES Dept.#CH	03-03-2024	16 YRS 09 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARINA L. ROBLES	PROBATION DEPARTMENT Dept.#PB	03-26-2024	31 YRS 01½ MOS
LEAH A. ROCHFORD	CHILD SUPPORT SERVICES Dept.#CD	03-31-2024	31 YRS 04½ MOS
ESPERANZA RODRIGUEZ-AC	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2024	31 YRS 10½ MOS
ASHWANI K. ROHILLA	INTERNAL SERVICES Dept.#IS	03-30-2024	30 YRS 01 MOS
GINA Y. ROMERO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-16-2024	34 YRS 01 MOS
NELIA ALLIN M. SABROSO	MENTAL HEALTH Dept.#MH	01-31-2024	23 YRS 00 MOS
EDWARD SAFARIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2024	30 YRS ½ MOS
RAFAEL C. SALAZAR	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-29-2024	38 YRS 00 MOS
KY T. SAM	SHERIFF Dept.#SH	03-30-2024	23 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
KAREN SAMFORD	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	25 YRS 00 MOS
VICTOR SAN ROMAN	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2024	25 YRS 04 MOS
ELIZABETH J. SANCHEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	22 YRS 09 MOS
SCOTT N. SANDERS	PROBATION DEPARTMENT Dept.#PB	01-31-2024	36 YRS 11 MOS
LU ANN E. SANDERSON	MENTAL HEALTH Dept.#MH	03-16-2024	06 YRS 01 MOS
JUAN SANDOVAL	PARKS AND RECREATION Dept.#PK	03-30-2024	17 YRS 04 MOS
ADRIANA SANDOVAL DEH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-29-2024	33 YRS 02 MOS
PEDRO C. SANQUE	PUBLIC WORKS Dept.#PW	03-31-2024	28 YRS 07½ MOS
JAIME SANTOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-01-2024	35 YRS 03½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HERMAN B. SANTOS	PUBLIC DEFENDER Dept.#PD	03-29-2024	34 YRS 05 MOS
STEVEN P. SCHREINER	DISTRICT ATTORNEY Dept.#DA	03-30-2024	36 YRS 11 MOS
MARIA A. SEGURA	PROBATION DEPARTMENT Dept.#PB	03-30-2024	39 YRS 07 MOS
VIRGINIA I. SELPIDES	SHERIFF Dept.#SH	03-30-2024	15 YRS 05 MOS
CHHOUN S. SEN	CHILDREN & FAMILY SERVICES Dept.#CH	04-09-2024	27 YRS 09½ MOS
CLAUDIA M. SERRANO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-30-2023	23 YRS 09 MOS
STEVEN N. SHAFFER	DISTRICT ATTORNEY Dept.#DA	03-30-2024	34 YRS 02 MOS
DAVID SHARKEY	PUBLIC WORKS Dept.#PW	03-29-2024	39 YRS 05 MOS
BETSY J. SHARP	INTERNAL SERVICES Dept.#IS	03-30-2024	29 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANDRE J. SHELTON	PUBLIC WORKS Dept.#PW	01-26-2024	37 YRS 08 MOS
SUSAN P. SILOS-QUINTE	PUBLIC LIBRARY Dept.#PL	03-29-2024	35 YRS 03 MOS
ELIZABETH SINGH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2024	32 YRS 03 MOS
DORIS M. SMITH	SHERIFF Dept.#SH	02-29-2024	50 YRS 02 MOS
DAVID W. SMITH	MEDICAL EXAMINER-CORONER Dept.#ME	02-15-2024	31 YRS 05½ MOS
SHELIA R. SMITH	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-30-2024	43 YRS 06½ MOS
TED SOBOTKA	CHILDREN & FAMILY SERVICES Dept.#CH	03-29-2024	36 YRS 06 MOS
MARTHA R. SORIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	32 YRS 07 MOS
PATTI J. SOTO	PROBATION DEPARTMENT Dept.#PB	01-31-2024	23 YRS 06½ MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NEIL C. SPECTOR	PUBLIC DEFENDER Dept.#PD	02-29-2024	16 YRS 05 MOS
CRAIG S. SREDNICK	LA COUNTY FIRE DEPT Dept.#FR	03-01-2024	15 YRS ½ MOS
DANIEL B. STAMPLER	MENTAL HEALTH Dept.#MH	03-30-2024	23 YRS 03 MOS
GREGORY L. STEELE	PUBLIC WORKS Dept.#PW	03-29-2024	33 YRS 01 MOS
GAIL D. STEPHEN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-29-2023	25 YRS 06 MOS
WANDA J. STEPHENS	CHILD SUPPORT SERVICES Dept.#CD	01-31-2024	25 YRS 06 MOS
JANELLE E. STEVENSON	LA COUNTY FIRE DEPT Dept.#FR	01-31-2024	32 YRS 08½ MOS
VALERIE K. STRUTMAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-01-2024	36 YRS 08½ MOS
KIMBERLY J. SWADER-MIKEL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-29-2024	14 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROCELLE F. SWANN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	12-22-2023	08 YRS 04½ MOS
ERIC K. SZE	PUBLIC LIBRARY Dept.#PL	02-29-2024	14 YRS 10 MOS
TIMOTHY N. TAKARA	AUDITOR - CONTROLLER Dept.#AU	03-30-2024	37 YRS 09 MOS
FRANCIS Y. TANG	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	03-29-2024	32 YRS 07 MOS
APRIL Y. TANG	SHERIFF Dept.#SH	03-30-2024	11 YRS 07½ MOS
AYYAD TANIOUS	REG-RECORDER/COUNTY CLERK Dept.#RR	03-30-2024	24 YRS 11 MOS
STANLEY TAYLOR	PROBATION DEPARTMENT Dept.#PB	02-29-2024	38 YRS 09 MOS
MICHAEL TE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-27-2024	25 YRS 00 MOS
MARIA SALOME S. TECSON	CHIEF EXECUTIVE OFFICE Dept.#AO	03-30-2024	25 YRS 11 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANN MARIE C. TENGAN	ASSESSOR Dept.#AS	03-30-2024	39 YRS 09 MOS
ZARINE TER-STEPANYA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-30-2023	18 YRS 09 MOS
CAROLYN THOMAS	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	30 YRS 09½ MOS
LYDIA D. THOMPSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-31-2024	30 YRS 09½ MOS
LIANE TIET	AUDITOR - CONTROLLER Dept.#AU	02-29-2024	28 YRS 01 MOS
DARLENE R. TILLMAN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	34 YRS 05 MOS
BONNARITH TIM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	43 YRS 10 MOS
ALICE N. TO	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-24-2024	31 YRS 01 MOS
GERALDO J. TOLEDO	CORRECTIONAL HEALTH Dept.#HC	03-30-2024	14 YRS 04 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LUCILENE F. TOLENTINO	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	32 YRS 05½ MOS
CHARIN C. TOLENTINO	CORRECTIONAL HEALTH Dept.#HC	03-29-2024	18 YRS 02½ MOS
JEANNIE T. TORRES	PROBATION DEPARTMENT Dept.#PB	02-29-2024	44 YRS 09 MOS
GLORIA TORRES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	37 YRS 02 MOS
EMILY TOSCANO	INTERNAL SERVICES Dept.#IS	03-29-2024	44 YRS 00 MOS
NORMA TOVAR-MUNOZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-30-2023	33 YRS 06½ MOS
NAM N. TRAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2024	29 YRS 01 MOS
LIEN-HUONG T. TRINH	CORRECTIONAL HEALTH Dept.#HC	02-29-2024	24 YRS 01 MOS
MING-WEI TSAO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-09-2024	19 YRS 09½ MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
YU YING TSE	SHERIFF Dept.#SH	03-29-2024	35 YRS 07 MOS
NGOZI S. UME	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2024	41 YRS 02 MOS
ROMEO F. UY	SHERIFF Dept.#SH	03-29-2024	24 YRS 01 MOS
RUTH A. VALDEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2024	25 YRS 01 MOS
LAURA R. VALDIZNO	CORRECTIONAL HEALTH Dept.#HC	03-30-2024	15 YRS 09 MOS
MADELEINE VALENCERINA	MENTAL HEALTH Dept.#MH	01-05-2024	07 YRS 06½ MOS
BONIFACIO F. VALERA	CORRECTIONAL HEALTH Dept.#HC	03-30-2024	15 YRS 03 MOS
ANAID VARTANYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-25-2024	33 YRS 02 MOS
VERONICA VASQUEZ-AVEL	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2024	31 YRS 06½ MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
OLGA VEGA	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	32 YRS 10 MOS
EUFEMIA VENTURA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	01-04-2024	31 YRS 05 MOS
THERESA VILLA-MCDOWE	BOARD OF SUPERVISORS Dept.#BS	02-01-2024	02 YRS ½ MOS
HERMINIA F. VILLANUEVA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	23 YRS 01 MOS
HA VU	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	29 YRS 06 MOS
PAMELA VU	PUBLIC WORKS Dept.#PW	03-29-2024	23 YRS 06 MOS
DAKSHA N. VYAS	REG-RECORDER/COUNTY CLERK Dept.#RR	03-04-2024	22 YRS 05½ MOS
LINDA C. WALLACE	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	36 YRS 02 MOS
CAROL C. WANG	PROBATION DEPARTMENT Dept.#PB	03-30-2024	11 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALPHA R. WASHINGTON	PARKS AND RECREATION Dept.#PK	01-31-2024	31 YRS 05 MOS
BONNIE WATANABE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2024	33 YRS 11 MOS
ROBIN WATSON	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-30-2024	41 YRS 09 MOS
DEBBIE L. WEBER	SHERIFF Dept.#SH	03-30-2024	19 YRS 11½ MOS
RUTH M. WEI	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	17 YRS 02 MOS
JENNIFER L. WETLESEN	CORRECTIONAL HEALTH Dept.#HC	01-09-2024	28 YRS 05 MOS
PATTI WHIPKEY	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	43 YRS 00 MOS
MICHELLE Y. WHITE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	19 YRS 09 MOS
MARILYN WILCHER	DISTRICT ATTORNEY Dept.#DA	12-30-2023	08 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HAROLD J. WILLIAMS	ALTERNATE PUBLIC DEFENDER Dept.#AD	03-30-2024	36 YRS 00 MOS
JACQUELINE B. WILLIAMS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-30-2024	35 YRS 04 MOS
GEORGE E. WILLIAMS JR	PROBATION DEPARTMENT Dept.#PB	03-31-2024	37 YRS 06 MOS
FLOYD S. WILSON	SHERIFF Dept.#SH	12-30-2023	26 YRS 01 MOS
MARK A. WITTIG	PUBLIC WORKS Dept.#PW	03-01-2024	40 YRS 01½ MOS
LEANNE N. WONG	PUBLIC WORKS Dept.#PW	01-26-2024	36 YRS 06 MOS
VICKY L. WONG	SHERIFF Dept.#SH	03-29-2024	30 YRS 10 MOS
JENNIE Y. WONG	AUDITOR - CONTROLLER Dept.#AU	03-30-2024	25 YRS 03 MOS
JULIANA Y. WONG	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2024	05 YRS 04 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SHARON L. WOO	DISTRICT ATTORNEY Dept.#DA	01-15-2024	02 YRS 05½ MOS
SOMVANG S. XAYPRASEUTH	SHERIFF Dept.#SH	03-30-2024	23 YRS 09 MOS
KAREN K. YABUTA-TANAK	CORRECTIONAL HEALTH Dept.#HC	01-31-2024	18 YRS 04½ MOS
HAIGE YAN	PUBLIC LIBRARY Dept.#PL	02-29-2024	25 YRS 06 MOS
TRINA M. YEN	MENTAL HEALTH Dept.#MH	03-01-2024	18 YRS ½ MOS
ANDY N. YIP	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2024	26 YRS 02 MOS
CHRISTINA A. YOUNG	DISTRICT ATTORNEY Dept.#DA	03-30-2024	40 YRS 10½ MOS
CAROLYN L. YOUNG	CHILDREN & FAMILY SERVICES Dept.#CH	03-28-2024	35 YRS 08 MOS
TAI-MEI YOUNG	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-29-2024	15 YRS 01 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
KARMAN YOUSEFIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2024	25 YRS 10 MOS
M D. ZAHID	PUBLIC WORKS Dept.#PW	01-31-2024	34 YRS 06½ MOS
ALBA L. ZAZUETA	REG-RECORDER/COUNTY CLERK Dept.#RR	02-28-2024	18 YRS 02 MOS
ANGELITA L. ZETINA	AUDITOR - CONTROLLER Dept.#AU	03-30-2024	32 YRS 02 MOS
LINGLING ZHANG	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2024	35 YRS 09 MOS
DI ZHANG	SHERIFF Dept.#SH	01-29-2024	23 YRS 05 MOS
JEAN J. ZHOU	PARKS AND RECREATION Dept.#PK	02-29-2024	29 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RITA ALVARADO FLO WIFE of WALTER R FLORES dec'd on 11-17-2023, Sect. #31781.3	SHERIFF Dept.#SH	11-18-2023	25 YRS 04 MOS
MICHELE ATILANO SPOUSE of ARTURO ATILANO-VALA dec'd on 11-07-2023, Sect. #31781.3	SHERIFF Dept.#SH	11-08-2023	20 YRS 08½ MOS
DEBORAA. HARRIS WIFE of DARREN D HARRIS dec'd on 11-06-2023, Sect. #31781.3	SHERIFF Dept.#SH	11-07-2023	33 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LILI HUANG	PUBLIC WORKS Dept.#PW	12-13-2023	21 YRS ½ MOS
WIFE of WEIFENG LIN dec'd on 12-12-2023, Sect. #31781.1			

BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PATRICK J. HUNT	SHERIFF Dept.#SH	12-31-2023	07 YRS 02 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARIA T. ADONICAN	CALIFORNIA CHILDREN'S SERVICES Dept.#PS	02-29-2024	35 YRS 03 MOS
ALISA CATANZARO	SHERIFF Dept.#SH	01-30-2024	10 YRS 10 MOS
HAMMOUD CHEIKH ELJEI	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-13-2023	06 YRS 01 MOS
ALBERT CHEW	PUBLIC HEALTH PROGRAM Dept.#PH	01-08-2024	12 YRS 00 MOS
BRANTLEY R. CHOATE	SHERIFF Dept.#SH	12-01-2023	02 YRS 01 MOS
TONI CLUSE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2023	10 YRS 11 MOS
CLAUDIA R. DIAZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-13-2023	12 YRS 06 MOS
BRENT B. EPSTEIN	PROBATION DEPARTMENT Dept.#PB	12-30-2023	16 YRS 10 MOS
AMY L. GLAUDINI	DISTRICT ATTORNEY Dept.#DA	12-28-2023	12 YRS 08 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DEANNA J. HAMMERLI	SHERIFF Dept.#SH	01-01-2024	27 YRS 05 MOS
ELISA HARO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-16-2023	30 YRS 01½ MOS
UNDINA HAYLOCK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-22-2023	30 YRS 03½ MOS
VICTOR A. JOHNSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-04-2024	10 YRS 07 MOS
SHANNON L. KNIGHT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-15-2023	14 YRS 03½ MOS
WILLIAM M. LARSEN	PUBLIC DEFENDER Dept.#PD	12-05-2023	00 YRS 05 MOS
LYNETTE C. LEVISTE	AIDS PROGRAM Dept.#PP	10-06-2023	02 YRS 05 MOS
STEVEN C. MC WRIGHT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	11-15-2023	21 YRS 09 MOS
AUDREY MITCHELL	SOUTHWEST CLUSTER (MLK JR MC) Dept.#HK	12-28-2023	15 YRS 06 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SUSAN C. PRIEST	ANIMAL CONTROL Dept.#AN	12-20-2023	13 YRS 10½ MOS
ROBERT RIVERA	CHILDREN & FAMILY SERVICES Dept.#CH	01-01-2024	10 YRS 00 MOS
LAURA A. ROBLES	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-05-2024	25 YRS 11 MOS
DEBORAH D. ROSE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-27-2023	36 YRS 09 MOS
DANIEL J. RYNN	PUBLIC WORKS Dept.#PW	12-31-2023	17 YRS 00 MOS
ART J. SARACHO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	12-20-2023	16 YRS 03½ MOS
ERIN E. SCHOONOVER	PUBLIC LIBRARY Dept.#PL	12-30-2023	18 YRS 06 MOS
CYNTHIA SIMANGAN	TREASURER AND TAX COLLECTOR Dept.#TT	12-19-2023	10 YRS 09 MOS
VI EYVETTE STEWART	PUBLIC HEALTH PROGRAM Dept.#PH	12-29-2023	10 YRS 08 MOS

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GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALEXANDRA A. SWANSON	PUBLIC HEALTH PROGRAM Dept.#PH	01-31-2024	10 YRS 05½ MOS
SHARON D. VAUGHN	MENTAL HEALTH Dept.#MH	11-14-2023	05 YRS 00 MOS
JULIAN J. VENEGAS	PARKS AND RECREATION Dept.#PK	12-30-2023	11 YRS 10 MOS
ANN C. WEBB	L A COUNTY FIRE DEPT Dept.#FR	12-02-2023	02 YRS 07 MOS
ARTHUR J. WIMBERLY	INTERNAL SERVICES Dept.#IS	01-05-2024	14 YRS 02 MOS
DONGSOOK YOO	MENTAL HEALTH Dept.#MH	12-31-2023	03 YRS 07 MOS

**BOARD OF RETIREMENT MEETING OF FEBRUARY 7, 2024
RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST
APPROVED ON JANUARY 3, 2024**

SAFETY MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
EDWIN E ALVAREZ	SHERIFF	RESCINDED RETIREMENT
TODD T BARNES	SHERIFF	CHANGE OF DATE TO January 31, 2024
ERIC M DOWNING	L A COUNTY FIRE	CHANGE OF DATE TO January 31, 2024

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
SHIRLEY L WADE	SUPERIOR COURT/COUNTY CLERK	RESCINDED RETIREMENT
DARLENE DANCER	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO December 30, 2023
BLANCA N CHOY	NORTHEAST CLUSTER (LAC+USC)	RESCINDED RETIREMENT
EDWARD RODRIGUEZ	PROBATION DEPARTMENT	RESCINDED RETIREMENT
JAMES TORO	DISTRICT ATTORNEY	CHANGE OF DATE TO January 31, 2024
JEFFREY M HARKAVY	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO February 27, 2024
HOWARD L TA	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO February 29, 2024
ANDREA G HUTCHISON	HEALTH SERVICES ADMINISTRATION	CHANGE OF DATE TO December 30, 2023
TATYANA V MESA	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO February 1, 2024
THOMAS A ROSEBROOK	MENTAL HEALTH	CHANGE OF DATE TO March 29, 2024



January 18, 2024

TO: Trustees – Board of Retirement

FROM: Jean Kim 
Senior Staff Counsel

Elaine K. Salon 
Staff Counsel

DATE: Board of Retirement Meeting of February 7, 2024

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 a member's retirement allowance. The County of Los Angeles requested determination of two 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 Attachment 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."

California Government Code 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 plan.
- (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. Security Operations Unit Bonus – Item No. 657

This pay item was created to provide an additional skill pay (increase in base salary) of thirty-eight (38) standard salary levels (approximately 10%) to Deputy Sheriffs assigned to the Security Operations Unit.

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. Department of Children and Family Services (DCFS) Emergency Response Retention Bonus – Item No. TBD

This pay item was created to provide a three-year retention bonus to current Emergency Response Children's Social Workers and Emergency Response Supervising Children's Social Workers at DCFS. The bonus amounts are paid at various intervals based on eligibility criteria.

This payment should be included for legacy members because it is a one-time or ad hoc payment made to all similarly situated members in the same grade or class and at the same rate of pay. It should be excluded for PEPRA members because it is a one-time or ad hoc payment made to a member, is a bonus paid in addition to 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 the bonus amounts do not appear on publicly available pay schedules.

Recommendation: Include under 31461
Exclude under 7522.34

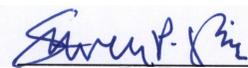
CONCLUSION

Consistent with the foregoing, the attached Resolutions of the Board of Retirement specifying pay items as "Compensation Earnable" under California Government Code Section 31461 and "Pensionable Compensation" under California 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. 2024-BR001, and No. 2024-BR002, 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 the 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/1.18.24

Attachment 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					
657	SECURITY OPERATIONS UNIT BONUS	This pay event is being created to provide additional skill pay to Deputy Sheriffs assigned to the Security Operations Unit. The bonus rate is 38 standard salary levels (approximately 10%) effective August 1, 2023.	(a)	(a)	<p>This compensation is paid to all Deputy Sheriffs assigned to the Security Operations Unit. 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					
TBD	DCFS EMERGENCY RESPONSE RETENTION BONUS	<p>This pay event is being created to provide a 3-year retention bonus for Emergency Response Children's Social Workers (ER CSWs), employed under the classifications of Children's Social Worker (CSW) or Supervising Children's Social Worker, at the Department of Children and Family Services (DCFS).</p> <p>The Emergency Response CSW staffing levels have been negatively impacted by attrition which includes transfers, demotions, resignations, leaves, and promotions. The reasons often cited for the loss of ER CSWs include pace of the job, challenging timelines to complete investigations, and stress of having to make difficult decision around removal. These are also the very reasons it is necessary to retain experienced staff in these positions.</p> <p>A total of 978 existing staff have been identified as eligible for this retention bonus. Only these 978 employees will be eligible as long as they qualify for the bonus. No new staff will be eligible.</p> <p>Emergency Response CSWs (810 employees)</p> <ul style="list-style-type: none"> Children's Social Worker I (Item 9071) Children's Social Worker II (Item 9072) Children's Social Worker III (Item 9073) <p>Emergency Response Supervising CSWs (168 employees)</p> <ul style="list-style-type: none"> Supervising Children's Social Worker (Item 9074) <p>The eligible 978 employees will receive the following bonuses if the following conditions are met:</p> <ul style="list-style-type: none"> \$1,500 if they remain in the ER assignment from May 1, 2023, through May 1, 2024. An additional \$4,000 if they remain in the ER assignment from May 1, 2024, through April 30, 2026. <p>Bonus payments are expected to be issued on May 1, 2024, and May 1, 2026.</p> <p>This bonus will commence on May 1, 2023, and will sunset on May 1, 2026.</p>	(a)	<p>(c)(3)</p> <p>(c)(10)</p> <p>(c)(11)</p>	<p>This bonus is available to similarly situated Children's Social Workers (CSWs) and Supervising CSWs assigned to the Emergency Response function at the Department of Children and Family Services. Employees eligible for the retention bonus have been identified based on their employment status, classification, and assignment as of May 1, 2023. The same set of service criteria apply to the identified employees for payment eligibility. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This payment 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 payment does not appear on a Public Pay Schedule. It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

Attachment B

**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. 2024-BR001

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.

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

Les Robbins
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

657 SECURITY OPERATIONS UNIT BONUS

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
TBD	DEPARTMENT OF CHILDREN AND FAMILY SERVICES (DCFS) EMERGENCY RESPONSE RETENTION 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. 2024-BR002

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

Les Robbins
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

657 SECURITY OPERATIONS UNIT BONUS

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

TBD DEPARTMENT OF CHILDREN AND FAMILY SERVICES (DCFS)
EMERGENCY RESPONSE RETENTION BONUS

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					
657	SECURITY OPERATIONS UNIT BONUS	This pay event is being created to provide additional skill pay to Deputy Sheriffs assigned to the Security Operations Unit. The bonus rate is 38 standard salary levels (approximately 10%) effective August 1, 2023.	(a)	(a)	<p>This compensation is paid to all Deputy Sheriffs assigned to the Security Operations Unit. 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					
TBD	DCFS EMERGENCY RESPONSE RETENTION BONUS	<p>This pay event is being created to provide a 3-year retention bonus for Emergency Response Children's Social Workers (ER CSWs), employed under the classifications of Children's Social Worker (CSW) or Supervising Children's Social Worker, at the Department of Children and Family Services (DCFS).</p> <p>The Emergency Response CSW staffing levels have been negatively impacted by attrition which includes transfers, demotions, resignations, leaves, and promotions. The reasons often cited for the loss of ER CSWs include pace of the job, challenging timelines to complete investigations, and stress of having to make difficult decision around removal. These are also the very reasons it is necessary to retain experienced staff in these positions.</p> <p>A total of 978 existing staff have been identified as eligible for this retention bonus. Only these 978 employees will be eligible as long as they qualify for the bonus. No new staff will be eligible.</p> <p>Emergency Response CSWs (810 employees)</p> <ul style="list-style-type: none"> • Children's Social Worker I (Item 9071) • Children's Social Worker II (Item 9072) • Children's Social Worker III (Item 9073) <p>Emergency Response Supervising CSWs (168 employees)</p> <ul style="list-style-type: none"> • Supervising Children's Social Worker (Item 9074) <p>The eligible 978 employees will receive the following bonuses if the following conditions are met:</p> <ul style="list-style-type: none"> • \$1,500 if they remain in the ER assignment from May 1, 2023, through May 1, 2024. • An additional \$4,000 if they remain in the ER assignment from May 1, 2024, through April 30, 2026. <p>Bonus payments are expected to be issued on May 1, 2024, and May 1, 2026.</p> <p>This bonus will commence on May 1, 2023, and will sunset on May 1, 2026.</p>	(a)	(c)(3) (c)(10) (c)(11)	<p>This bonus is available to similarly situated Children's Social Workers (CSWs) and Supervising CSWs assigned to the Emergency Response function at the Department of Children and Family Services. Employees eligible for the retention bonus have been identified based on their employment status, classification, and assignment as of May 1, 2023. The same set of service criteria apply to the identified employees for payment eligibility. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This payment 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 payment does not appear on a Public Pay Schedule. It is a form of compensation that is inconsistent with the requirements of subdivision (a) under (c)(11). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

**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. 2024-BR001

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.

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

Les Robbins
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
657 SECURITY OPERATIONS UNIT BONUS
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
TBD	DEPARTMENT OF CHILDREN AND FAMILY SERVICES (DCFS) EMERGENCY RESPONSE RETENTION 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. 2024-BR002

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

Les Robbins
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

657 SECURITY OPERATIONS UNIT BONUS

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

TBD DEPARTMENT OF CHILDREN AND FAMILY SERVICES (DCFS)
EMERGENCY RESPONSE RETENTION BONUS



January 25, 2024

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Division Manager
Disability Retirement Services

SUBJECT: **APPEAL(S) FOR THE BOARD OF RETIREMENT'S MEETING
OF FEBRUARY 7, 2024**

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:

5405B	Yolonda D. Freeman	In Pro Per	Deny SCD - Employer Can Accommodate
5404B	Tania Velasco	In Pro Per	Deny SCD Salary Supplement - Grant NSCD Salary Supplement
5406B	Shakeh Hovsepian	In Pro Per	Deny SCD - Employer Can Accommodate

TLC:kw



January 30, 2024

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Division Manager 
Disability Retirement Services

FOR: February 7, 2024 Board of Retirement Meeting

SUBJECT: **DISMISS WITH PREJUDICE THE APPEAL OF LA'KEYTA PARKER**

Ms. La'keyta Parker applied for a service-connected disability retirement with an option of an earlier effective date on February 7, 2022. On October 5, 2023, the Board granted her application for a service-connected disability retirement.

Ms. Parker filed a timely appeal regarding the effective date of her service-connected disability retirement. On January 10, 2024, Ms. Parker signed a voluntary withdrawal letter advising LACERA that she does not wish to proceed with her appeal.

IT IS THEREFORE RECOMMENDED THAT THE BOARD:

Dismiss with prejudice La'keyta Parker's appeal for an earlier effective date.

FJB: TLC: mb

Parker, La'Keyta_withdrawal.docx

Attachment

NOTED AND REVIEWED:



Francis J. Boyd, Sr. Staff Counsel

Date: 1/30/2024

La'keyta Parker

Subject: Disability Retirement Appeal for Service-connected Disability

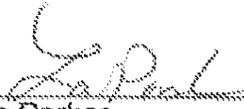
Date: December 20, 2023

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10/27/2023
10/27/2023
10/27/2023
10/27/2023

WITHDRAWAL OF DISABILITY RETIREMENT APPEAL

I, La'keyta Parker, want to withdraw my disability retirement appeal filed on 10/27/2023. My appeal requested an administrative hearing with regard to the denial of application for disability retirement. I understand that once the withdrawal is approved by the Board of Retirement, it becomes final, and no further action will or can be taken. The matter will be closed.


La'keyta Parker

1-10-24
Date

I withdraw this appeal for an earlier effective date.

BEST IMAGE
AVAILABLE

SCANNING ROOM
JAN 11 2024
RECEIVED BY FAX



January 31, 2024

TO: Each Trustee,
Board of Retirement

FROM: Steven P. Rice *SPR*
Chief Counsel

FOR: February 7, 2024 Board of Retirement Meeting

SUBJECT: LACERA 2024 Election of Third Member: Approval of Statement of Powers and Duties of Board of Retirement Trustees

RECOMMENDATION

Approve the attached document entitled "Powers and Duties of Board of Retirement Trustees," which will be included with the ballot materials for the 2024 election of the Third Member of the Board of Retirement and posted on lacera.com.

LEGAL AUTHORITY

The information in the Powers and Duties is based on the responsibilities of Board of Retirement Trustees under the California Constitution (Cal. Const., art XVI, § 17), the County Employees Retirement Law of 1937 (CERL) (Cal. Gov't Code §§ 31540 *et seq.*), the California Public Employees' Pension Reform Act of 2013 (PEPRA) (Cal. Gov't Code §§ 7522 *et seq.*), other applicable law, and LACERA's policies, procedures, and practices. Approval of this document is consistent with the exercise of the Board's plenary authority and fiduciary responsibility over administration of the system under the California Constitution. Cal. Const., art. XVI, § 17, and CERL, Government Code Sections 31520, 31520.1, and 31595.

BACKGROUND

Each year, the Board of Supervisors adopts a resolution to govern that year's LACERA election. The Board of Retirement election this year will include the Third Member (an active general member seat currently held by Vivian Gray) for a three-year term beginning January 1, 2025.

At LACERA's request, the Board of Supervisors will include with Board election materials a ballot insert entitled "Powers and Duties of Board of Retirement Trustees" provided by LACERA to assist voters in evaluating candidates. In addition, the Powers and Duties serve as a reference for Board candidates to understand the responsibilities of Board Trustees. Finally, the Powers and Duties are posted on lacera.com, and they are

available to stakeholders and the public throughout the year to communicate the responsibilities of Board Trustees.

The proposed 2024 Powers and Duties is attached. The changes proposed by staff from the version approved in 2023 are redlined for the Board's consideration. A clean copy is also provided. The changes reflect consultation with and input from the Chief Executive Officer (CEO) and the other Executive Officers.

DISCUSSION

The proposed Powers and Duties complies with best practices to fully and clearly describe the responsibilities and duties of Board Trustees. The Powers and Duties is generally based on content recommended in a report issued by The Stanford Institutional Investors' Forum Committee on Fund Governance. *The Clapman Report 2.0 Model Governance Provisions to Support Pension Fund Best Practice Principles*, at pages 9-10 (Clapman Report).

The proposed Powers and Duties includes changes from the current document, as follows:

Title and Opening Paragraph. The title is changed to refer to "Board of Retirement Trustees," instead of "Retirement Board Trustees," to track the correct name of the Board. The opening paragraph is also revised to clarify that the Powers and Duties provide a high-level summary of Board responsibilities but is not itself a governing document. A link to the Board's governing documents on lacera.com is provided, which should be helpful to candidates and stakeholders who wish to look deeper.

Introduction. This section states the general responsibilities of Board of Retirement Trustees. This section also addresses the monthly time commitment required of Board Trustees. The Clapman Report recommends that an estimated time commitment be provided. The current estimate of 120-140 hours per month is subject to the Board's consideration.

Board Trustee Responsibilities. This section provides a detailed summary of the main responsibilities of Board Trustees. This section includes sections on:

1. Board and Committee Meetings. The current number of hours per monthly Board meeting of 4-6 hours and for committee meetings of 1-2 hours per month are subject to the Board's consideration. A change is

made to specifically state that meetings are in person at LACERA's Pasadena offices unless otherwise provided;

2. General Administration. This section, which has appeared as a single long paragraph in past years, is broken down into three subparagraphs for readability. In addition, minor changes are made in the description of the Board's strategic planning following the 2023 Strategic Plan experience. A reference to the budget policy is added. A reference to the Board's important role in providing oversight of the federal and state legislative agenda is added. Finally, the joint Boards' authority over employee classifications is clarified. Beyond these two changes, the substance of this section is unchanged;
3. Payment of Retirement Pension Benefits. There are no substantive changes to this section;
4. Disability Retirement Applications. There are no changes to this section;
5. Retiree Healthcare Benefits. In the description of the retiree healthcare program, a clarification is added that it is also referred to as the other post-employment benefits (OPEB) program;
6. Claims and Litigation. There are no changes to this section;
7. Retention of Vendors, Consultants, and Experts. There are no changes to this section;
8. Delegation. Language is added to state that stakeholder management, including media and the plan sponsor, are the responsibility of the Chief Executive Officer for administrative issue and the Chief Investment Officer for investment matters;
9. Legal, Regulatory, and Policy Compliance and Risk Management. Minor, nonsubstantive edits are made to this section;
10. Education. There are no changes to this section; and
11. Involvement. There are no changes to this section.

Fiduciary Duties. There are no changes to this section.

Conflicts of Interest. There are no changes to this section.

Compensation and Expenses. Changes are added to clarify compensation changes for review and analysis of disability retirement cases that are expected to go into effect in April 2024, subject to Board approval at the February 7, 2024 meeting.

CONCLUSION

Based the information provided in this memo, it is recommended that the Board approve the attached document entitled "Powers and Duties of Board of Retirement Trustees," which will be included with the ballot materials for the 2024 election of the Third Member and posted on lacera.com.

Attachment

c: Santos H. Kreimann
Jonathan Grabel
Luis Lugo
JJ Popowich
Laura Guglielmo
Cynthia Martinez
Barry Lew

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PROPOSED BOR POWERS AND
DUTIES

POWERS AND DUTIES
OF ~~BOARD OF~~ RETIREMENT ~~BOARD~~
TRUSTEES

The Board of Retirement provides this high level summary to enable voters to evaluate candidates for the Board. The Board urges voters to review this summary prior to voting. This Powers and Duties document is drawn from the Board's adopted governing policies and the input of the Board in its providing approval, but it is not itself a governing document for the Board or LACERA. The Board's governing documents may be found at <https://www.lacera.com/accountability/governing-documents/>.

INTRODUCTION

The overall responsibility of the Board of Retirement is to oversee the administration of the retirement pension system and the retiree health-care program to ensure that members are provided with the promised benefits upon completion of their public service with Los Angeles County and other participating public employers. In total, trustees of the Board of Retirement can expect to commit as many as 120-140 hours of their time each month to discharging their duties to the retirement system, subject to hours spent on a trustee's activities under Section 11 (Involvement) below.

As to those elected Board trustees who are employed by the County or a participating district, the law provides that these LACERA duties are included as part of their County or other public employment and shall normally take precedence over any other duties. Given the time commitment necessary to fulfill the responsibilities of Board membership, elected Board trustees will be required to spend a material amount of their working time each month carrying out their important LACERA duties and responsibilities.

The responsibilities and duties of the Board trustees are explained in detail below.

BOARD TRUSTEE RESPONSIBILITIES

Board of Retirement trustees' duties include:

1. **Board and Committee Meetings.** The Board meets once each month in person at LACERA's Pasadena offices unless otherwise specified, usually on the first Wednesday, with each meeting generally lasting as many as 4 to 6 hours. In addition, the Board has established committees to assist in carrying out its responsibilities. The Board also shares additional committees jointly with the system's Board of Investments, including the Audit Committee and Joint Organizational Governance Committee. The Board of Investments is a separate board having responsibility for establishing the investment policies of LACERA and for overseeing investment of the LACERA retirement fund and certain other matters. Some committees meet monthly; others meet less frequently but up to several times per year. Committee

meetings may be held both before and after regular Board meetings, and at other times, and generally last 1 to 2 hours. In addition to the time required to attend meetings, considerable time is required to prepare for meetings and review relevant materials developed by staff and management. The Board also holds an annual two-day offsite meeting to devote focused attention to strategic issues, education, and discussion.

2. General Administration. The general administration of LACERA is under the Board of Retirement's oversight. To exercise this responsibility, the Board establishes policies, procedures, and governance processes, and receives, discusses, and questions reports on operational activities. The Board of Retirement oversees development of the organization's Strategic Plan for administration of the system, ensuring inclusion of the strategic priorities developed by support for the Board of Investments. The Board of Retirement also provides oversight of the Board's federal and state legislative agenda. The Board of Retirement is not responsible for oversight of investments, for the adoption of funding policies and the setting of contribution rates, or for oversight of the Chief Investment Officer. The Legislature assigned those responsibilities to the Board of Investments.

A few administrative functions are shared with the Board of Investments:

- a. CEO Appointment and Evaluation. The two Boards jointly act as the appointing authority for LACERA's Chief Executive Officer (CEO) and oversee the CEO's performance evaluation; the Boards work together on certain other senior staff personnel matters.
- b. Budget Approval and Oversight. The Boards of Retirement and Investments, acting jointly, review, evaluate, and adopt LACERA's annual budget and monitor actual results against the annual budget covering LACERA's operations. The Boards jointly approve a budget policy to govern the process.
- c. Certain Employee Relations. The two Boards also act jointly in certain employee relations matters, including approval of class specifications for LACERA's employees, approval of Memoranda of Understanding (MOUs) negotiated with SEIU Local 721, the union bargaining for represented employees of LACERA, and approval of compensation to be provided to LACERA's non-represented employees. General personnel responsibilities are the responsibility of the Board of Retirement alone.

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~~Understanding (MOUs) negotiated with SEIU Local 721, the union bargaining for represented employees of LACERA, and approval of compensation to be provided to LACERA's non-represented employees. The two Boards jointly act as the appointing authority for LACERA's Chief Executive Officer (CEO) and oversee the CEO's performance evaluation; the Boards work together on certain other senior staff personnel matters. General personnel responsibilities are the responsibility of the Board of Retirement alone. The Board of Retirement is not responsible for oversight of investments, for the adoption of funding policies and the setting of contribution rates, or for oversight of the Chief Investment Officer. The Legislature assigned those responsibilities to the Board of Investments.~~

~~2.3.~~ **Payment of Retirement Pension Benefits.** The Board of Retirement administers a statutory retirement plan; it does not establish new retirement benefits. This means that retirement benefits can only be provided if they have been authorized by the State Legislature in the County Employees Retirement Law of 1937, found in the California Government Code beginning at Section 31450, and the California Public Employees' Pension Reform Act of 2013, found in the California Government Code beginning at Section 7522. Retirement benefits not authorized by the retirement laws cannot be implemented by the Board of Retirement; rather, a bill must be processed through the Legislature to amend the retirement laws. With only a few exceptions, the Legislature has required the County Board of Supervisors to adopt a resolution approving benefit enhancements before they can take effect.

~~3.4.~~ **Disability Retirement Applications.** One of the most important – and by far the most time consuming – duties of a Board trustee is to review disability retirement applications and to participate in the Board's decision to grant or deny disability retirements according to applicable legal standards. It is anticipated that the Board of Retirement will process approximately 30 to 50 disability retirement cases per month. Board trustees carefully review each application and all medical and other evidence regarding the application. A Board trustee will then participate in the Board's deliberations and vote on each application.

~~4.5.~~ **Retiree Healthcare Benefits.** The Board oversees the administration of the retiree healthcare benefits, or other post-employment benefits (OPEB), program under contract with the County and other participating employers.

~~5.6.~~ **Claims and Litigation.** The Board decides claims made by members concerning their benefits and related issues and other claims related to administration of the fund. The Board also oversees litigation, other than securities litigation (which is overseen by the Board of Investments) and certain claims appropriate for joint Board oversight with the Board of Investments.

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6.7. Retention and Oversight of Vendors, Consultants, and Experts.

The Board approves and oversees the retention and performance of vendors, consultants, and experts, beyond the CEO's purchasing authority, to assist in the administration of the system and to aid the Board when appropriate.

7.8. Delegation. The day-to-day operations of the retirement system are delegated to the CEO, who oversees other staff and outside service providers. Board trustees consider what responsibilities will be delegated and to whom delegation is made. Board trustees ensure that delegated responsibilities are clearly defined and properly performed through monitoring ~~and~~, questioning, and the Board holds executive management accountable.

The Boards have delegated stakeholder management to the Chief Executive Officer for administrative matters such as media and plan sponsor relations and to the Chief Investment Officer for matters related to LACERA's investments.

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8.9. Legal, Regulatory, and Policy Compliance and Risk Management.

The Board ensures that the retirement system maintains compliance with the plan documents and all other applicable laws, regulations, ~~and policy policies, and procedures~~ governing the administration of the system. Board trustees comply with this responsibility by overseeing plan operations, evaluating organizational risk and controls, conducting a periodic review of plan documents and policies, monitoring changing legal and regulatory requirements, with the assistance of counsel and other advisors, and maintaining accountability.

9.10. Education. Board trustees are legally required to further their education on appropriate topics, which may include benefits administration, disability evaluation, fair hearings, pension fund governance, new board trustee orientation, ethics, and fiduciary responsibilities, among other topics. Such education must consist of a minimum of 24 hours within two years of assuming office and 24 hours every subsequent two-year period the trustee serves on the Board.

10.11. Involvement. Subject to applicable laws, Board policies, and LACERA protocols, Board trustees may participate in state and national pension and retirement related organizations, including serving as an executive or committee member in these organizations. Subject to the same laws, policies, and protocols, Board trustees, with approval, may also represent LACERA's interests through engagement with the legislative and executive branches of state and federal government, which may add to the time spent on a trustee's responsibilities depending on the extent of the trustee's involvement.

FIDUCIARY DUTIES

The funds set aside for the payment of retirement benefits to LACERA members are trust funds held for the benefit of these members and their beneficiaries, and LACERA's operations further the delivery of plan benefits. The California Constitution requires that Board of Retirement trustees exercise the following fiduciary duties as trustees of the fund:

1. **Duty of Loyalty.** The California Constitution provides that Board of Retirement trustees are fiduciaries and are required to, "discharge their duties with respect to the system solely in the interest of, and for the exclusive purposes of providing benefits to, participants and their beneficiaries, minimizing employer contributions thereto, and defraying reasonable expenses of administering the system. A retirement board's duty to its participants and their beneficiaries shall take precedence over any other duty." All Board trustees, whether elected or appointed, have the same fiduciary duty. The Board trustees' duty of loyalty at all times is to the participants and beneficiaries as a whole. Board trustees do not serve as the agent or representative of the agency or group responsible for their election or appointment. Where different groups of participants have different interests on an issue, Board trustees have a duty to be impartial between conflicting participant interests and act to serve the overall best interests of all the participants of the system.
2. **Duty of Care.** The California Constitution provides that assets of the retirement system are trust funds to be used only for the purpose of providing benefits and paying the costs of administering the system. Under the Constitution, trustees of the Board of Retirement "shall discharge their duties with respect to the system with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of an enterprise of a like character and with like aims."

The duty of care means that Board trustees must exercise a prudent level of effort and diligence in administering and exercising oversight over the system, including: implementing, and periodically reviewing and updating, policies, procedures, and processes; determining whether and when to delegate authority to staff and third-parties, and exercising proper oversight; requesting necessary reports and information; analyzing the information, advice, and recommendations received; asking questions; seeking expert advice when required from staff and outside expert consultants; deliberating carefully before making decisions; and understanding the reason for actions before taking them. Board trustees must monitor the administration of the system, follow the plan documents and other applicable law, and take corrective action when required to ensure the sound administration of the system so that benefits and related services are timely and correctly delivered to participants and their beneficiaries and the other matters under the responsibility of the Board of Retirement are properly performed.

CONFLICTS OF INTEREST

Board trustees must be free of conflicts of interest and in compliance with applicable legal requirements and LACERA's Conflict of Interest Code and Code of Ethical Conduct. Board trustees must disclose conflicts of interest when they arise, and they cannot participate in decisions that will impact, positively or negatively, their own financial interests or the interests of certain of their related persons and entities. Board trustees are public officials under California conflict of interest laws, and they must be familiar with and follow those laws. Board trustees are subject to public disclosure of their economic interests (Form 700) and annual reporting requirements under the Political Reform Act and Fair Political Practices Commission regulations. Violation of conflict-of-interest laws and regulations can result in civil and criminal penalties. Conflict of interest laws and regulations are complex, and Board trustees should seek legal advice when appropriate. See <http://www.fppc.ca.gov/> for more information.

COMPENSATION AND EXPENSES

Elected Board trustees who are employed by the County or a participating district and the Treasurer and Tax Collector who serves on the Board *ex officio* do not receive payment for attendance at Board meetings; they receive their County salary.

Board trustees elected by retirees and appointed trustees receive payment of \$100 per Board or committee meeting attended up to a maximum of \$500 per month; they also receive payment of \$~~16-88~~18.38 per hour for up to 8 hours per day (as of April 1, ~~2022~~2024), not to exceed \$~~135-147~~ per day, 32 hours per month (as of April 1, ~~2022~~2024), for time spent on review and analysis of disability retirement cases. Such payments ~~is~~ *are* subject to a cost-of-living increase in even-numbered years. Required federal and state income tax and federal Health Insurance Tax (HIT) withholding is made from payments, which is reported on a Form W-2 for tax reporting purposes. Federal Social Security tax is not withheld.

All Board trustees receive reimbursement of reasonable and necessary expenses and are provided reasonable support for the performance of their duties.

APPROVED BY THE BOARD OF RETIREMENT ON FEBRUARY 4~~th~~, ~~2023~~2024.

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DUTIES

POWERS AND DUTIES OF BOARD OF RETIREMENT TRUSTEES

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As to those elected Board trustees who are employed by the County or a participating district, the law provides that these LACERA duties are included as part of their County or other public employment and shall normally take precedence over any other duties. Given the time commitment necessary to fulfill the responsibilities of Board membership, elected Board trustees will be required to spend a material amount of their working time each month carrying out their important LACERA duties and responsibilities.

The responsibilities and duties of the Board trustees are explained in detail below.

BOARD TRUSTEE RESPONSIBILITIES

Board of Retirement trustees' duties include:

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other times, and generally last 1 to 2 hours. In addition to the time required to attend meetings, considerable time is required to prepare for meetings and review relevant materials developed by staff and management. The Board also holds an annual two-day offsite meeting to devote focused attention to strategic issues, education, and discussion.

2. **General Administration.** The general administration of LACERA is under the Board of Retirement's oversight. To exercise this responsibility, the Board establishes policies, procedures, and governance processes, and receives, discusses, and questions reports on operational activities. The Board of Retirement oversees development of its Strategic Plan for administration of the system, ensuring inclusion of support for the Board of Investments. The Board of Retirement also provides oversight of the Board's federal and state legislative agenda. The Board of Retirement is not responsible for oversight of investments, for the adoption of funding policies and the setting of contribution rates, or for oversight of the Chief Investment Officer. The Legislature assigned those responsibilities to the Board of Investments.

A few administrative functions are shared with the Board of Investments:

- a. CEO Appointment and Evaluation. The two Boards jointly act as the appointing authority for LACERA's Chief Executive Officer (CEO) and oversee the CEO's performance evaluation; the Boards work together on certain other senior staff personnel matters.
 - b. Budget Approval and Oversight. The Boards of Retirement and Investments, acting jointly, review, evaluate, and adopt LACERA's annual budget and monitor actual results against the budget. The Boards jointly approve a budget policy to govern the process.
 - c. Certain Employee Relations. The two Boards also act jointly in certain employee relations matters, including approval of class specifications for LACERA's employees, approval of Memoranda of Understanding (MOUs) negotiated with SEIU Local 721, the union bargaining for represented employees of LACERA, and approval of compensation to be provided to LACERA's non-represented employees. General personnel responsibilities are the responsibility of the Board of Retirement alone.
3. **Payment of Retirement Pension Benefits.** The Board of Retirement administers a statutory retirement plan; it does not establish new retirement benefits. This means that retirement benefits can only be provided if they have been authorized by the State Legislature in the County Employees Retirement Law of 1937, found in the California Government Code beginning at Section 31450, and the California Public Employees' Pension Reform Act of 2013, found in the California Government Code beginning at Section 7522. Retirement benefits not authorized by the retirement laws

cannot be implemented by the Board of Retirement; rather, a bill must be processed through the Legislature to amend the retirement laws. With only a few exceptions, the Legislature has required the County Board of Supervisors to adopt a resolution approving benefit enhancements before they can take effect.

4. ***Disability Retirement Applications.*** One of the most important – and by far the most time consuming – duties of a Board trustee is to review disability retirement applications and to participate in the Board’s decision to grant or deny disability retirements according to applicable legal standards. It is anticipated that the Board of Retirement will process approximately 30 to 50 disability retirement cases per month. Board trustees carefully review each application and all medical and other evidence regarding the application. A Board trustee will then participate in the Board’s deliberations and vote on each application.
5. ***Retiree Healthcare Benefits.*** The Board oversees the administration of the retiree healthcare benefits, or other post-employment benefits (OPEB), program under contract with the County and other participating employers.
6. ***Claims and Litigation.*** The Board decides claims made by members concerning their benefits and related issues and other claims related to administration of the fund. The Board also oversees litigation, other than securities litigation (which is overseen by the Board of Investments) and certain claims appropriate for joint Board oversight with the Board of Investments.
7. ***Retention and Oversight of Vendors, Consultants, and Experts.*** The Board approves and oversees the retention and performance of vendors, consultants, and experts, beyond the CEO’s purchasing authority, to assist in the administration of the system and to aid the Board when appropriate.
8. ***Delegation.*** The day-to-day operations of the retirement system are delegated to the CEO, who oversees other staff and outside service providers. Board trustees consider what responsibilities will be delegated and to whom delegation is made. Board trustees ensure that delegated responsibilities are clearly defined and properly performed through monitoring and questioning, and the Board holds executive management accountable.

The Boards have delegated stakeholder management to the Chief Executive Officer for administrative matters such as media and plan sponsor relations and to the Chief Investment Officer for matters related to LACERA’s investments.

9. ***Legal, Regulatory, and Policy Compliance and Risk Management.*** The Board ensures that the retirement system maintains compliance with the plan documents and all other applicable laws, regulations, policies, and procedures governing the administration of the system. Board trustees

comply with this responsibility by overseeing plan operations, evaluating organizational risk and controls, conducting a periodic review of plan documents and policies, monitoring changing legal and regulatory requirements, with the assistance of counsel and other advisors, and maintaining accountability.

10. **Education.** Board trustees are legally required to further their education on appropriate topics, which may include benefits administration, disability evaluation, fair hearings, pension fund governance, new board trustee orientation, ethics, and fiduciary responsibilities, among other topics. Such education must consist of a minimum of 24 hours within two years of assuming office and 24 hours every subsequent two-year period the trustee serves on the Board.

11. **Involvement.** Subject to applicable laws, Board policies, and LACERA protocols, Board trustees may participate in state and national pension and retirement related organizations, including serving as an executive or committee member in these organizations. Subject to the same laws, policies, and protocols, Board trustees, with approval, may also represent LACERA's interests through engagement with the legislative and executive branches of state and federal government, which may add to the time spent on a trustee's responsibilities depending on the extent of the trustee's involvement.

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2. **Duty of Care.** The California Constitution provides that assets of the retirement system are trust funds to be used only for the purpose of providing benefits and paying the costs of administering the system. Under the Constitution, trustees of the Board of Retirement “shall discharge their duties with respect to the system with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of an enterprise of a like character and with like aims.”

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COMPENSATION AND EXPENSES

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Board trustees elected by retirees and appointed trustees receive payment of \$100 per Board or committee meeting attended up to a maximum of \$500 per month; they also receive payment of \$18.38 per hour for up to 8 hours per day (as of April 1, 2024), not to exceed \$147 per day, 32 hours per month (as of April 1, 2024), for time spent on review and analysis of disability retirement cases. Such payments are subject to a cost-of-living increase in even-numbered years. Required federal and state income tax and federal Health Insurance Tax (HIT) withholding is made from payments, which is reported on a Form W-2 for tax reporting purposes. Federal Social Security tax is not withheld.

All Board trustees receive reimbursement of reasonable and necessary expenses and are provided reasonable support for the performance of their duties.

APPROVED BY THE BOARD OF RETIREMENT ON FEBRUARY __, 2024.

POWERS AND DUTIES

OF BOARD OF RETIREMENT BOARD TRUSTEES

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1. **Board and Committee Meetings.** The Board meets once each month in person at LACERA's Pasadena offices unless otherwise specified, usually on the first Wednesday, with each meeting generally lasting as many as 4 to 6 hours. In addition, the Board has established committees to assist in carrying out its responsibilities. The Board also shares additional committees jointly with the system's Board of Investments, including the Audit Committee and Joint Organizational Governance Committee. The Board of Investments is a separate board having responsibility for establishing the investment policies of LACERA and for overseeing investment of the LACERA retirement fund and certain other matters. Some committees meet monthly; others meet less frequently but up to several times per year. Committee

meetings may be held both before and after regular Board meetings, and at other times, and generally last 1 to 2 hours. In addition to the time required to attend meetings, considerable time is required to prepare for meetings and review relevant materials developed by staff and management. The Board also holds an annual two-day offsite meeting to devote focused attention to strategic issues, education, and discussion.

2. General Administration. The general administration of LACERA is under the Board of Retirement's oversight. To exercise this responsibility, the Board establishes policies, procedures, and governance processes, and receives, discusses, and questions reports on operational activities. The Board of Retirement oversees development of the organization's Strategic Plan for administration of the system, ensuring inclusion of the strategic priorities developed by support for the Board of Investments. The Board of Retirement also provides oversight of the Board's federal and state legislative agenda. The Board of Retirement is not responsible for oversight of investments, for the adoption of funding policies and the setting of contribution rates, or for oversight of the Chief Investment Officer. The Legislature assigned those responsibilities to the Board of Investments.

A few administrative functions are shared with the Board of Investments:

- a. CEO Appointment and Evaluation. The two Boards jointly act as the appointing authority for LACERA's Chief Executive Officer (CEO) and oversee the CEO's performance evaluation; the Boards work together on certain other senior staff personnel matters.
- b. Budget Approval and Oversight. The Boards of Retirement and Investments, acting jointly, review, evaluate, and adopt LACERA's annual budget and monitor actual results against the annual budget covering LACERA's operations. The Boards jointly approve a budget policy to govern the process.
- c. Certain Employee Relations. The two Boards also act jointly in certain employee relations matters, including approval of class specifications for LACERA's employees, approval of Memoranda of Understanding (MOUs) negotiated with SEIU Local 721, the union bargaining for represented employees of LACERA, and approval of compensation to be provided to LACERA's non-represented employees. General personnel responsibilities are the responsibility of the Board of Retirement alone.

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~~Understanding (MOUs) negotiated with SEIU Local 721, the union bargaining for represented employees of LACERA, and approval of compensation to be provided to LACERA's non-represented employees. The two Boards jointly act as the appointing authority for LACERA's Chief Executive Officer (CEO) and oversee the CEO's performance evaluation; the Boards work together on certain other senior staff personnel matters. General personnel responsibilities are the responsibility of the Board of Retirement alone. The Board of Retirement is not responsible for oversight of investments, for the adoption of funding policies and the setting of contribution rates, or for oversight of the Chief Investment Officer. The Legislature assigned these responsibilities to the Board of Investments.~~

2.3. Payment of Retirement Pension Benefits. The Board of Retirement administers a statutory retirement plan; it does not establish new retirement benefits. This means that retirement benefits can only be provided if they have been authorized by the State Legislature in the County Employees Retirement Law of 1937, found in the California Government Code beginning at Section 31450, and the California Public Employees' Pension Reform Act of 2013, found in the California Government Code beginning at Section 7522. Retirement benefits not authorized by the retirement laws cannot be implemented by the Board of Retirement; rather, a bill must be processed through the Legislature to amend the retirement laws. With only a few exceptions, the Legislature has required the County Board of Supervisors to adopt a resolution approving benefit enhancements before they can take effect.

3.4. Disability Retirement Applications. One of the most important – and by far the most time consuming – duties of a Board trustee is to review disability retirement applications and to participate in the Board's decision to grant or deny disability retirements according to applicable legal standards. It is anticipated that the Board of Retirement will process approximately 30 to 50 disability retirement cases per month. Board trustees carefully review each application and all medical and other evidence regarding the application. A Board trustee will then participate in the Board's deliberations and vote on each application.

4.5. Retiree Healthcare Benefits. The Board oversees the administration of the retiree healthcare benefits, or other post-employment benefits (OPEB), program under contract with the County and other participating employers.

5.6. Claims and Litigation. The Board decides claims made by members concerning their benefits and related issues and other claims related to administration of the fund. The Board also oversees litigation, other than securities litigation (which is overseen by the Board of Investments) and certain claims appropriate for joint Board oversight with the Board of Investments.

6-7. Retention and Oversight of Vendors, Consultants, and Experts.

The Board approves and oversees the retention and performance of vendors, consultants, and experts, beyond the CEO's purchasing authority, to assist in the administration of the system and to aid the Board when appropriate.

7-8. Delegation. The day-to-day operations of the retirement system are delegated to the CEO, who oversees other staff and outside service providers. Board trustees consider what responsibilities will be delegated and to whom delegation is made. Board trustees ensure that delegated responsibilities are clearly defined and properly performed through monitoring and, questioning, and the Board holds executive management accountable.

The Boards have delegated stakeholder management to the Chief Executive Officer for administrative matters such as media and plan sponsor relations and to the Chief Investment Officer for matters related to LACERA's investments.

8-9. Legal, Regulatory, and Policy Compliance and Risk Management.

The Board ensures that the retirement system maintains compliance with the plan documents and all other applicable laws, regulations, and policy policies, and procedures governing the administration of the system. Board trustees comply with this responsibility by overseeing plan operations, evaluating organizational risk and controls, conducting a periodic review of plan documents and policies, monitoring changing legal and regulatory requirements, with the assistance of counsel and other advisors, and maintaining accountability.

9-10. Education. Board trustees are legally required to further their education on appropriate topics, which may include benefits administration, disability evaluation, fair hearings, pension fund governance, new board trustee orientation, ethics, and fiduciary responsibilities, among other topics. Such education must consist of a minimum of 24 hours within two years of assuming office and 24 hours every subsequent two-year period the trustee serves on the Board.

10-11. Involvement. Subject to applicable laws, Board policies, and LACERA protocols, Board trustees may participate in state and national pension and retirement related organizations, including serving as an executive or committee member in these organizations. Subject to the same laws, policies, and protocols, Board trustees, with approval, may also represent LACERA's interests through engagement with the legislative and executive branches of state and federal government, which may add to the time spent on a trustee's responsibilities depending on the extent of the trustee's involvement.

FIDUCIARY DUTIES

The funds set aside for the payment of retirement benefits to LACERA members are trust funds held for the benefit of these members and their beneficiaries, and LACERA's operations further the delivery of plan benefits. The California Constitution requires that Board of Retirement trustees exercise the following fiduciary duties as trustees of the fund:

1. **Duty of Loyalty.** The California Constitution provides that Board of Retirement trustees are fiduciaries and are required to "discharge their duties with respect to the system solely in the interest of, and for the exclusive purposes of providing benefits to, participants and their beneficiaries, minimizing employer contributions thereto, and defraying reasonable expenses of administering the system. A retirement board's duty to its participants and their beneficiaries shall take precedence over any other duty." All Board trustees, whether elected or appointed, have the same fiduciary duty. The Board trustees' duty of loyalty at all times is to the participants and beneficiaries as a whole. Board trustees do not serve as the agent or representative of the agency or group responsible for their election or appointment. Where different groups of participants have different interests on an issue, Board trustees have a duty to be impartial between conflicting participant interests and act to serve the overall best interests of all the participants of the system.
2. **Duty of Care.** The California Constitution provides that assets of the retirement system are trust funds to be used only for the purpose of providing benefits and paying the costs of administering the system. Under the Constitution, trustees of the Board of Retirement "shall discharge their duties with respect to the system with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of an enterprise of a like character and with like aims."

The duty of care means that Board trustees must exercise a prudent level of effort and diligence in administering and exercising oversight over the system, including: implementing, and periodically reviewing and updating, policies, procedures, and processes; determining whether and when to delegate authority to staff and third-parties, and exercising proper oversight; requesting necessary reports and information; analyzing the information, advice, and recommendations received; asking questions; seeking expert advice when required from staff and outside expert consultants; deliberating carefully before making decisions; and understanding the reason for actions before taking them. Board trustees must monitor the administration of the system, follow the plan documents and other applicable law, and take corrective action when required to ensure the sound administration of the system so that benefits and related services are timely and correctly delivered to participants and their beneficiaries and the other matters under the responsibility of the Board of Retirement are properly performed.

CONFLICTS OF INTEREST

Board trustees must be free of conflicts of interest and in compliance with applicable legal requirements and LACERA's Conflict of Interest Code and Code of Ethical Conduct. Board trustees must disclose conflicts of interest when they arise, and they cannot participate in decisions that will impact, positively or negatively, their own financial interests or the interests of certain of their related persons and entities. Board trustees are public officials under California conflict of interest laws, and they must be familiar with and follow those laws. Board trustees are subject to public disclosure of their economic interests (Form 700) and annual reporting requirements under the Political Reform Act and Fair Political Practices Commission regulations. Violation of conflict-of-interest laws and regulations can result in civil and criminal penalties. Conflict of interest laws and regulations are complex, and Board trustees should seek legal advice when appropriate. See <http://www.fppc.ca.gov/> for more information.

COMPENSATION AND EXPENSES

Elected Board trustees who are employed by the County or a participating district and the Treasurer and Tax Collector who serves on the Board *ex officio* do not receive payment for attendance at Board meetings; they receive their County salary.

Board trustees elected by retirees and appointed trustees receive payment of \$100 per Board or committee meeting attended up to a maximum of \$500 per month; they also receive payment of ~~\$46.88~~18.38 per hour for up to 8 hours per day (as of- April 1, ~~2022~~2024), not to exceed ~~\$135~~147 per day, 32 hours per month (as of April 1, ~~2022~~2024), for time spent on review and analysis of disability retirement cases. Such payments ~~is~~are subject to a cost-of-living increase in even-numbered years. Required federal and state income tax and federal Health Insurance Tax (HIT) withholding is made from payments, which is reported on a Form W-2 for tax reporting purposes. Federal Social Security tax is not withheld.

All Board trustees receive reimbursement of reasonable and necessary expenses and are provided reasonable support for the performance of their duties.

APPROVED BY THE BOARD OF RETIREMENT ON FEBRUARY 4, ~~2023~~2024.

POWERS AND DUTIES OF BOARD OF RETIREMENT TRUSTEES

The Board of Retirement provides this high level summary to enable voters to evaluate candidates for the Board. The Board urges voters to review this summary prior to voting. This Powers and Duties document is drawn from the Board's adopted governing policies and the input of the Board in its providing approval, but it is not itself a governing document for the Board or LACERA. The Board's governing documents may be found at <https://www.lacera.com/accountability/governing-documents/>.

INTRODUCTION

The overall responsibility of the Board of Retirement is to oversee the administration of the retirement pension system and the retiree healthcare program to ensure that members are provided with the promised benefits upon completion of their public service with Los Angeles County and other participating public employers. In total, trustees of the Board of Retirement can expect to commit as many as 120 to 140 hours of their time each month to discharging their duties to the retirement system, subject to hours spent on a trustee's activities under Section 11 (Involvement) below.

As to those elected Board trustees who are employed by the County or a participating district, the law provides that these LACERA duties are included as part of their County or other public employment and shall normally take precedence over any other duties. Given the time commitment necessary to fulfill the responsibilities of Board membership, elected Board trustees will be required to spend a material amount of their working time each month carrying out their important LACERA duties and responsibilities.

The responsibilities and duties of the Board trustees are explained in detail below.

BOARD TRUSTEE RESPONSIBILITIES

Board of Retirement trustees' duties include:

1. **Board and Committee Meetings.** The Board meets once each month in person at LACERA's Pasadena offices unless otherwise specified, usually on the first Wednesday, with each meeting generally lasting as many as 4 to 6 hours. In addition, the Board has established committees to assist in carrying out its responsibilities. The Board also shares additional committees jointly with the system's Board of Investments, including the Audit Committee and Joint Organizational Governance Committee. The Board of Investments is a separate board having responsibility for establishing the investment policies of LACERA and for overseeing investment of the LACERA retirement fund and certain other matters. Some committees meet monthly; others meet less frequently but up to several times per year. Committee meetings may be held both before and after regular Board meetings, and at

other times, and generally last 1 to 2 hours. In addition to the time required to attend meetings, considerable time is required to prepare for meetings and review relevant materials developed by staff and management. The Board also holds an annual two-day offsite meeting to devote focused attention to strategic issues, education, and discussion.

2. **General Administration.** The general administration of LACERA is under the Board of Retirement's oversight. To exercise this responsibility, the Board establishes policies, procedures, and governance processes, and receives, discusses, and questions reports on operational activities. The Board of Retirement oversees development of its Strategic Plan for administration of the system, ensuring inclusion of support for the Board of Investments. The Board of Retirement also provides oversight of the Board's federal and state legislative agenda. The Board of Retirement is not responsible for oversight of investments, for the adoption of funding policies and the setting of contribution rates, or for oversight of the Chief Investment Officer. The Legislature assigned those responsibilities to the Board of Investments.

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cannot be implemented by the Board of Retirement; rather, a bill must be processed through the Legislature to amend the retirement laws. With only a few exceptions, the Legislature has required the County Board of Supervisors to adopt a resolution approving benefit enhancements before they can take effect.

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9. ***Legal, Regulatory, and Policy Compliance and Risk Management.*** The Board ensures that the retirement system maintains compliance with the plan documents and all other applicable laws, regulations, policies, and procedures governing the administration of the system. Board trustees

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Board trustees elected by retirees and appointed trustees receive payment of \$100 per Board or committee meeting attended up to a maximum of \$500 per month; they also receive payment of \$18.38 per hour for up to 8 hours per day (as of April 1, 2024), not to exceed \$147 per day, 32 hours per month (as of April 1, 2024), for time spent on review and analysis of disability retirement cases. Such payments are subject to a cost-of-living increase in even-numbered years. Required federal and state income tax and federal Health Insurance Tax (HIT) withholding is made from payments, which is reported on a Form W-2 for tax reporting purposes. Federal Social Security tax is not withheld.

All Board trustees receive reimbursement of reasonable and necessary expenses and are provided reasonable support for the performance of their duties.

APPROVED BY THE BOARD OF RETIREMENT ON FEBRUARY __, 2024.



January 22, 2024

TO: Trustees – Board of Retirement
FROM: Ted Granger *TG*
 Interim Chief Financial Officer
FOR: February 7, 2024 – Board of Retirement Meeting
SUBJECT: COST-OF-LIVING ADJUSTMENT EFFECTIVE APRIL 1, 2024

CONSUMER PRICE INDEX CHANGE

Sections 31870, 31870.1, and 31495.5 of the California Government Code govern cost-of-living adjustment (COLA) for retired LACERA members and beneficiaries. These Government Code sections provide that the Board of Retirement shall, before April 1 of each year, determine whether there has been an increase or decrease in the cost-of-living, as shown by the U.S. Bureau of Labor Statistics Consumer Price Index (CPI) for All Urban Consumers for the area in which the county seat is situated, as of January 1 of each year.

Information concerning the Bureau of Labor Statistics CPI for All Urban Consumers for the Los Angeles-Long Beach-Anaheim area is as follows:

CPI Index for Year Ended December 2023	323.456
CPI Index for Year Ended December 2022	312.601
CPI Index Change	<u>10.855</u>
CPI Percentage Change	<u>3.5%</u>
BLS Annual Change (December 2022 to December 2023)	3.5%
LACERA 2024 COLA Change¹ (rounded to nearest one-half of 1.0%)	3.5%

MAXIMUM ALLOWABLE COLA CHANGES

Every retirement allowance, optional death allowance, or annual death allowance payable to or on account of any member, who retires or dies or who has retired or died shall, as of April 1 of each year, be increased or decreased by a percentage of the total allowance to approximate to the nearest one-half of 1.0%, the percentage of annual increase or decrease in the cost-of-living as of January 1 of each year subject to the following limitations:

¹This COLA Change amount exceeds LACERA retirement plan maximums and increases will be divided between the COLA retirement allowances and the COLA Accumulation accounts as explained below.

Section 31870.1 of the California Government Code governing cost-of-living increases for retired Plan A members and beneficiaries provides that such change shall not exceed 3.0% per year.

- Section 31870 of the California Government Code governing cost-of-living increases for retired Plans B, C, and D, as well as PEPRA Plans C and G, members and beneficiaries provides that such change shall not exceed 2.0% per year.
- Section 31495.5 of the California Government Code governing cost-of-living increases for retired Plan E members and beneficiaries provides that such change shall not exceed 2.0% per year for Plan E members who retire on and after June 4, 2002. Effective June 4, 2002, Plan E members and their survivors are also eligible for a COLA. The portion of the COLA percentage received by each Plan E member is a ratio of the member's service credit earned after June 4, 2002, to total service credit. The portion of the full increase not awarded may be purchased by the member.

COLA INCREASES EFFECTIVE APRIL 1, 2024

Based on the LACERA COLA award of 3.5% and applicable Government Code provisions, cost-of-living increases for retired members and beneficiaries, which may be approved to become effective April 1, 2024 based on retirement plan and date of retirement or death, are as follows:

PLAN A MEMBERS AND ELIGIBLE BENEFICIARIES

- ALL DATES UP TO MARCH 31, 2024: 3.0%

The 3.0% increase equals the maximum allowable increase.

PLANS B, C, & D, AND PEPRA PLANS C & G MEMBERS AND ELIGIBLE BENEFICIARIES

- ALL DATES UP TO MARCH 31, 2024: 2.0%

The 2.0% increase equals the maximum allowable increase.

PLAN E MEMBERS AND ELIGIBLE BENEFICIARIES

- ALL DATES BEGINNING JUNE 4, 2002 TO MARCH 31, 2024: 2.0%

Plan E COLA increases apply only to service credit earned on and after June 4, 2002. Plan E members who retire on and after June 4, 2002 will receive up to a 2.0% COLA increase. The portion of the 2.0% COLA is based upon a ratio defined as the months of service earned on and after June 4, 2002 divided by the total months of service.

COLA ACCUMULATION

The above Government Code sections also provide that the amount of any CPI cost-of-living increase or decrease in any year, which is not met by the maximum annual change of 3.0% or 2.0% in retirement allowances, shall be accumulated to be met by increases or decreases in retirement allowances in future years. The accumulated percentage carryover is known as the *COLA Accumulation*.

The determination methodology for the amount of increase or decrease to the COLA Accumulation differs from the methodology for the determination of the COLA Award increase or decrease each year. Government Code provisions require that the CPI is rounded to the nearest one-half of 1.0% to determine the COLA Award. The differences between the actual CPI and the maximum annual retirement allowance changes are determined to increase or decrease the COLA Accumulation balances. Rounding of the CPI is not applied when calculating increases or decreases to the COLA Accumulation accounts.

CHANGES TO THE COLA ACCUMULATION BALANCE

Based on the CPI percentage change of 3.5% and applicable Government Code provisions, COLA Accumulation adjustments for retired members and beneficiaries, which may be approved to be effective April 1, 2024 based on retirement plan and date of retirement or death, are as follows:

PLAN A MEMBERS AND ELIGIBLE BENEFICIARIES (ATTACHMENT 1)

- ALL DATES UP TO MARCH 31, 2024: 0.5% INCREASE

As the LACERA COLA Award is 3.0%, the excess of 0.5% was added to the COLA Accumulation balance to equal the 2023 total CPI percentage increase of 3.5%.

PLANS B, C, & D AND PEPR A PLANS C & G MEMBERS AND ELIGIBLE BENEFICIARIES (ATTACHMENTS 1 & 2)

- ALL DATES UP TO MARCH 31, 2024: 1.5% INCREASE

As the LACERA COLA Award is 2.0%, the excess of 1.5% was added to the COLA Accumulation balance to equal the 2023 total CPI percentage increase of 3.5%.

PLAN E MEMBERS AND ELIGIBLE BENEFICIARIES (ATTACHMENT 3)

- ALL DATES BEGINNING JUNE 4, 2002 TO MARCH 31, 2024: 1.5% INCREASE

As the LACERA COLA Award is 2.0%, the excess of 1.5% was added to the COLA Accumulation balance to equal the 2023 total CPI percentage increase of 3.5%.

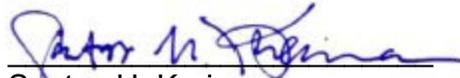
The COLA Accumulation percentages as of April 1, 2024 are shown in the Attachments and reflect the above adjustments. LACERA's Systems Division and Financial and Accounting Services Division staff, reviewed and agreed on the data set presented.

THEREFORE, IT IS RECOMMENDED THAT THE BOARD OF RETIREMENT:

For the year ended December 2023, determine the Consumer Price Index changed by 3.5% (or when rounded to the nearest one-half of 1.0% as the COLA benefit rules require, 3.5%: the LACERA 2024 COLA Award), and approve cost-of-living adjustments and respective COLA Accumulation changes for retired LACERA members and beneficiaries, based on retirement plan and date of retirement or death, to become effective April 1, 2024 in accordance with applicable California Government Code Sections.

Attachments

REVIEWED AND APPROVED:



Santos H. Kreimann
Chief Executive Officer

January 29, 2024

Date

SK:TG:ew:cl:se

c: Board of Investments, LACERA
Luis A. Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice

Cost-of-Living Accumulation Chart
Percentages as of April 1, 2024

Retirement Date	General Plan A and Safety Plan A				General Plans B, C & D, and Safety Plans B & C			
	COLA % Accumulation 1-Apr-23	STAR Benefit Adjustment in 2024	COL Adjustment 1-Apr-24	COLA % Accumulation 1-Apr-24	COLA % Accumulation 1-Apr-23	STAR Benefit Adjustment in 2024	COL Adjustment 1-Apr-24	COLA % Accumulation 1-Apr-24
Before 4/1/77	10.8	-	0.5	11.3	-	-	-	-
4/1/1977 - 3/31/1978	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1978 - 3/31/1979	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1979 - 3/31/1980	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1980 - 3/31/1981	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1981 - 3/31/1982	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1982 - 3/31/1983	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1983 - 3/31/1984	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1984 - 3/31/1985	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1985 - 3/31/1986	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1986 - 3/31/1987	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1987 - 3/31/1988	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1988 - 3/31/1989	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1989 - 3/31/1990	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1990 - 3/31/1991	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1991 - 3/31/1992	5.5	0.0	0.5	6.0	18.8	0.0	1.5	20.3
4/1/1992 - 3/31/1993	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1993 - 3/31/1994	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1994 - 3/31/1995	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1995 - 3/31/1996	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1996 - 3/31/1997	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1997 - 3/31/1998	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1998 - 3/31/1999	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1999 - 3/31/2000	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/2000 - 3/31/2001	5.5	0.0	0.5	6.0	17.9	0.0	1.5	19.4
4/1/2001 - 3/31/2002	5.5	0.0	0.5	6.0	16.2	0.0	1.5	17.7
4/1/2002 - 3/31/2003	5.5	0.0	0.5	6.0	16.1	0.0	1.5	17.6
4/1/2003 - 3/31/2004	5.5	0.0	0.5	6.0	14.4	0.0	1.5	15.9
4/1/2004 - 3/31/2005	5.5	0.0	0.5	6.0	14.4	0.0	1.5	15.9
4/1/2005 - 3/31/2006	5.5	0.0	0.5	6.0	12.0	0.0	1.5	13.5
4/1/2006 - 3/31/2007	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2007 - 3/31/2008	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2008 - 3/31/2009	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2009 - 3/31/2010	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2010 - 3/31/2011	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2011 - 3/31/2012	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2012 - 3/31/2013	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2013 - 3/31/2014	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2014 - 3/31/2015	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2015 - 3/31/2016	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2016 - 3/31/2017	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2017 - 3/31/2018	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2018 - 3/31/2019	5.5	0.0	0.5	6.0	9.2	0.0	1.5	10.7
4/1/2019 - 3/31/2020	5.5	0.0	0.5	6.0	8.0	0.0	1.5	9.5
4/1/2020 - 3/31/2021	5.5	0.0	0.5	6.0	7.5	0.0	1.5	9.0
4/1/2021 - 3/31/2022	5.5	0.0	0.5	6.0	7.5	0.0	1.5	9.0
4/1/2022 - 3/31/2023	1.9	0.0	0.5	2.4	2.9	0.0	1.5	4.4
4/1/2023 - 3/31/2024	0.0	0.0	0.5	0.5	0.0	0.0	1.5	1.5

Cost-of-Living Accumulation Chart
 Percentages as of April 1, 2024

Retirement Date	[PEPRA] General Plan G and Safety Plan C			
	COLA % Accumulation 1-Apr-23	STAR Benefit Adjustment in 2024	COL Adjustment 1-Apr-24	COLA % Accumulation 1-Apr-24
1/1/2013 - 3/31/2013	10.8	0.0	1.5	12.3
4/1/2013 - 3/31/2014	10.8	0.0	1.5	12.3
4/1/2014 - 3/31/2015	10.8	0.0	1.5	12.3
4/1/2015 - 3/31/2016	10.8	0.0	1.5	12.3
4/1/2016 - 3/31/2017	10.8	0.0	1.5	12.3
4/1/2017 - 3/31/2018	10.8	0.0	1.5	12.3
4/1/2018 - 3/31/2019	9.2	0.0	1.5	10.7
4/1/2019 - 3/31/2020	8.0	0.0	1.5	9.5
4/1/2020 - 3/31/2021	7.5	0.0	1.5	9.0
4/1/2021 - 3/31/2022	7.5	0.0	1.5	9.0
4/1/2022 - 3/31/2023	2.9	0.0	1.5	4.4
4/1/2023 - 3/31/2024	0.0	0.0	1.5	1.5

Note: PEPRA Plans G and C were effective January 1, 2013.

Cost-of-Living Accumulation Chart
Percentages as of April 1, 2024

Retirement Date	General Plan E		
	COLA % Accumulation 01-Apr-23	COL Adjustment 01-Apr-24	COLA % Accumulation 01-Apr-24
4/1/2002 - 3/31/2003	16.1	1.5	17.6
4/1/2003 - 3/31/2004	14.4	1.5	15.9
4/1/2004 - 3/31/2005	14.4	1.5	15.9
4/1/2005 - 3/31/2006	12.0	1.5	13.5
4/1/2006 - 3/31/2007	10.8	1.5	12.3
4/1/2007 - 3/31/2008	10.8	1.5	12.3
4/1/2008 - 3/31/2009	10.8	1.5	12.3
4/1/2009 - 3/31/2010	10.8	1.5	12.3
4/1/2010 - 3/31/2011	10.8	1.5	12.3
4/1/2011 - 3/31/2012	10.8	1.5	12.3
4/1/2012 - 3/31/2013	10.8	1.5	12.3
4/1/2013 - 3/31/2014	10.8	1.5	12.3
4/1/2014 - 3/31/2015	10.8	1.5	12.3
4/1/2015 - 3/31/2016	10.8	1.5	12.3
4/1/2016 - 3/31/2017	10.8	1.5	12.3
4/1/2017 - 3/31/2018	10.8	1.5	12.3
4/1/2018 - 3/31/2019	9.2	1.5	10.7
4/1/2019 - 3/31/2020	8.0	1.5	9.5
4/1/2020 - 3/31/2021	7.5	1.5	9.0
4/1/2021 - 3/31/2022	7.5	1.5	9.0
4/1/2022 - 3/31/2023	2.9	1.5	4.4
4/1/2023 - 3/31/2024	0.0	1.5	1.5

Note: Plan E COLA benefit is effective for members who retire on and after June 4, 2002.

Cost-of-Living Accumulation Chart
Percentages as of April 1, 2024

Retirement Date	General Plan A and Safety Plan A				General Plans B, C & D, and Safety Plans B & C			
	COLA % Accumulation 1-Apr-23	STAR Benefit Adjustment in 2024	COL Adjustment 1-Apr-24	COLA % Accumulation 1-Apr-24	COLA % Accumulation 1-Apr-23	STAR Benefit Adjustment in 2024	COL Adjustment 1-Apr-24	COLA % Accumulation 1-Apr-24
Before 4/1/77	10.8	-	0.5	11.3	-	-	-	-
4/1/1977 - 3/31/1978	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1978 - 3/31/1979	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1979 - 3/31/1980	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1980 - 3/31/1981	10.8	0.0	0.5	11.3	22.9	(2.9)	1.5	21.5
4/1/1981 - 3/31/1982	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1982 - 3/31/1983	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1983 - 3/31/1984	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1984 - 3/31/1985	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1985 - 3/31/1986	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1986 - 3/31/1987	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1987 - 3/31/1988	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1988 - 3/31/1989	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1989 - 3/31/1990	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1990 - 3/31/1991	5.5	0.0	0.5	6.0	22.9	(2.9)	1.5	21.5
4/1/1991 - 3/31/1992	5.5	0.0	0.5	6.0	18.8	0.0	1.5	20.3
4/1/1992 - 3/31/1993	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1993 - 3/31/1994	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1994 - 3/31/1995	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1995 - 3/31/1996	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1996 - 3/31/1997	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1997 - 3/31/1998	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1998 - 3/31/1999	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/1999 - 3/31/2000	5.5	0.0	0.5	6.0	18.2	0.0	1.5	19.7
4/1/2000 - 3/31/2001	5.5	0.0	0.5	6.0	17.9	0.0	1.5	19.4
4/1/2001 - 3/31/2002	5.5	0.0	0.5	6.0	16.2	0.0	1.5	17.7
4/1/2002 - 3/31/2003	5.5	0.0	0.5	6.0	16.1	0.0	1.5	17.6
4/1/2003 - 3/31/2004	5.5	0.0	0.5	6.0	14.4	0.0	1.5	15.9
4/1/2004 - 3/31/2005	5.5	0.0	0.5	6.0	14.4	0.0	1.5	15.9
4/1/2005 - 3/31/2006	5.5	0.0	0.5	6.0	12.0	0.0	1.5	13.5
4/1/2006 - 3/31/2007	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2007 - 3/31/2008	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2008 - 3/31/2009	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2009 - 3/31/2010	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2010 - 3/31/2011	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2011 - 3/31/2012	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2012 - 3/31/2013	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2013 - 3/31/2014	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2014 - 3/31/2015	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2015 - 3/31/2016	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2016 - 3/31/2017	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2017 - 3/31/2018	5.5	0.0	0.5	6.0	10.8	0.0	1.5	12.3
4/1/2018 - 3/31/2019	5.5	0.0	0.5	6.0	9.2	0.0	1.5	10.7
4/1/2019 - 3/31/2020	5.5	0.0	0.5	6.0	8.0	0.0	1.5	9.5
4/1/2020 - 3/31/2021	5.5	0.0	0.5	6.0	7.5	0.0	1.5	9.0
4/1/2021 - 3/31/2022	5.5	0.0	0.5	6.0	7.5	0.0	1.5	9.0
4/1/2022 - 3/31/2023	1.9	0.0	0.5	2.4	2.9	0.0	1.5	4.4
4/1/2023 - 3/31/2024	0.0	0.0	0.5	0.5	0.0	0.0	1.5	1.5

Cost-of-Living Accumulation Chart
 Percentages as of April 1, 2024

Retirement Date	[PEPRA] General Plan G and Safety Plan C			
	COLA % Accumulation 1-Apr-23	STAR Benefit Adjustment in 2024	COL Adjustment 1-Apr-24	COLA % Accumulation 1-Apr-24
1/1/2013 - 3/31/2013	10.8	0.0	1.5	12.3
4/1/2013 - 3/31/2014	10.8	0.0	1.5	12.3
4/1/2014 - 3/31/2015	10.8	0.0	1.5	12.3
4/1/2015 - 3/31/2016	10.8	0.0	1.5	12.3
4/1/2016 - 3/31/2017	10.8	0.0	1.5	12.3
4/1/2017 - 3/31/2018	10.8	0.0	1.5	12.3
4/1/2018 - 3/31/2019	9.2	0.0	1.5	10.7
4/1/2019 - 3/31/2020	8.0	0.0	1.5	9.5
4/1/2020 - 3/31/2021	7.5	0.0	1.5	9.0
4/1/2021 - 3/31/2022	7.5	0.0	1.5	9.0
4/1/2022 - 3/31/2023	2.9	0.0	1.5	4.4
4/1/2023 - 3/31/2024	0.0	0.0	1.5	1.5

Note: PEPRA Plans G and C were effective January 1, 2013.

Cost-of-Living Accumulation Chart
Percentages as of April 1, 2024

Retirement Date	General Plan E		
	COLA % Accumulation 01-Apr-23	COL Adjustment 01-Apr-24	COLA % Accumulation 01-Apr-24
4/1/2002 - 3/31/2003	16.1	1.5	17.6
4/1/2003 - 3/31/2004	14.4	1.5	15.9
4/1/2004 - 3/31/2005	14.4	1.5	15.9
4/1/2005 - 3/31/2006	12.0	1.5	13.5
4/1/2006 - 3/31/2007	10.8	1.5	12.3
4/1/2007 - 3/31/2008	10.8	1.5	12.3
4/1/2008 - 3/31/2009	10.8	1.5	12.3
4/1/2009 - 3/31/2010	10.8	1.5	12.3
4/1/2010 - 3/31/2011	10.8	1.5	12.3
4/1/2011 - 3/31/2012	10.8	1.5	12.3
4/1/2012 - 3/31/2013	10.8	1.5	12.3
4/1/2013 - 3/31/2014	10.8	1.5	12.3
4/1/2014 - 3/31/2015	10.8	1.5	12.3
4/1/2015 - 3/31/2016	10.8	1.5	12.3
4/1/2016 - 3/31/2017	10.8	1.5	12.3
4/1/2017 - 3/31/2018	10.8	1.5	12.3
4/1/2018 - 3/31/2019	9.2	1.5	10.7
4/1/2019 - 3/31/2020	8.0	1.5	9.5
4/1/2020 - 3/31/2021	7.5	1.5	9.0
4/1/2021 - 3/31/2022	7.5	1.5	9.0
4/1/2022 - 3/31/2023	2.9	1.5	4.4
4/1/2023 - 3/31/2024	0.0	1.5	1.5

Note: Plan E COLA benefit is effective for members who retire on and after June 4, 2002.



January 25, 2024

TO: Trustees – Board of Retirement

FROM: Ted Granger *TG*
Interim Chief Financial Officer

FOR: February 7, 2024 – Board of Retirement Meeting

**SUBJECT: Disability Case Review CPI Increase in Compensation
Effective April 1, 2024**

BOARD COMPENSATION FOR REVIEW OF DISABILITY CASES

Section 31521.3 of the California Government Code provides that the fourth, fifth, sixth, eighth, ninth, and alternate retired trustees of the Board of Retirement receive compensation for the review and analysis of disability retirement cases. Compensation is, therefore, payable to the appointed and retired trustees only. Compensation is also limited to the first time the Board of Retirement considers a case. The number of hours of compensation may not exceed 32 hours per month.

The Los Angeles County Board of Supervisors originally set the compensation at \$100 for an eight-hour day, which is prorated for less than eight hours of work in a single day. The hourly rate equated to \$12.50 per hour.

Section 31521.3 provides that beginning on or before March 31, 2010, and on or before March 31 of each even-numbered year thereafter, the Board of Retirement may adjust the compensation biennially to reflect any change in the Consumer Price Index (CPI) for the Los Angeles-Long Beach-Anaheim area that occurred in the previous two calendar years, rounded to the nearest dollar. Effective April 1, 2022, the Board of Retirement approved the current compensation for the review and analysis of disability retirement cases of \$135 per day for an eight-hour day, which equates to \$16.88 per hour.

CONSUMER PRICE INDEX CHANGE

Information published by the U.S. Bureau of Labor Statistics CPI for All Urban Consumers for the Los Angeles-Long Beach-Anaheim area for the two years is as follows:

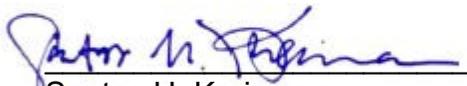
CPI Index for Year Ended December 2023	323.456
CPI Index for Year Ended December 2021	<u>297.925</u>
CPI Index Change (two years)	<u>25.531</u>
CPI Percentage Change	<u>8.6%</u>

Based on the CPI increase of 8.6% over the last two calendar years, the disability case review compensation for an eight-hour day of work will increase from \$135, which equals \$16.88 per hour, to \$147 (\$146.61, rounded to the nearest dollar). The new hourly rate equates to \$18.38 per hour.

THEREFORE, IT IS RECOMMENDED THAT THE BOARD OF RETIREMENT:

Determine the Consumer Price Index changed by 8.6% for the last two calendar years ended December 2023 and adjust the compensation for the review and analysis of disability retirement cases to a maximum of \$147 per day, to be prorated for less than eight hours in a single day at the hourly rate of \$18.38, effective April 1, 2024.

REVIEWED AND APPROVED:



Santos H. Kreimann
Chief Executive Officer

01/29/24

Date

SK:TG:ew:sc:se
Disability Case Review CPI 2024_FINAL.doc

c: Board of Investments, LACERA
Luis A. Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice



January 22, 2024

TO: Each Member
Board of Retirement

FROM: Louis Gittens^{LG}
Division Manager, Benefits Division

FOR: Board of Retirement Meeting of February 7, 2024

SUBJECT: Application of Valerie J. McCoy-Mayfield for Reinstatement to Active
Membership Pursuant to Government Code Section 31680.4 and 31680.5

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

Valerie J. McCoy-Mayfield was employed by the Department of Children and Family Services (DCFS). She resigned on June 2, 2020, and subsequently retired on June 3, 2020. The Department of Children and Family Services now wishes to re-employ Valerie J. McCoy-Mayfield as a Children's Social Worker (CWS) II, (item no. 9072A).

On May 26, 2022, the member called LACERA indicating that she had returned to Active service. LACERA suspended the member's retirement benefit effective June 1, 2022; however, an overpayment resulted due to the overlapping period of active employment and retirement from May 27, 2022 to May 31, 2022. LACERA collected the overpayment. If approved for reinstatement, the member will owe LACERA retirement back contributions from June 2022 to February 2024, a total of twenty-one months. The member is aware that she will owe LACERA retirement back contributions.

The delay in bringing this matter before the Board of Retirement was due to the department's limited knowledge of the Return-to-Work process which resulted with the member returning to active service without proper approvals, and determining who within their department was responsible for completing the Return-to-Work process. Staff in multiple divisions devoted a significant effort to work with the member and the department to help them understand the process and the need to comply. With the requisite steps now completed, we are now asking your Board to reinstate the member as of May 27, 2022.

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

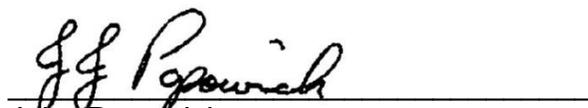
Attached are copies of documents prepared in support of the member's application for reinstatement:

- The November 7, 2023 letter from the County of Los Angeles, Department of Children and Family Services Office confirming the Board of Supervisors approval of the request to re-employ the member. (Attachment 1)
- The December 20, 2023 letter from the Department of Children and Family Services to the LACERA requesting re-employment as a Children's Social Worker (CWS) II with the Department of Children and Family Services. (Attachment 2)
- The June 30, 2022 letter from the member to LACERA requesting reinstatement of membership as a Children's Social Worker (CWS) II with the Department of Children and Family Services. (Attachment 3)
- The member's Medical Clearance report signed on January 17, 2024 finding the member not incapacitated for the proposed duties. (Attachment 4)

IT IS THEREFORE RECOMMENDED THAT YOUR BOARD:

1. Determine, based upon the medical evaluation conducted January 17, 2024, that Valerie J. McCoy-Mayfield is not incapacitated for the duties assigned to her in the position of Children's Social Worker (CWS) II; and
2. Grant the application of Valerie J. McCoy-Mayfield for reinstatement to active membership.

NOTED AND REVIEWED:



John Popowich
Assistant Executive Officer

BB:mm
Div\ben\retstaff\McCoy-Mayfield, Valerie J.doc

Attachments





BRANDON T. NICHOLS
Director

**County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602



Board of Supervisors
HILDA L. SOLIS
First District
HOLLY J. MITCHELL
Second District
LINDSEY P. HORVATH
Third District
JANICE HAHN
Fourth District
KATHRYN BARGER
Fifth District

November 07, 2023

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

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

41 November 7, 2023

CELIA ZAVALA
EXECUTIVE OFFICER

**REQUEST FOR RETROACTIVE AUTHORIZATION FOR THE LOS ANGELES COUNTY
DEPARTMENT OF CHILDREN AND FAMILY SERVICES TO RE-EMPLOY A RETIRED COUNTY
EMPLOYEE TO A FULL-TIME PERMANENT POSITION ON AN INDEFINITE BASIS AS A
CHILDREN'S SOCIAL WORKER II
(ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

SUBJECT

The Department of Children and Family Services (DCFS) requests the Board's approval for retroactive authorization of a Los Angeles County Employees Retirement Association (LACERA) member's return to work, thereby suspending the member's retirement benefits and returning that member to active full-time employment.

IT IS RECOMMENDED THAT THE BOARD:

Authorize the re employment of retired LACERA member Valerie J. Mayfield (employee number 181023), to a full-time permanent status in compliance with the Los Angeles County Employees Retirement Law of 1937. Upon your Board's approval and the subsequent approval of LACERA's Board of Retirement, the member's re-employment date will be retroactive effective May 27, 2022, the date DCFS rehired Ms. Mayfield.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Ms. Mayfield retired from active County service on June 3, 2020. Consistent with the Board's Policy, adopted July 6, 1993, which allows the re-employment of retired County employees on an indefinite basis, the Department is requesting the Board's approval for the re-employment of Ms. Mayfield into active County service, effective May 27, 2022, as a Children's Social Worker (CSW) II, (Item # 9072A, Salary Schedule 094C) at the base rate of \$6,002.82 monthly and \$72,033.84 annually.

DCFS Human Resources confirmed that upon Ms. Mayfield's return to County service, her retirement allowance was ended and will continue to be suspended until the termination of her re-employment. Ms. Mayfield is currently working as a CSW II at the DCFS Glendora Office. The CSW II position is one of the most demanding and critical positions within the Department to fill. The Department is in continuous need of hiring more social workers to support DCFS' mission in keeping children safe.

Due to the critical nature of the CSW position, Ms. Mayfield is playing a vital role in the Department's mission to improve child safety, permanency, and access to effective and caring services.

Implementation of Strategic Plan Goals

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

FISCAL IMPACT/FINANCING

Funding for a full-time CSW II position is available within the Department's Salary and Employee Benefits budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County's Employees Retirement Law of 1937 governs LACERA. This action complies with the Government Code Sections 31680.4 and 31680.5, pertaining to retired members returning to active membership.

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

Ms. Mayfield's medical evaluation states that she was found suitable for employment and is able to fully perform the job duties as a CSW II with the Department.

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

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will have no negative impact on current services.

CONCLUSION

Upon approval by the Board of Supervisors, it is requested that the Executive Officer/Clerk of the Board send an adopted stamped copy of the Board letter and attachments to the Department of Children and Family Services for further processing.

The Honorable Board of Supervisors

11/7/2023

Page 3

Respectfully submitted,



BRANDON T. NICHOLS

Director

BTN:CMM:RTLBC:SM:yl

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



BRANDON T. NICHOLS
Director

County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602

Forbes 2022
AMERICA'S

Board of Supervisors
HILDA L. SOLIS
First District
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Second District
LINDSEY P. HORVATH
Third District
JANICE HAHN
Fourth District
KATHRYN BARGER
Fifth District

December 20, 2023

To: Manager, Claims Processing Division
Los Angeles County Employees Retirement Association
300 N Lake Ave.
Pasadena, CA 91101

Dear Manager,

Valerie J. Mayfield #181023, last 4 Social Security Number [REDACTED]

The Department of Children & Family Services would like to re-employ Valerie J. Mayfield as a permanent Children Social Worker II in accordance with Government Code Section 31680.4. We have secured all the necessary approvals from the Chief Executive Office and the Board of Supervisors to rehire Valerie J Mayfield. The approved documents are attached.

Valerie J. Mayfield has special knowledge/skills in social work that will be beneficial to the Department.

I understand the Department may re-employ Valerie J Mayfield only upon approval of the submitted documents named above, and the approval of the Board of Retirement.

Sincerely,

Sarah McNair
Administrative Services Manager III

SM:YL:vn

Attachment 2

"To Enrich Lives Through Effective and Caring Service"

Date: June 30, 2022

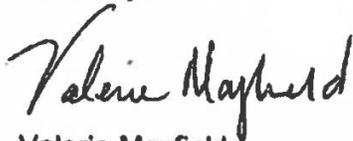
Manager, Benefits
Division PO Box 7060
Pasadena, CA 91109

Dear Manager,

I wish to be re-employed as a permanent employee. This letter is to request that my monthly retirement benefit be suspended and that I be re-employed as a Children Social Worker II with Department of Children and Family Services, Glendora office pursuant to Government Code Section 31680.4.

Enclosed is a medical evaluation stating that I am not incapacitated for the duties I will be performing.

Sincerely,



Valerie Mayfield



Attachment 3

**REEMPLOYMENT AND REINSTATEMENT TO ACTIVE LACERA
MEMBERSHIP**

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

On January 17, 2024 I, the undersigned, conducted or oversaw the
<date of medical examination>,

medical examination of Valerie McCoy-Mayfield
<Name of Retiree>

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

Children's Social Worker
<Prospective Job Title>.

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

Signature of Physician performing or overseeing medical examination:

Kenichi Carrigan, MD

Print Name and Title of Physician:

Kenichi Carrigan, MD

Date Signed:

1/17/2024

Attachment 4



BRANDON T. NICHOLS
Director

**County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602



Board of Supervisors
HILDA L. SOLIS
First District
HOLLY J. MITCHELL
Second District
LINDSEY P. HORVATH
Third District
JANICE HAHN
Fourth District
KATHRYN BARGER
Fifth District

November 07, 2023

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

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

41 November 7, 2023

CELIA ZAVALA
EXECUTIVE OFFICER

**REQUEST FOR RETROACTIVE AUTHORIZATION FOR THE LOS ANGELES COUNTY
DEPARTMENT OF CHILDREN AND FAMILY SERVICES TO RE-EMPLOY A RETIRED COUNTY
EMPLOYEE TO A FULL-TIME PERMANENT POSITION ON AN INDEFINITE BASIS AS A
CHILDREN'S SOCIAL WORKER II
(ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

SUBJECT

The Department of Children and Family Services (DCFS) requests the Board's approval for retroactive authorization of a Los Angeles County Employees Retirement Association (LACERA) member's return to work, thereby suspending the member's retirement benefits and returning that member to active full-time employment.

IT IS RECOMMENDED THAT THE BOARD:

Authorize the re employment of retired LACERA member Valerie J. Mayfield (employee number 181023), to a full-time permanent status in compliance with the Los Angeles County Employees Retirement Law of 1937. Upon your Board's approval and the subsequent approval of LACERA's Board of Retirement, the member's re-employment date will be retroactive effective May 27, 2022, the date DCFS rehired Ms. Mayfield.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Ms. Mayfield retired from active County service on June 3, 2020. Consistent with the Board's Policy, adopted July 6, 1993, which allows the re-employment of retired County employees on an indefinite basis, the Department is requesting the Board's approval for the re-employment of Ms. Mayfield into active County service, effective May 27, 2022, as a Children's Social Worker (CSW) II, (Item # 9072A, Salary Schedule 094C) at the base rate of \$6,002.82 monthly and \$72,033.84 annually.

DCFS Human Resources confirmed that upon Ms. Mayfield's return to County service, her retirement allowance was ended and will continue to be suspended until the termination of her re-employment. Ms. Mayfield is currently working as a CSW II at the DCFS Glendora Office. The CSW II position is one of the most demanding and critical positions within the Department to fill. The Department is in continuous need of hiring more social workers to support DCFS' mission in keeping children safe.

Due to the critical nature of the CSW position, Ms. Mayfield is playing a vital role in the Department's mission to improve child safety, permanency, and access to effective and caring services.

Implementation of Strategic Plan Goals

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

FISCAL IMPACT/FINANCING

Funding for a full-time CSW II position is available within the Department's Salary and Employee Benefits budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County's Employees Retirement Law of 1937 governs LACERA. This action complies with the Government Code Sections 31680.4 and 31680.5, pertaining to retired members returning to active membership.

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

Ms. Mayfield's medical evaluation states that she was found suitable for employment and is able to fully perform the job duties as a CSW II with the Department.

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

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will have no negative impact on current services.

CONCLUSION

Upon approval by the Board of Supervisors, it is requested that the Executive Officer/Clerk of the Board send an adopted stamped copy of the Board letter and attachments to the Department of Children and Family Services for further processing.

The Honorable Board of Supervisors

11/7/2023

Page 3

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'Brandon T. Nichols', written in a cursive style.

BRANDON T. NICHOLS

Director

BTN:CMM:RTLBC:SM:yl

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



BRANDON T. NICHOLS
Director

County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602

Forbes 2022
AMERICA'S

Board of Supervisors
HILDA L. SOLIS
First District
HOLLY J. MITCHELL
Second District
LINDSEY P. HORVATH
Third District
JANICE HAHN
Fourth District
KATHRYN BARGER
Fifth District

December 20, 2023

To: Manager, Claims Processing Division
 Los Angeles County Employees Retirement Association
 300 N Lake Ave.
 Pasadena, CA 91101

Dear Manager,

Valerie J. Mayfield #181023, last 4 Social Security Number [REDACTED]

The Department of Children & Family Services would like to re-employ Valerie J. Mayfield as a permanent Children Social Worker II in accordance with Government Code Section 31680.4. We have secured all the necessary approvals from the Chief Executive Office and the Board of Supervisors to rehire Valerie J Mayfield. The approved documents are attached.

Valerie J. Mayfield has special knowledge/skills in social work that will be beneficial to the Department.

I understand the Department may re-employ Valerie J Mayfield only upon approval of the submitted documents named above, and the approval of the Board of Retirement.

Sincerely,

Sarah McNair
Administrative Services Manager III

SM:YL:vn

Attachment 2

"To Enrich Lives Through Effective and Caring Service"

Date: June 30, 2022

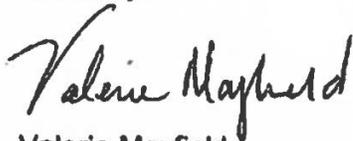
Manager, Benefits
Division PO Box 7060
Pasadena, CA 91109

Dear Manager,

I wish to be re-employed as a permanent employee. This letter is to request that my monthly retirement benefit be suspended and that I be re-employed as a Children Social Worker II with Department of Children and Family Services, Glendora office pursuant to Government Code Section 31680.4.

Enclosed is a medical evaluation stating that I am not incapacitated for the duties I will be performing.

Sincerely,



Valerie Mayfield



Attachment 3

**REEMPLOYMENT AND REINSTATEMENT TO ACTIVE LACERA
MEMBERSHIP**

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

On January 17, 2024 I, the undersigned, conducted or oversaw the
<date of medical examination>,

medical examination of Valerie McCoy-Mayfield
<Name of Retiree>

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

Children's Social Worker
<Prospective Job Title>.

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

Signature of Physician performing or overseeing medical examination:

Kenichi Carrigan, MD

Print Name and Title of Physician:

Kenichi Carrigan, MD

Date Signed:

1/17/2024

Attachment 4



January 22, 2024

TO: Each Member
Board of Retirement

FROM: Louis Gittens *LG*
Division Manager, Benefits Division

FOR: Board of Retirement Meeting of February 7, 2024

SUBJECT: Application of Aline T. Bourgeois for Reinstatement to Active
Membership Pursuant to Government Code Section 31680.4 and 31680.5

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

Aline T. Bourgeois was employed by the Department of Children and Family Services (DCFS). She terminated service on September 12, 2006, deferred her retirement, and subsequently retired on March 1, 2016. The Department of Children and Family Services now wishes to re-employ Aline T. Bourgeois as a Children's Social Worker Trainee (CWST), (item no. 9070A).

On February 28, 2023, LACERA received a Member Sworn Statement informing LACERA the member had returned to Active service. LACERA suspended the member's retirement benefit effective March 1, 2023; however, an overpayment resulted due to the overlapping period of active employment and retirement from February 10, 2023 to February 28, 2023. LACERA is in the process of collecting the overpayment. If approved for reinstatement, the member will owe LACERA retirement back contributions from March 2023 to February 2024 a total of twelve months. The member is aware that she will owe LACERA retirement back contributions.

The delay in bringing this matter before the Board of Retirement was due to the department's limited knowledge of the Return-to-Work process which resulted with the member returning to active service without proper approvals, and determining who within their department was responsible for completing the Return-to-Work process. Staff in multiple divisions devoted a significant effort to work with the member and the department to help them understand the process and the need to comply. With the requisite steps now completed, we are now asking your Board to reinstate the member as of February 10, 2023.

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

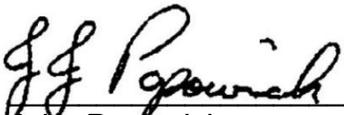
Attached are copies of documents prepared in support of the member's application for reinstatement:

- The November 7, 2023 letter from the County of Los Angeles, Department of Children and Family Services Office confirming the Board of Supervisors approval of the request to re-employ the member. (Attachment 1)
- The December 20, 2023 letter from the Department of Children and Family Services to the LACERA requesting re-employment as a Children's Social Worker Trainee (CWST) with the Department of Children and Family Services. (Attachment 2)
- The April 21, 2023 letter from the member to LACERA requesting reinstatement of membership as a Children's Social Worker Trainee (CWST) with the Department of Children and Family Services. (Attachment 3)
- The member's Medical Clearance report signed on January 18, 2024 finding the member not incapacitated for the proposed duties. (Attachment 4)

IT IS THEREFORE RECOMMENDED THAT YOUR BOARD:

1. Determine, based upon the medical evaluation conducted January 18, 2024, that Aline T. Bourgeois is not incapacitated for the duties assigned to her in the position of Children's Social Worker Trainee (CWST); and
2. Grant the application of Aline T. Bourgeois for reinstatement to active membership.

NOTED AND REVIEWED:



John Popowich
Assistant Executive Officer

BB:mm
Div\ben\retstaff\Bourgeoissteiner,Aline T.doc

Attachments





BRANDON T. NICHOLS
Director

**County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602



Board of Supervisors
HILDA L. SOLIS
First District
HOLLY J. MITCHELL
Second District
LINDSEY P. HORVATH
Third District
JANICE HAHN
Fourth District
KATHRYN BARGER
Fifth District

November 07, 2023

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

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

42 November 7, 2023

CELIA ZAVALA
EXECUTIVE OFFICER

**REQUEST FOR RETROACTIVE AUTHORIZATION FOR THE LOS ANGELES COUNTY
DEPARTMENT OF CHILDREN AND FAMILY SERVICES TO RE-EMPLOY A RETIRED COUNTY
EMPLOYEE TO A FULL-TIME PERMANENT POSITION ON AN INDEFINITE BASIS AS A
CHILDREN'S SOCIAL WORKER TRAINEE
(ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

SUBJECT

The Department of Children and Family Services (DCFS) requests the Board's approval for retroactive authorization of a Los Angeles County Employees Retirement Association (LACERA) member's return to work, thereby suspending the member's retirement benefits and returning that member to active full-time employment.

IT IS RECOMMENDED THAT THE BOARD:

Authorize DCFS to re employ retired LACERA member, Aline T. Bourgeois, to full-time permanent status in compliance with the County of Los Angeles (County) Employees Retirement Law of 1937. Subject to your Board's approval and the subsequent approval of LACERA's Board of Retirement, the member's re-employment date will be retroactive effective February 10, 2023, the date DCFS rehired Ms. Bourgeois.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Retired former County employee, Aline T. Bourgeois (employee number 255131), left active County service on September 13, 2006, and started to collect Retirement benefits on March, 1, 2016. Consistent with the Board's Policy, adopted July 6, 1993, which allows the re-employment of retired County employees on an indefinite basis, the Department is requesting the Board's approval for the re-employment of Ms. Bourgeois to active County service as a Children's Social Worker Trainee (CSWT) (Item # 9070A, Salary Schedule 082E) at the base rate of \$3,910.18 monthly and

\$46,922.16 annually, effective February 10, 2023.

Ms. Bourgeois' medical evaluation states that she was found suitable for employment and is able to fully perform the job duties as a CSWT with the Department.

DCFS Human Resources confirmed that upon Ms. Bourgeois' return to County service, her retirement allowance ended and will continue to be suspended until the termination of her re-employment. Ms. Bourgeois is currently working as a CSWT at the DCFS South Los Angeles office. Ms. Bourgeois' position is one of the most highly demanding and critical positions within the Department to fill. The Department is in continuous need of hiring more social workers to support DCFS' mission in keeping children safe.

Due to the critical nature of the CSWT position, Ms. Bourgeois is playing a vital role in the Department's mission to improve child safety, permanency, and access to effective and caring service.

Implementation of Strategic Plan Goals

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

FISCAL IMPACT/FINANCING

Funding for a full-time CSWT position is available within the Department's Salary and Employee Benefits budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County's Employees Retirement Law of 1937 governs LACERA. This action complies with the Government Code Sections 31680.4 and 31680.5, pertaining to retired members returning to active membership.

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

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

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will have no negative impact on current services.

CONCLUSION

Upon approval by the Board of Supervisors, it is requested that the Executive Officer/Clerk of the Board send an adopted stamped copy of the Board letter and attachments to the Department of Children and Family Services for further processing.

The Honorable Board of Supervisors
11/7/2023
Page 3

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Brandon T. Nichols', is positioned above the printed name.

BRANDON T. NICHOLS

Director

BTN:CMM:RTLBC:SM:lg

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



**County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602

Forbes 2022
AMERICA'S
EMPLOYERS

Board of Supervisors
HILDA L. SOLIS
First District
HOLLY J. MITCHELL
Second District
LINDSEY P. HORVATH
Third District
JANICE HAHN
Fourth District
KATHRYN BARGER

BRANDON T. NICHOLS
Director

December 20, 2023

To: Manager, Benefits Division
Los Angeles County Employees Retirement Association
PO Box 7060
Pasadena, CA 91109

Dear Manager,

Aline Bourgeois #255131, last 4 Social Security Number [REDACTED]

The Department of Children & Family Services would like to re-employ Aline Bourgeois as a permanent Children Social Worker Trainee in accordance with Government Code Section 31680.4 We have secured all the necessary approvals from the Chief Executive Office and the Board of Supervisors to rehire Aline Bourgeois. The approved documents are attached.

Aline Bourgeois has special knowledge/skills in social work that would be beneficial to the Department.

I understand the Department may re-employ Aline Bourgeois only upon approval of the submitted documents named above, and the approval of the Board of Retirement.

Sincerely,

Sarah McNair
Administrative Services Manager III

Attachment 2

"To Enrich Lives Through Effective and Caring Service"

April 21, 2023

Department of Children and Family Services HR/Personnel
C/O Peter Change, Administrative Service Manager I
501 Shatto Place, Suite 120
Los Angeles, CA 90020
[REDACTED]

I am requesting that my LACERA retirement benefits be placed on hold due to permanent employment with the Department of Children and Family Services since February 10, 2023.

Thank you,

Aline T. Bourgeois
Aline J. Bourgeois

Employee No. 255131

Attachment 3

**REEMPLOYMENT AND REINSTATEMENT TO ACTIVE LACERA
MEMBERSHIP**

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

On January 18, 2024 I, the undersigned, conducted or oversaw the
<date of medical examination>,

medical examination of Aline Bourgeois
<Name of Retiree>

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

Case Social Worker Trainee
<Prospective Job Title>.

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

Signature of Physician performing or overseeing medical examination:

Kenichi Carrigan, MD

Print Name and Title of Physician:

Kenichi Carrigan, Senior Physician

Date Signed:

1/18/2024

Page 3 of 3

Attachment



BRANDON T. NICHOLS
Director

**County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602



Board of Supervisors
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Fifth District

November 07, 2023

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

Dear Supervisors:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

42 November 7, 2023

CELIA ZAVALA
EXECUTIVE OFFICER

**REQUEST FOR RETROACTIVE AUTHORIZATION FOR THE LOS ANGELES COUNTY
DEPARTMENT OF CHILDREN AND FAMILY SERVICES TO RE-EMPLOY A RETIRED COUNTY
EMPLOYEE TO A FULL-TIME PERMANENT POSITION ON AN INDEFINITE BASIS AS A
CHILDREN'S SOCIAL WORKER TRAINEE
(ALL SUPERVISORIAL DISTRICTS) (3 VOTES)**

SUBJECT

The Department of Children and Family Services (DCFS) requests the Board's approval for retroactive authorization of a Los Angeles County Employees Retirement Association (LACERA) member's return to work, thereby suspending the member's retirement benefits and returning that member to active full-time employment.

IT IS RECOMMENDED THAT THE BOARD:

Authorize DCFS to re employ retired LACERA member, Aline T. Bourgeois, to full-time permanent status in compliance with the County of Los Angeles (County) Employees Retirement Law of 1937. Subject to your Board's approval and the subsequent approval of LACERA's Board of Retirement, the member's re-employment date will be retroactive effective February 10, 2023, the date DCFS rehired Ms. Bourgeois.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Retired former County employee, Aline T. Bourgeois (employee number 255131), left active County service on September 13, 2006, and started to collect Retirement benefits on March, 1, 2016. Consistent with the Board's Policy, adopted July 6, 1993, which allows the re-employment of retired County employees on an indefinite basis, the Department is requesting the Board's approval for the re-employment of Ms. Bourgeois to active County service as a Children's Social Worker Trainee (CSWT) (Item # 9070A, Salary Schedule 082E) at the base rate of \$3,910.18 monthly and

\$46,922.16 annually, effective February 10, 2023.

Ms. Bourgeois' medical evaluation states that she was found suitable for employment and is able to fully perform the job duties as a CSWT with the Department.

DCFS Human Resources confirmed that upon Ms. Bourgeois' return to County service, her retirement allowance ended and will continue to be suspended until the termination of her re-employment. Ms. Bourgeois is currently working as a CSWT at the DCFS South Los Angeles office. Ms. Bourgeois' position is one of the most highly demanding and critical positions within the Department to fill. The Department is in continuous need of hiring more social workers to support DCFS' mission in keeping children safe.

Due to the critical nature of the CSWT position, Ms. Bourgeois is playing a vital role in the Department's mission to improve child safety, permanency, and access to effective and caring service.

Implementation of Strategic Plan Goals

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

FISCAL IMPACT/FINANCING

Funding for a full-time CSWT position is available within the Department's Salary and Employee Benefits budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County's Employees Retirement Law of 1937 governs LACERA. This action complies with the Government Code Sections 31680.4 and 31680.5, pertaining to retired members returning to active membership.

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

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

IMPACT ON CURRENT SERVICES (OR PROJECTS)

This action will have no negative impact on current services.

CONCLUSION

Upon approval by the Board of Supervisors, it is requested that the Executive Officer/Clerk of the Board send an adopted stamped copy of the Board letter and attachments to the Department of Children and Family Services for further processing.

The Honorable Board of Supervisors
11/7/2023
Page 3

Respectfully submitted,



BRANDON T. NICHOLS

Director

BTN:CMM:RTLBC:SM:lg

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



County of Los Angeles
DEPARTMENT OF CHILDREN AND FAMILY SERVICES

510 S. Vermont Avenue, Los Angeles, California 90020
(213) 351-5602

Forbes 2022
AMERICA'S
EMPLOYERS

Board of Supervisors
HILDA L. SOLIS
First District
HOLLY J. MITCHELL
Second District
LINDSEY P. HORVATH
Third District
JANICE HAHN
Fourth District
KATHRYN BARGER

BRANDON T. NICHOLS
Director

December 20, 2023

To: Manager, Benefits Division
Los Angeles County Employees Retirement Association
PO Box 7060
Pasadena, CA 91109

Dear Manager,

Aline Bourgeois #255131, last 4 Social Security Number [REDACTED]

The Department of Children & Family Services would like to re-employ Aline Bourgeois as a permanent Children Social Worker Trainee in accordance with Government Code Section 31680.4 We have secured all the necessary approvals from the Chief Executive Office and the Board of Supervisors to rehire Aline Bourgeois. The approved documents are attached.

Aline Bourgeois has special knowledge/skills in social work that would be beneficial to the Department.

I understand the Department may re-employ Aline Bourgeois only upon approval of the submitted documents named above, and the approval of the Board of Retirement.

Sincerely,

Sarah McNair
Administrative Services Manager III

Attachment 2

"To Enrich Lives Through Effective and Caring Service"

April 21, 2023

Department of Children and Family Services HR/Personnel
C/O Peter Change, Administrative Service Manager I
501 Shatto Place, Suite 120
Los Angeles, CA 90020
[REDACTED]

I am requesting that my LACERA retirement benefits be placed on hold due to permanent employment with the Department of Children and Family Services since February 10, 2023.

Thank you,

Aline T. Bourgeois
Aline J. Bourgeois

Employee No. 255131

Attachment 3

**REEMPLOYMENT AND REINSTATEMENT TO ACTIVE LACERA
MEMBERSHIP**

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

On January 18, 2024 I, the undersigned, conducted or oversaw the
<date of medical examination>,

medical examination of Aline Bourgeois
<Name of Retiree>

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

Case Social Worker Trainee

<Prospective Job Title>.

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

Signature of Physician performing or overseeing medical examination:

Kenichi Carrigan, MD

Print Name and Title of Physician:

Kenichi Carrigan, Senior Physician

Date Signed:

1/18/2024

Page 3 of 3

Attachment

Three large, light blue circles are arranged vertically on the right side of the slide, partially overlapping the text.

Board of Retirement's Role

**Administering Disability Retirement Applications & Legal
Standards for Permanent Incapacity and Service Connection**

Frank Boyd, Sr. Staff Counsel

Purpose

We will discuss:



The Board of Retirement's role in administering disability retirement applications.



Applicants' burden of proof.



The legal standards for permanent incapacity and service-connection under Government Code section 31720.



The Board of Retirement's Role in Administering Disability Retirement Applications

THE BOARD HAS A TRIPARTITE ROLE IN GOVERNING LACERA

(Cal. Const., art. XVI, § 17, subd. (a) and (b).)

Executive



Legislative



Quasi Judicial



The Board of Retirement exercises its quasi-judicial role when it weighs the evidence to determine eligibility for a disability retirement.



Permanent Incapacity

Permanent incapacity for the performance of duty shall in all cases be determined by the Board of Retirement.

(Gov. Code §§ 31724 and 31725.)



Service Connection

The Board's authority to determine **service connection** is found in Government Code section 31720 (a).

(*Flaherty v. Board of Retirement of Los Angeles County Employees Retirement Assoc.* (1961) 198 Cal.App.2d 397, 407.)

The Board's Fiduciary Duty



The Board of Retirement has a fiduciary duty to pay benefits only to those members who are eligible for them.

(McIntyre v. Santa Barbara County Employees' Ret. Sys. (2001) 91 Cal.App.4th 730, 734.)



“The constitutional mandate by which [a retirement system] operates does not include an overlay of fiduciary obligations justifying an order to pay greater benefits than the statutes allow.”

(Chaidez v. Board of Administration etc. (2014) 223 Cal.App.4th 1425, 1431.)



Applicant's Burden of Proof

BURDEN OF PROVING INCAPACITY TO THE BOARD IS ON THE APPLICANT

Applicants carry the burden of proving by a preponderance of the evidence that they are permanently incapacitated and that the incapacity is service-connected.

“A party having the burden of proof before an administrative agency must sustain that burden, and it is not necessary for the agency to show the negative of the issue when the positive is not proved.”

(Gov. Code § 31720; Lindsay v. County of San Diego Retirement Board (1964) 231 Cal.App.2d 156, 161-162. (Emphasis added.))



Applicant's Burden of Proof

A *prima facie* showing is not enough to meet applicant's burden of proof.

A "prima facie case" is established when the party with the burden of proof has proceeded upon sufficient proof to the stage where the evidence will support a finding in his or her favor **if evidence to the contrary is not forthcoming or is disregarded.** (Evid. Code, § 606)

PHYSICIAN STATEMENT FOR DISABILITY RETIREMENT

8. When and how did the symptoms first appear? _____

9. What functions of the job can the patient *not* perform? Why? Please be specific. _____

10. Will the patient's condition improve enough to return to work? Please explain your answer in detail.

PHYSICIAN SIGNATURE

I hereby certify the Physician Statement is based on my examination and the attached Class Specification of the patient's duties.

I am a licensed physician under the Laws of the State of California as a Doctor of _____.

Name of Physician / License No.		Specialty	
Address (Street)	(City)	(State)	(ZIP)
Phone No.	Fax No.	Email	
Signature (Original required. No stamps or copies)		Date	

When does LACERA have the burden of proof?

- Employer can accommodate the work restrictions
- Rebuttal of a presumption
- Disability is the result of unreasonable refusal of medical treatment
- NSCD due to intemperate use of alcohol
- Claim is barred by res judicata or collateral estoppel
- Member is no longer incapacitated
- Laches



Grant of Benefits Must be Based on Substantial Medical Evidence

1

A determination of whether a member is eligible to retire for disability must be based on **competent medical evidence.**

(Gov. Code § 31720.3.)

2

A finding of permanent incapacity and service-connection must be based on a **preponderance of the evidence.**

(*Glover v. Board of Retirement* (1989) 214 Cal.App.3d 1327, 1332.)

3

The evidence that is deemed to preponderate must amount to **"substantial evidence."**

(*Weiser v. Bd. of Ret.* (1984) 152 Cal.App.3d 775, 783.)

PREPONDERANCE OF EVIDENCE

The **greater weight of the evidence**; superior evidentiary weight that, though not sufficient to free the mind wholly from all reasonable doubt, is still sufficient to incline a fair and impartial mind to one side of the issue rather than the other. . . Also termed . . . balance of probability.

(Black's Law Dict. (7th ed. 1999) p. 1201, col. 1.)

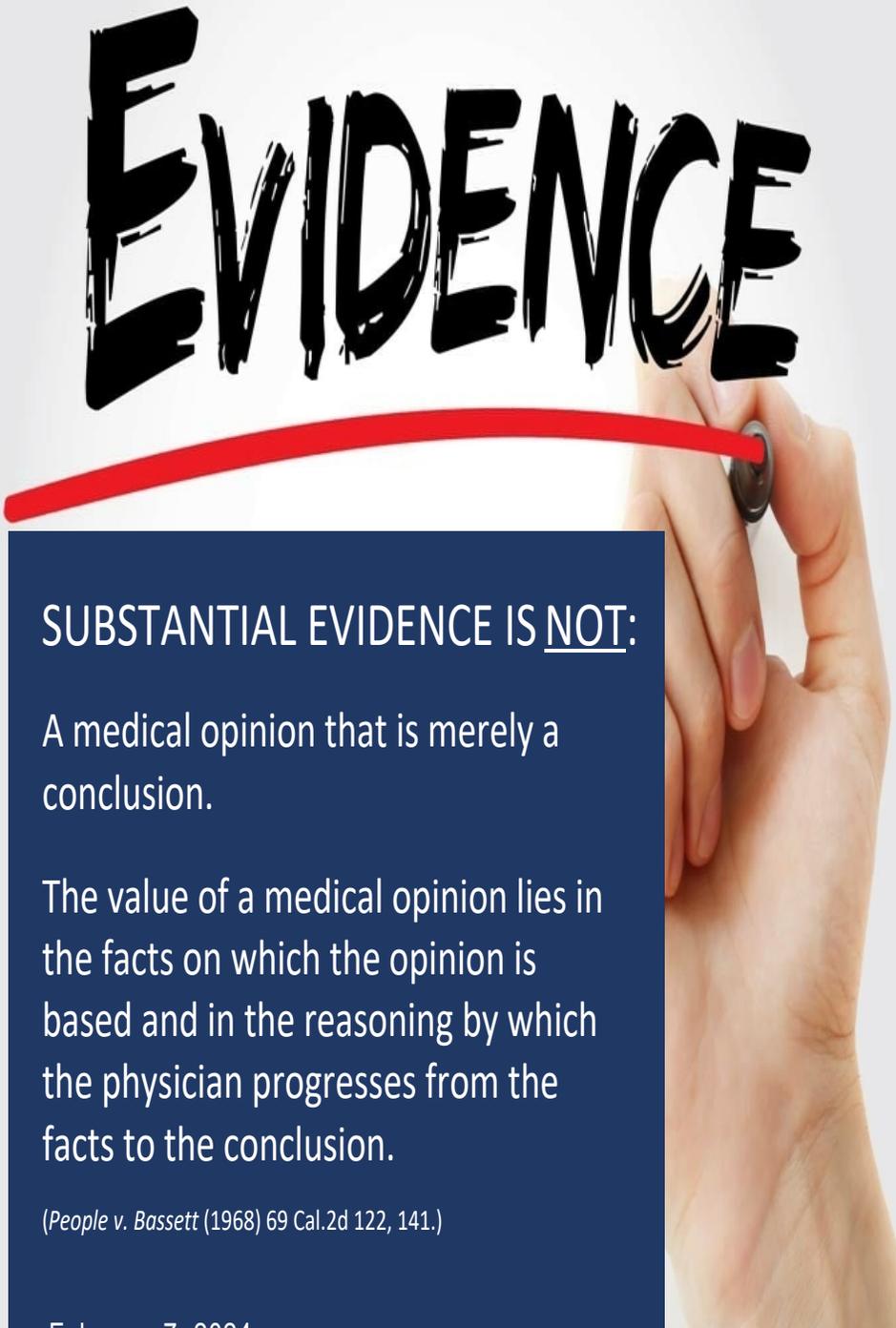
SUBSTANTIAL EVIDENCE

- “Relevant evidence that a reasonable mind might accept as adequate to support a conclusion.”
- Evidence that is reliable, solid proof—it must inspire confidence.

(*Hosford v. State Personnel Bd.* (1977) 74 Cal.App.3d 302, 307.)

(*Estate of Teed* (1952) 112 Cal.App.2d 638, 644).

EVIDENCE



SUBSTANTIAL EVIDENCE IS NOT:

A medical opinion that is merely a conclusion.

The value of a medical opinion lies in the facts on which the opinion is based and in the reasoning by which the physician progresses from the facts to the conclusion.

(*People v. Bassett* (1968) 69 Cal.2d 122, 141.)



Lay opinion on a medical issue is not substantial evidence.

A finding on a *medical issue* must be based on medical expert opinion.

(Peter Kiewit Sons v. Industrial Acci. Com. (1965) 234 Cal.App.2d 831, 838.)

In *Kiewit*, the court specifically stated that a question of whether or not work aggravated or accelerated a back

condition is a medical issue that can only be determined by a medical expert. The court specifically stated that laypersons (such as the members of the Industrial Accident Commission) are not qualified to determine this medical issue.



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

The Board is limited to the evidence presented in the record before it.

Board members' personal experiences or lay opinions on medical issues amount to hearsay and cannot be used to decide a member's eligibility for a disability-retirement.

Lindsay v. County of San Diego Retirement Board (1964) 231 Cal.App.2d 156, 162-164.



Workers' Compensation Decisions

The Board of Retirement is not bound by the factual determinations made against the county in workers' compensation cases. A retirement system under the CERL of 1937 is a **"nonintegrated system."** It is not an administrative subdivision of the county or any district. It is a separate legal entity.

(Flaherty v. Board of Retirement of Los Angeles County Employees Retirement Assoc. (1961) 198 Cal.App.2d 397, 402-403.)

The legal standards for permanent incapacity & service connection under Government Code section 31720.





Permanent Incapacity

The evidence must establish that an applicant is substantially unable to perform the **usual duties of the job**.

1

USUAL DUTIES

The actual duties performed on a regular basis.

2

REMOTE OR UNCOMMON

Duties are not usual duties.

(Mansperger v. Public Employees' Retirement System (1970) 6 Cal.App.3d 873, 876; Schrier v. San Mateo County Employees' Ret. Ass'n (1983) 142 Cal.App.3d 957, 961-962.)

What does permanent mean?

There is no reported appellate court opinion that defines "permanent" for purposes of the CERL of 1937, and it is not defined in the CERL of 1937 itself. The following authorities provide some guidance.



"... a disability is generally regarded as **'permanent' where further change-for better or worse-is not reasonably to be anticipated under usual medical standards.** It may be that no further treatment is possible, or that the only treatment suggested is so problematical of success as to warrant the employee's refusal to undergo it.

(Sweeney v. Industrial Acci. Com. (1951) 107 Cal.App.2d 155, 159).



"... **further change for better or for worse is not reasonably to be anticipated under usual medical standards.** Either no further medical treatment is possible or the success of that which is suggested is so problematical as to warrant refusal to undergo it."

(Subsequent Injuries Fund v. Industrial Acci. Com. (1964) 226 Cal.App.2d 136, 143.)



1

Arising out of employment:

Injury has its source in a **risk or hazard** of employment as opposed to a risk or hazard that is personal to the employee or the general community.

2

In the course of employment:

Injury or illness occurs in the **time, place, and circumstances of employment.**

3

Substantially Contribution Clause [added in 1980]:

“and such employment contributes substantially to the incapacity.”

Service Connection (3 elements)

Government Code section 31720 requires that the applicant's incapacity results from an injury or disease:

Background of the “Substantial Contribution” Amendment to Section 31720

- *Heaton v. Marin County Employees Retirement Bd.* (1976)
63 Cal.App.3d 421.
- Deputy Sheriff who suffered from anxiety and claimed that her job was a factor. There was also evidence of family problems.
- **Board Physician:** Heaton was incapacitated from anxiety. From her history, he could not find any anxiety reactions prior to her employment. He could not rule out the **possibility** Heaton suffered an acute anxiety-reaction caused at **least partially** by her employment.
- **Board Referee:** Recommended granting an SCD.
- **Board of Retirement:** Board rejected the Referee’s decision and determined that the incapacity was not service connected.



Heaton v. Marin County Employees Retirement Bd.

Trial Court: Granted Heaton’s writ of mandate. The court said “. . . the effects of her job would be **very substantially less than 50% of the causal situation for her disability**, but we can't gainsay [deny] that it was one of the causative factors for disability, and I really think that is what is controlling.”

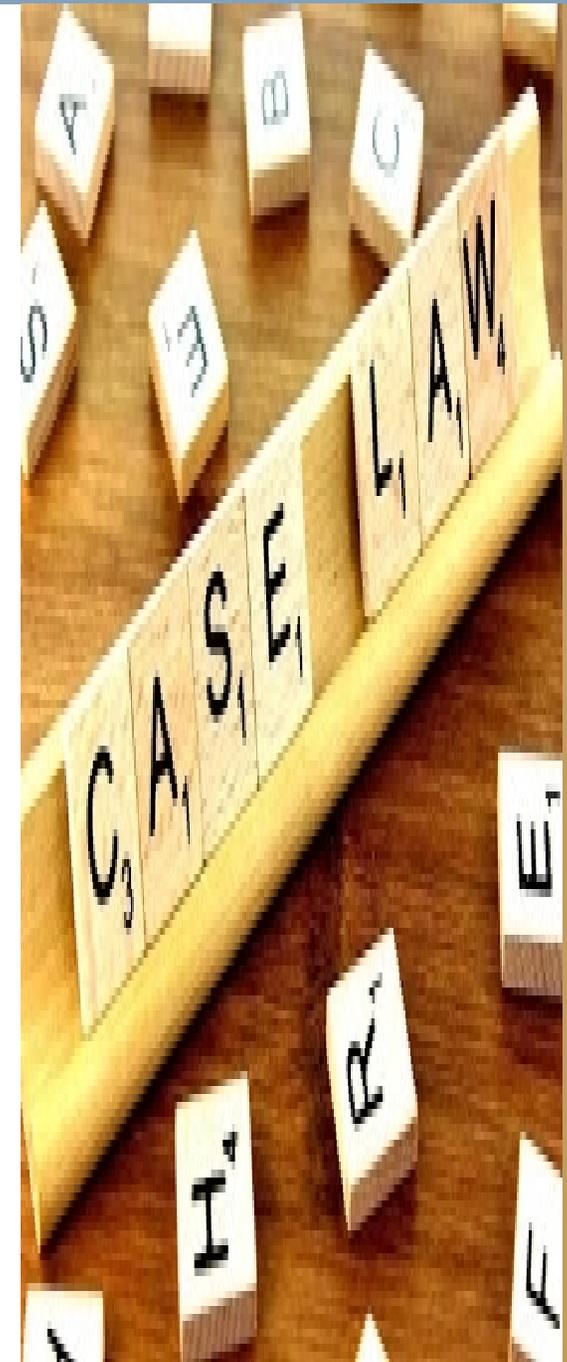
On appeal, the Board argued:

- Despite the same “arise out of” and “course of employment” language in the Labor Code for workers’ compensation, the Legislature intended that the two bodies of law be treated differently because workers’ compensation awards are subject to apportionment according to the degree of injury while retirement for disability is an all or nothing proposition. “. . . **this works an unfair result under retirement law, since even an infinitesimal contribution to the disability might require full compensation . . .**”
- Causation must be established by a showing of **100 percent (or thereabouts)** connection, otherwise the Board’s right to hear disability claims will be rendered meaningless.

Heaton v. Marin County Employees Retirement Bd.

Court of Appeal denied the appeal:

- “It cannot be denied that the two bodies of law, despite the fact that they are independent statutory schemes, overlap in some of their functions. **Comparison of the two does not in any way support appellant's contention that under retirement law, employment must be the sole or *substantial cause of disability* before an award may be made.** Neither does appellant direct this court's attention to any specific authority which might support such an interpretation.”
- **The Board's remedy is with the Legislature, not the Court.**



Response to *Heaton*: Legislation

After the *Heaton* decision, **Retirement Boards were concerned that any connection, even an *infinitesimal connection*** between the employment and incapacitating condition would qualify members to a service-connected disability retirement.

Legislation was sponsored and in 1980, Section 31720(a) was amended to include a substantial contribution clause. This section now reads:



Amendment of Section 31720 to include a “Substantial Contribution” clause.

Government Code section 31720

“Any member permanently incapacitated for the performance of duty shall be retired for disability regardless of age if, and only if:

(a) The member’s incapacity is a result of injury or disease arising out of and in the course of the member’s employment, ***and such employment contributes substantially to such incapacity. . .***”



What does “contributes substantially” mean?

DePuy v. Board of Retirement (1978) 87 Cal.App.3d 392.

Trial Court: Granted the member’s writ and held that an *infinitesimal*, *inconsequential* causal connection between employment and incapacity satisfied the requisites for service connection.

Court of Appeal: Overturned the trial court and stated, “. . . the causal connection between the stress and the disability **may be a small part of the causal factors, it must nevertheless be real and measurable.** There must be substantial evidence of **some connection between the disability and the job.**”

Aggravation or Acceleration of Pre-existing Conditions

“It is not the law that the aggravation must be the **sole or proximate cause** of the disability. . . . Instead the law, both statutory and decisional, is clear that all that is required is a **material and traceable** connection to appellant’s mental deterioration that was caused by the stress of his county job.”

Gelman v. Board of Retirement of Los Angeles County Employees Retirement Asso.
(1978) 85 Cal.App.3d 92, 96-97.

Aggravation/Acceleration of Pre-existing Conditions

“ . . . It has been held, based on reasoning parallel to that behind the principle in workers' compensation law, that an employer takes his employee as he finds him, and therefore any acceleration or aggravation of a preexisting disability becomes a service-connected injury of that employment [citations], and that an applicant for a government retirement pension will be awarded service-connected benefits **where he or she can show a *material and traceable* connection between disability and employment.**”



Lundak v. Bd. of Ret. (1983)
142 Cal.App.3d 1040, 1043.

***Bowen v. Bd. of Ret.* (1986) 42 Cal.3d 572, 577-578.**

LACERA Board of Retirement found Bowen psychiatrically incapacitated but denied that the incapacity was service connected because the evidence did not establish that his employment contributed more than 50% to his incapacity.

***Bowen v. Bd. of Ret.* (1986) 42 Cal.3d 572, 577-578.**

The Supreme Court stated that in the 1980 amendment to section 31720, **the Legislature intended to disapprove** not the entire body of case law construing that section, but **only the "infinitesimal contribution" language in Heaton.**

The Supreme Court said that "contributes substantially" was already defined in *Deputy, Gelman, and Lundak*, and it reaffirmed that "while the causal connection between the [job] stress and the disability may be a small part of the causal factors, it must nevertheless **be real and measurable**. There must be **substantial evidence of some connection** between the disability and the job."



THANK YOU



FOR INFORMATION ONLY

January 25, 2024

TO: Each Trustee
Board of Retirement

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: February 7, 2024 Board of Retirement Meeting

SUBJECT: **Federal and State Legislative Advocates' Self-Evaluations**

LACERA's Legislative Policy provides that the legislative advocates will provide annual self-evaluations to the Board of Retirement for review (Legislative Policy, page 17).

Attached are the annual self-evaluations from Williams & Jensen PLLC (federal legislative advocate) and MKP Government Relations (state legislative advocate).

Reviewed and Approved:



Steven P. Rice, Chief Counsel

Attachments

Williams & Jensen PLLC Self-Evaluation
MKP Government Relations Self-Evaluation

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice

WILLIAMS & JENSEN, PLLC

ATTORNEYS AT LAW

1201 PENNSYLVANIA AVENUE, NW
SUITE 800
WASHINGTON, DC 20004

OFFICE (202) 659-8201
FAX (202) 659-5249

Williams & Jensen PLLC Doucet Consulting Solutions

Self-Evaluation 2023

The Contract for Federal Legislative Advocacy Services requires Consultants (Williams & Jensen PLLC and Doucet Consulting Solutions) to provide LACERA's Board of Retirement with an annual self-evaluation of its performance on matters related to the Contract's Statement of Work.

Pursuant to this requirement, Tony Roda (Williams & Jensen PLLC) and Shane Doucet (Doucet Consulting Solutions) submit this self-evaluation of their performance in calendar year 2023 for the Board's review. Doucet Consulting Solutions affirms that, while presented on the letterhead of Williams & Jensen PLLC, this constitutes its self-evaluation as well.

Consultants provided LACERA during 2023 with the following services:

- Weekly written reports related to key federal legislative and regulatory matters related retirement and health care issues relevant to state and local governmental retirement plans.
- Immediate notification of significant developments related to these matters, such as the introduction of new legislation or regulatory action.
- Consultants have tracked the inception, passage, enactment, and regulatory rule making related to Medicare drug pricing provisions contained in the Inflation Reduction Act. Consultants have provided timely notification and updates on Medicare policies that include open enrollment information and costs associated with Medicare Part A, Part B and Part D premiums.
- Consultants monitor trends and legislation relevant to LACERA's retirement plans and retiree health care program, and report to LACERA on significant developments.
- Regular zoom calls with LACERA staff to discuss in more detail the matters described above.
- Specific research on the legislative history of participant compensation limits under Section 401(a)(17) of the federal tax code.
- Presentations to the Board of Retirement, when requested.

- Arranged and attended with LACERA's trustees and staff in-person meetings in Washington, D.C. with Congressional staff and Members of Congress regarding LACERA's legislative priorities.
- Drafted talking points for use by LACERA's trustees and staff in those meetings.
- Contacted each office of the California Congressional Delegation regarding the positions taken by LACERA regarding the Social Security penalties known as the Windfall Elimination Provision and the Government Pension Offset.
- Closely monitored and kept LACERA staff up to date on all regulatory guidance from the Treasury Department and the IRS related to the recently enacted SECURE Act 2.0, e.g., the two-year delay in the effective date of the Roth requirement for catch up contributions made by certain plan participants.
- Consultants worked closely and are in regular contact with the key trade associations, labor unions, think tanks, and other stakeholders on all of the above matters.
- Consultants maintain visibility in Washington with key Members of the California Delegation, particularly with those serving on the House Ways and Means Committee, which has jurisdiction over the federal tax code's qualification rules for public pension plans. In addition, consultants maintain regular contact with pension and health care staff of the major committees of jurisdiction – House Ways and Means, Senate Finance, House Education and Workforce, Senate Health, Education, Labor, and Pensions, and House Energy and Commerce – to maintain LACERA's presence in Congress.

In each of the areas described above, Consultants believe that they have exceeded expectations and provide LACERA with an excellent overall work product.

January 2024

To: LACERA Board of Retirement
From: Naomi Padron,
McHugh Koepke Padron (MKP) Government Relations
Re: MKP Government Relations 2023 Self-Evaluation

To Whom It May Concern,

Per the contract that began on May 1, 2023, between McHugh Koepke Padron Government Relations (“MKP”) and the Los Angeles County Employees Retirement Association (“LACERA”), MKP is required to conduct an annual self-evaluation of their performance with respect to its services for the prior year to the Board of Retirement (“Board”). In line with this contractual requirement and our commitment to continuous improvement, MKP is providing this memo detailing services offered, as well as work completed, on behalf of LACERA between May 1, 2023, and December 31, 2023.

Legislation Sponsored by LACERA.

LACERA did not directly sponsor any state legislation during the 2023 legislative year. Should LACERA decide to sponsor legislation in the future, MKP is prepared to secure an author and work to move the bill through the legislative process.

Rating: N/A

Monitor, advocate, and advise on legislation and regulations.

MKP worked diligently to identify bills of interest, provided updates as significant changes occurred, and maintained regular contact with staff throughout the legislative year. This included reviewing newly introduced and amended legislation daily. MKP also sent author factsheets, committee analysis, as well as a weekly bill list with updated information regarding the status of each measure to staff. MKP further attended monthly meetings with staff with the SACRS Legislative Committee to monitor and advise on legislation. In sum, MKP tracked dozens of bills on behalf of LACERA during the 2023 legislative session.

As an example, MKP monitored SB 885 (Committee on Labor, Public Employment and Retirement). This was the annual committee omnibus bill that contains various cleanup provisions for CalSTRS, CalPERS, and CERL systems. MKP reported that 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. The Governor signed this bill into law. Additionally, MKP tracked AB 1020 (Grayson) related to CERL Disability Presumptions. This bill established several new disability retirement presumptions for various injuries and illnesses in the CERL, similar to provisions that

exist in the Labor Code. The bill was sponsored by the California Professional Firefighters. MKP reported that the author and sponsor agreed to technical clarifications proposed by SACRS that were amended into the bill in June. The Governor signed this bill into law.

While not exhaustive, MKP generally monitored and advised LACERA staff on legislative matters pertaining to the following issues:

- The County Employees Retirement Law of 1937 (CERL)
- Workers' Compensation
- Disability Retirement
- Public Investment
- Public Employment
- Public Records Act
- Local Government Website and Email Address Requirements
- Public Employees' Pension Reform Act of 2013 (PEPRA) Reform
- Public Pension Service Retirement Benefits
- The Ralph M. Brown Act
- California State Budget
- The California State Teachers' Retirement System (CalSTRS)
- The California Public Employees' Retirement System (CalPERS)

Rating: Exceeds expectations

Advise and assist in developing coalitions necessary to support or oppose legislation

MKP attends the monthly State Association of County Retirement System (SACRS) Legislative Committee meetings with staff and works with the SACRS legislative advocates as necessary in supporting or opposing legislation that relates to the interests of LACERA. Additionally, MKP prides itself on having established an active and credible presence for LACERA on statewide issues with legislators, regulators, and other relevant stakeholders.

Rating: Exceeds expectations

Advise and assist with meetings with legislators and staff.

Given the time constraints, LACERA did not conduct a Sacramento Visit in 2023. However, MKP has recommended an in-person visit for staff and interested trustees in 2024. Further, MKP is willing and able to schedule meetings virtually or in person, as needed. Additionally, MKP maintains consistent contact with lawmakers, committee staff in both houses, as well as key legislative staffers. This regular communication not only maintains LACERA's presence but also allows MKP to monitor important trends and be informed on relevant legislation.

Rating: Meets expectations.

Attend board meetings at least quarterly.

Before the start of the contract, MKP attended the Board of Retirement meeting on January 4, 2023, to provide an update on state legislative matters, including a recap of the November 2022 election, new Legislative Leadership and Committee Chairs, key dates, and the state budget.

MKP also attended the Board of Retirement meeting on November 1, 2023, and offered an update on bills of interest, key deadlines, changes to Legislative Leadership and Committee Chairs, the State Budget, a preview of the 2024 March Primary Election, and the legislative year ahead.

Staff has not requested that MKP attend Board or Committee meetings quarterly.

Rating: Meets expectations

Conclusion

For 2024, MKP will work with staff to monitor developments and priorities of the Governor and California Legislature on retirement benefits and other issues of interest to LACERA.

Also, there is likely to be a SACRS-sponsored measure introduced – that will include proposals submitted by LACERA regarding the use of prepaid accounts and post-retirement employment compliance – which MKP will work with staff to support and advance through the legislative process.

Additionally, as noted above, MKP has proposed that LACERA staff and interested trustees conduct a visit with members of the Los Angeles delegation members as well as retirement policy committee chairs and members in 2024. This will continue to maintain LACERA’s presence and visibility among legislators and staff. The outreach will be an opportunity for LACERA to provide education and information about LACERA’s history, organization, and operations. Moreover, the visit is an opportunity to advocate for the SACRS-sponsored bill.

Finally, MKP will work with the staff to ascertain further opportunities to maintain LACERA’s visibility with legislators.

We welcome any feedback or guidance you may have based on this self-evaluation. As you know, MKP will fully customize our approach and the services we provide to meet LACERA’s needs in the most effective and efficient manner to ensure solid results.

WILLIAMS & JENSEN, PLLC

ATTORNEYS AT LAW

1201 PENNSYLVANIA AVENUE, NW
SUITE 800
WASHINGTON, DC 20004

OFFICE (202) 659-8201
FAX (202) 659-5249

Williams & Jensen PLLC Doucet Consulting Solutions

Self-Evaluation 2023

The Contract for Federal Legislative Advocacy Services requires Consultants (Williams & Jensen PLLC and Doucet Consulting Solutions) to provide LACERA's Board of Retirement with an annual self-evaluation of its performance on matters related to the Contract's Statement of Work.

Pursuant to this requirement, Tony Roda (Williams & Jensen PLLC) and Shane Doucet (Doucet Consulting Solutions) submit this self-evaluation of their performance in calendar year 2023 for the Board's review. Doucet Consulting Solutions affirms that, while presented on the letterhead of Williams & Jensen PLLC, this constitutes its self-evaluation as well.

Consultants provided LACERA during 2023 with the following services:

- Weekly written reports related to key federal legislative and regulatory matters related retirement and health care issues relevant to state and local governmental retirement plans.
- Immediate notification of significant developments related to these matters, such as the introduction of new legislation or regulatory action.
- Consultants have tracked the inception, passage, enactment, and regulatory rule making related to Medicare drug pricing provisions contained in the Inflation Reduction Act. Consultants have provided timely notification and updates on Medicare policies that include open enrollment information and costs associated with Medicare Part A, Part B and Part D premiums.
- Consultants monitor trends and legislation relevant to LACERA's retirement plans and retiree health care program, and report to LACERA on significant developments.
- Regular zoom calls with LACERA staff to discuss in more detail the matters described above.
- Specific research on the legislative history of participant compensation limits under Section 401(a)(17) of the federal tax code.
- Presentations to the Board of Retirement, when requested.

- Arranged and attended with LACERA's trustees and staff in-person meetings in Washington, D.C. with Congressional staff and Members of Congress regarding LACERA's legislative priorities.
- Drafted talking points for use by LACERA's trustees and staff in those meetings.
- Contacted each office of the California Congressional Delegation regarding the positions taken by LACERA regarding the Social Security penalties known as the Windfall Elimination Provision and the Government Pension Offset.
- Closely monitored and kept LACERA staff up to date on all regulatory guidance from the Treasury Department and the IRS related to the recently enacted SECURE Act 2.0, e.g., the two-year delay in the effective date of the Roth requirement for catch up contributions made by certain plan participants.
- Consultants worked closely and are in regular contact with the key trade associations, labor unions, think tanks, and other stakeholders on all of the above matters.
- Consultants maintain visibility in Washington with key Members of the California Delegation, particularly with those serving on the House Ways and Means Committee, which has jurisdiction over the federal tax code's qualification rules for public pension plans. In addition, consultants maintain regular contact with pension and health care staff of the major committees of jurisdiction – House Ways and Means, Senate Finance, House Education and Workforce, Senate Health, Education, Labor, and Pensions, and House Energy and Commerce – to maintain LACERA's presence in Congress.

In each of the areas described above, Consultants believe that they have exceeded expectations and provide LACERA with an excellent overall work product.

January 2024

To: LACERA Board of Retirement
From: Naomi Padron,
McHugh Koepke Padron (MKP) Government Relations
Re: MKP Government Relations 2023 Self-Evaluation

To Whom It May Concern,

Per the contract that began on May 1, 2023, between McHugh Koepke Padron Government Relations (“MKP”) and the Los Angeles County Employees Retirement Association (“LACERA”), MKP is required to conduct an annual self-evaluation of their performance with respect to its services for the prior year to the Board of Retirement (“Board”). In line with this contractual requirement and our commitment to continuous improvement, MKP is providing this memo detailing services offered, as well as work completed, on behalf of LACERA between May 1, 2023, and December 31, 2023.

Legislation Sponsored by LACERA.

LACERA did not directly sponsor any state legislation during the 2023 legislative year. Should LACERA decide to sponsor legislation in the future, MKP is prepared to secure an author and work to move the bill through the legislative process.

Rating: N/A

Monitor, advocate, and advise on legislation and regulations.

MKP worked diligently to identify bills of interest, provided updates as significant changes occurred, and maintained regular contact with staff throughout the legislative year. This included reviewing newly introduced and amended legislation daily. MKP also sent author factsheets, committee analysis, as well as a weekly bill list with updated information regarding the status of each measure to staff. MKP further attended monthly meetings with staff with the SACRS Legislative Committee to monitor and advise on legislation. In sum, MKP tracked dozens of bills on behalf of LACERA during the 2023 legislative session.

As an example, MKP monitored SB 885 (Committee on Labor, Public Employment and Retirement). This was the annual committee omnibus bill that contains various cleanup provisions for CalSTRS, CalPERS, and CERL systems. MKP reported that 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. The Governor signed this bill into law. Additionally, MKP tracked AB 1020 (Grayson) related to CERL Disability Presumptions. This bill established several new disability retirement presumptions for various injuries and illnesses in the CERL, similar to provisions that

exist in the Labor Code. The bill was sponsored by the California Professional Firefighters. MKP reported that the author and sponsor agreed to technical clarifications proposed by SACRS that were amended into the bill in June. The Governor signed this bill into law.

While not exhaustive, MKP generally monitored and advised LACERA staff on legislative matters pertaining to the following issues:

- The County Employees Retirement Law of 1937 (CERL)
- Workers' Compensation
- Disability Retirement
- Public Investment
- Public Employment
- Public Records Act
- Local Government Website and Email Address Requirements
- Public Employees' Pension Reform Act of 2013 (PEPRA) Reform
- Public Pension Service Retirement Benefits
- The Ralph M. Brown Act
- California State Budget
- The California State Teachers' Retirement System (CalSTRS)
- The California Public Employees' Retirement System (CalPERS)

Rating: Exceeds expectations

Advise and assist in developing coalitions necessary to support or oppose legislation

MKP attends the monthly State Association of County Retirement System (SACRS) Legislative Committee meetings with staff and works with the SACRS legislative advocates as necessary in supporting or opposing legislation that relates to the interests of LACERA. Additionally, MKP prides itself on having established an active and credible presence for LACERA on statewide issues with legislators, regulators, and other relevant stakeholders.

Rating: Exceeds expectations

Advise and assist with meetings with legislators and staff.

Given the time constraints, LACERA did not conduct a Sacramento Visit in 2023. However, MKP has recommended an in-person visit for staff and interested trustees in 2024. Further, MKP is willing and able to schedule meetings virtually or in person, as needed. Additionally, MKP maintains consistent contact with lawmakers, committee staff in both houses, as well as key legislative staffers. This regular communication not only maintains LACERA's presence but also allows MKP to monitor important trends and be informed on relevant legislation.

Rating: Meets expectations.

Attend board meetings at least quarterly.

Before the start of the contract, MKP attended the Board of Retirement meeting on January 4, 2023, to provide an update on state legislative matters, including a recap of the November 2022 election, new Legislative Leadership and Committee Chairs, key dates, and the state budget.

MKP also attended the Board of Retirement meeting on November 1, 2023, and offered an update on bills of interest, key deadlines, changes to Legislative Leadership and Committee Chairs, the State Budget, a preview of the 2024 March Primary Election, and the legislative year ahead.

Staff has not requested that MKP attend Board or Committee meetings quarterly.

Rating: Meets expectations

Conclusion

For 2024, MKP will work with staff to monitor developments and priorities of the Governor and California Legislature on retirement benefits and other issues of interest to LACERA.

Also, there is likely to be a SACRS-sponsored measure introduced – that will include proposals submitted by LACERA regarding the use of prepaid accounts and post-retirement employment compliance – which MKP will work with staff to support and advance through the legislative process.

Additionally, as noted above, MKP has proposed that LACERA staff and interested trustees conduct a visit with members of the Los Angeles delegation members as well as retirement policy committee chairs and members in 2024. This will continue to maintain LACERA’s presence and visibility among legislators and staff. The outreach will be an opportunity for LACERA to provide education and information about LACERA’s history, organization, and operations. Moreover, the visit is an opportunity to advocate for the SACRS-sponsored bill.

Finally, MKP will work with the staff to ascertain further opportunities to maintain LACERA’s visibility with legislators.

We welcome any feedback or guidance you may have based on this self-evaluation. As you know, MKP will fully customize our approach and the services we provide to meet LACERA’s needs in the most effective and efficient manner to ensure solid results.

December 26, 2023

TO: Each Trustee
Board of Investments

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

FOR: January 10, 2024 Board of Investments Meeting

SUBJECT: **Board of Investments Board Officers: 2024 Calendar Year**

RECOMMENDATION

That the Board of Investments ratify its slate of board officers who will serve their term in the 2024 calendar year under the Board's Board Officer Rotation Policy: Patrick Jones as Chair, Keith Knox as Vice Chair, and Herman Santos as Secretary.

LEGAL AUTHORITY

The Board of Investments (BOI) Regulations provide that each January the BOI shall elect from its members a Chair, Vice Chair, and Secretary to serve for a term of one year or until his or her successor is duly elected and qualified.

The [BOI Board Officer Rotation Policy](#) provides that the process of selecting board officers will be a seniority-based system. At the first regular meeting in January, the BOI shall hold a vote to ratify the slate of board officers determined by the Executive Board Assistant.

DISCUSSION

The BOI Board Officer Rotation Policy provides that with reasonable and sufficient time before the first regular meeting in January, the Executive Board Assistant shall verify the seniority of each trustee on the seniority list for each board officer position who would be in office during the calendar year commencing in January and ascertain in order of seniority which trustee opts to serve as a board officer for the upcoming year.

According to the Executive Board Assistant, the following trustees opted to serve as BOI Chair, Vice Chair, and Secretary for the 2024 calendar year.

Chair: Patrick Jones
Vice Chair: Keith Knox
Secretary: Herman Santos

IT IS THEREFORE RECOMMENDED THAT THE BOARD ratify its slate of board officers who will serve their term in the 2024 calendar year.

Board Officers: 2024 Calendar Year
Board of Retirement
December 26, 2023
Page 2

cc: Board of Retirement
Steven P. Rice

Luis Lugo
Jon Grabel

JJ Popowich

Laura Guglielmo

**FOR INFORMATION ONLY**

January 19, 2024

TO: Each Trustee
Board of RetirementFROM: Jean Kim 
Senior Staff CounselElaine K. Salon 
Staff Counsel

DATE: Board of Retirement Meeting of February 7, 2024

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 three existing pay items for which determinations have previously been made by the Board. These pay items have been slightly changed to extend eligibility to additional employment titles or classifications.

ITEMS OF COMPENSATION

The Board of Retirement is charged with determining which items of compensation qualify as pensionable earnings includable in a 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 a member's final compensation when calculating a retirement benefit.

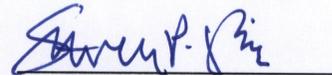
The Board has already made determinations regarding the inclusion of the attached three items of compensation in the definition of compensation earnable and pensionable compensation. However, as these pay items have been modified, staff reviewed the revised items to ensure that the prior determinations are still applicable. Our review of these revised pay items is attached. For your convenience, the revisions to the pay items have been bolded.

Trustees – Board of Retirement
January 19, 2024
Re: Comp Earn Pen Comp
Page 2

Specifically, these three pay items have been modified to extend eligibility to additional employment titles or classifications. Nothing has changed in the character of these existing pay items. The initial analysis regarding these pay items remains relevant.

As these pay items already exist and have been reviewed by the Board, no additional determination is necessary. We provided the attachment so that the Board can be assured that all items are independently reviewed.

Reviewed and Approved

A handwritten signature in blue ink, appearing to read "Steven P. Rice", is written over a light blue rectangular background.

Steven P. Rice
Chief Counsel

EKS/et
Attachment

Salon/BOR FIO Memo/1.19.24

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		
399	DETECTIVE DIVISION	<p>This pay event is being revised to extend eligibility to Canine Handlers in Bargaining Unit 611 who are assigned to the Detective Division.</p> <p>Canine Handlers assigned to the Detective Division are eligible to receive additional skill pay of 3.0%.</p>
457	PATROL STATION RETENTION BONUS	<p>This pay event is being revised to extend eligibility to Canine Handlers in Bargaining Unit 611 who are assigned to a patrol station that receives the Patrol Station Retention Bonus. The bonus rate is eight (8) standard salary levels.</p>
EXCLUDED under Sections 31461 and 7522.34		
531CC	STANDBY CRITICAL CARE	<p>This pay event is being revised to extend eligibility to four (4) additional classifications. The additional pay is \$5.00 per hour effective October 1, 2023 when assigned to critical care standby. Critical care standby is defined as an assignment requiring one of the classifications below to remain available to immediately report back to work in the event they are called in to provide critical medical services.</p> <p>Eligibility Criteria:</p> <ul style="list-style-type: none"> • Permanent assignment to a DHS 24-hour facility (LAC + USC, Harbor UCLA, Rancho Los Amigos, Olive View Medical Center) and assigned to critical care standby. <p>Eligible Classifications:</p> <ul style="list-style-type: none"> • Radiologic Technologist, Special Procedures (Item No. 5799) • Diagnostic Ultrasound Technologist (Item No. 5794) • Electroencephalography Technician I (Item No. 5560) • Electroencephalography Technician II (Item No. 5561) • Supervising Radiologic Technologist I (Item No. 5804) • Supervising Radiologic Technologist II (Item No. 5810) • Electroencephalograph Technologist Supervisor (Item No. 5562) • Supervising Nuclear Medicine Technologist (Item No. 5812)

Revised Pay Codes

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

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FOR INFORMATION ONLY

January 29, 2024

TO: Each Trustee
Board of RetirementFROM: Tamara Caldwell, Division Manager 
Disability Retirement Services

FOR: February 7, 2024 Board of Retirement Meeting

SUBJECT: **Application Processing Time Snapshot Reports**

The following chart shows the total processing time from receipt of the application to the first Board action for all cases on the February 7, 2024, Disability Retirement Applications Agenda.

Consent & Non-Consent Calendar		
Number of Applications	63	
Average Processing Time (in Months)	15.32	
Revised/Held Over Calendar		
Number of Applications	2	
Processing Time Per Case (in Months)	Case 1 25	Case 2 11

DISABILITY RETIREMENT SERVICES

Application Processing Time

12
Months

65

22%

15.32

Total Cases on Agenda

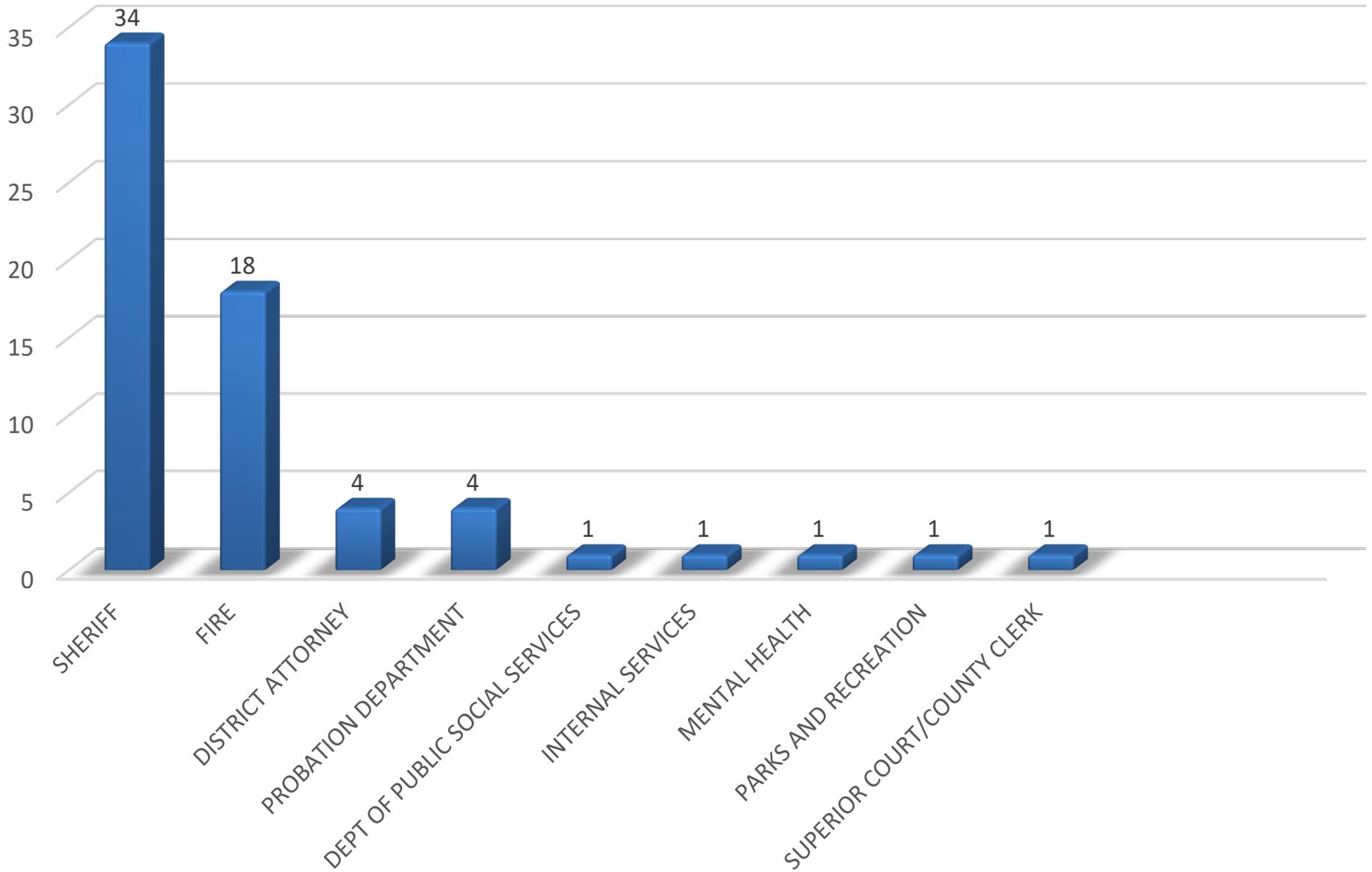
Processed in 12 months or less

Average Processing in months
(first time to Board)



DISABILITY RETIREMENT SERVICES

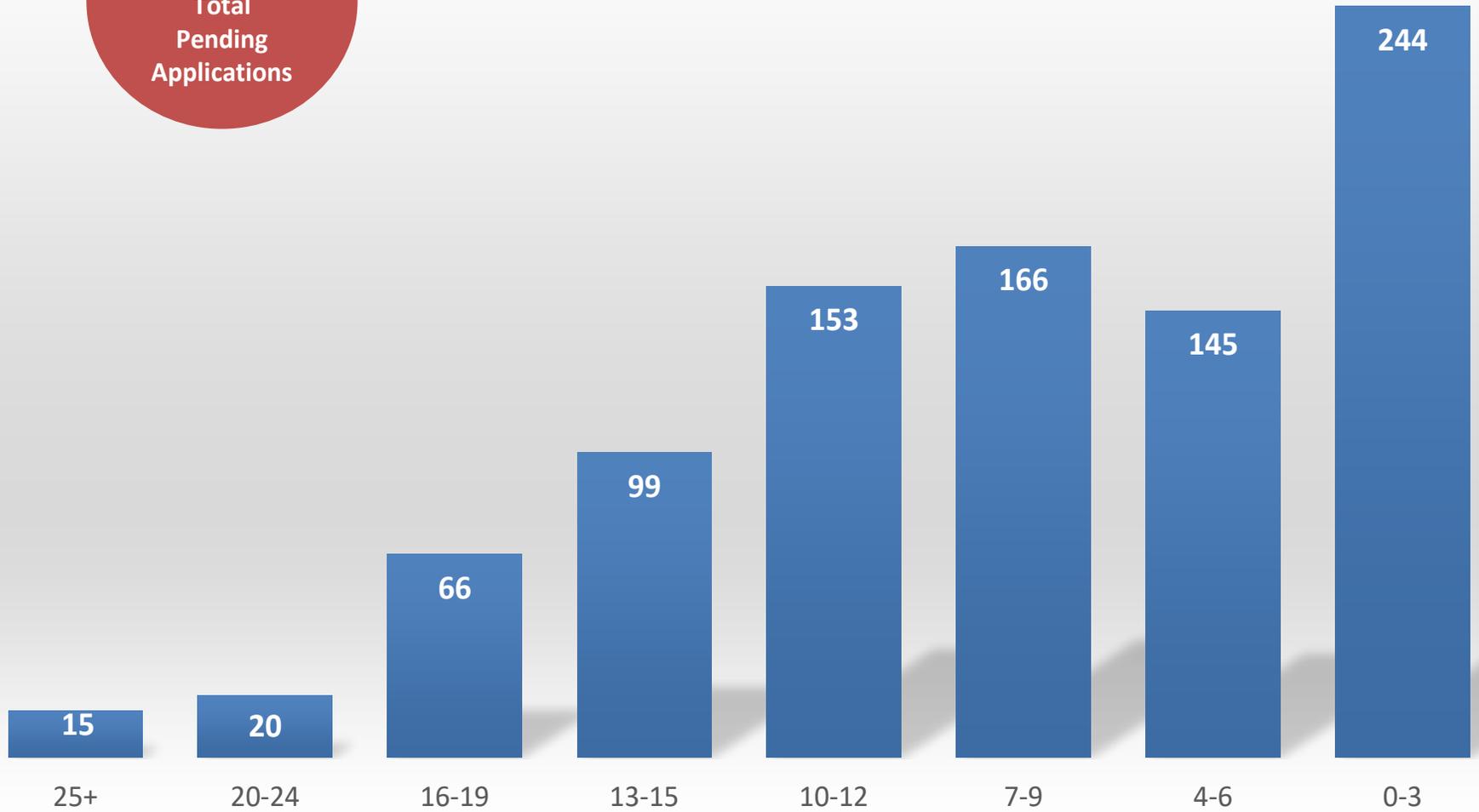
Total Applications by Department on February 7, 2024 Agenda



DISABILITY RETIREMENT SERVICES

Pending Applications/Months

908
Total
Pending
Applications



As of January 30, 2024

*Cases on the February 7, 2024 agenda are not included

Disability Retirement Services

Applications by Department

Department Name	# of Applications	% of Inventory
SHERIFF	431	47.47%
L A COUNTY FIRE DEPT	150	16.52%
PROBATION DEPARTMENT	104	11.45%
DEPT OF PUBLIC SOCIAL SERVICES	31	3.41%
CHILDREN & FAMILY SERVICES	29	3.19%
NORTHEAST CLUSTER (LAC+USC)	18	1.98%
PUBLIC HEALTH PROGRAM	17	1.87%
DISTRICT ATTORNEY	16	1.76%
MENTAL HEALTH	14	1.54%
SUPERIOR COURT/COUNTY CLERK	13	1.43%
PUBLIC WORKS	9	0.99%
CORRECTIONAL HEALTH	8	0.88%
COASTAL CLUSTER-HARBOR/UCLA MC	7	0.77%
HEALTH SERVICES ADMINISTRATION	7	0.77%
INTERNAL SERVICES	7	0.77%
PUBLIC DEFENDER	7	0.77%
SFV CLUSTER-OLIVE VIEW/UCLA MC	6	0.66%
PARKS AND RECREATION	5	0.55%
AMBULATORY CARE NETWORK	4	0.44%
RANCHO LOS AMIGOS HOSPITAL	4	0.44%
ANIMAL CONTROL	3	0.33%
ASSESSOR	3	0.33%
COUNTY COUNSEL	3	0.33%
ALTERNATE PUBLIC DEFENDER	1	0.11%
ARTS AND CULTURE	1	0.11%
AUDITOR - CONTROLLER	1	0.11%
CHIEF EXECUTIVE OFFICE	1	0.11%
CHILD SUPPORT SERVICES	1	0.11%
COMMUNITY HEALTH PROGRAMS	1	0.11%
DEPARTMENT OF HUMAN RESOURCES	1	0.11%
MEDICAL EXAMINER-CORONER	1	0.11%
PUBLIC LIBRARY	1	0.11%
REGIONAL PLANNING	1	0.11%
REG-RECORDER/COUNTY CLERK	1	0.11%
TREASURER AND TAX COLLECTOR	1	0.11%
Grand Total	908	100.00%

**FOR INFORMATION ONLY**

January 24, 2024

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger *TG*
Interim Chief Financial Officer

FOR: February 7, 2024 Board of Retirement Meeting
February 14, 2024 Board of Investments Meeting

SUBJECT : MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – DECEMBER 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 December 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/gj

Attachments

c: L. Lugo
J. Popowich
L. Guglielmo
J. Grabel
S. Rice
R. Contreras

TRUSTEE TRAVEL AND EDUCATION REPORT
FOR FISCAL YEAR 2023 - 2024
DECEMBER 2023

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Alan Bernstein			
A	1 Edu - PREA's 33rd Annual Institutional Investor Conference - Boston MA	10/18/2023 - 10/20/2023	Attended
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			
A	1 Edu - Prosper Africa U.S. Institutional Investors Delegation Trip & GEBF Thought Leadership Conference - Johannesburg and Cape Town South Africa	09/30/2023 - 10/06/2023	Attended
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
	- Admin - TLF Trustee Peer Coaching Program - Boston MA	10/26/2023 - 10/27/2023	Attended
	- Admin - CALAPRS Intermediate Course in Retirement Plan Administration - Burbank CA	11/01/2023 - 11/03/2023	Attended
	- Edu - SACRS 2023 Fall Conference - Rancho Mirage CA	11/07/2023 - 11/10/2023	Attended
	- Admin - NASP New York Symposium - New York City NY	11/14/2023 - 11/15/2023	Attended
David Green			
A	1 Edu - 2023 SuperInvestor International - Zürich Switzerland	11/14/2023 - 11/17/2023	Attended
Jason Green			
A	1 Edu - 2023 SuperInvestor International - Zürich Switzerland	11/14/2023 - 11/17/2023	Attended
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
Onyx Jones			
X	- Edu - NCPERS 2023 Fall Conference - Las Vegas NV	10/21/2023 - 10/25/2023	Canceled
Patrick Jones			
A	1 Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL	09/19/2023 - 09/20/2023	Attended
	2 Edu - NCPERS 2023 Fall Conference - Las Vegas NV	10/21/2023 - 10/25/2023	Attended
B	- Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	Attended
	- Edu - SACRS 2023 Fall Conference - Rancho Mirage CA	11/07/2023 - 11/10/2023	Attended
Keith Knox			
A	1 Edu - 2023 PPI Executive Seminar and Asia Roundtable - Tokyo Japan	10/22/2023 - 10/27/2023	Attended
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

**TRUSTEE TRAVEL AND EDUCATION REPORT
FOR FISCAL YEAR 2023 - 2024
DECEMBER 2023**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Gina Sanchez			
A	1 Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL	09/19/2023 - 09/20/2023	Attended
	2 Edu - Midwest and West Coast Investor Insight Summit - Chicago IL	10/05/2023 - 10/06/2023	Attended
	3 Edu - 2023 LAVCA Week Conference - New York City NY	10/10/2023 - 10/13/2023	Attended
	4 Edu - 2023 PPI Executive Seminar and Asia Roundtable - Tokyo Japan	10/22/2023 - 10/27/2023	Attended
B	- Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	Attended
	- Edu - SACRS 2023 Fall Conference - Rancho Mirage CA	11/07/2023 - 11/10/2023	Attended
Herman Santos			
A	1 Edu - 2023 LAVCA Week Conference - New York City NY	10/10/2023 - 10/13/2023	Attended
	2 Edu - 2023 PPI Executive Seminar and Asia Roundtable - Tokyo Japan	10/22/2023 - 10/27/2023	Attended
B	- Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
	- Edu - SACRS 2023 Fall Conference - Rancho Mirage CA	11/07/2023 - 11/10/2023	Attended

Category Legend:

A - Pre-Approved/Board Approved Educational Conferences

B - 1) Board Approved Administrative Meetings and 2) Pre-Approved Educational Conferences in CA where total cost is no more than \$3,000 provided that a Trustee may not incur over \$15,000 for all expenses of attending all such Educational Conferences and Administrative Meetings in a fiscal year 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.

**FOR INFORMATION ONLY**

January 16, 2024

TO: Each Trustee
Board of Retirement

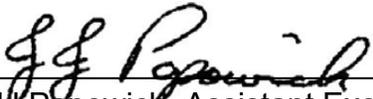
FROM: Tamara Caldwell, Manager 
Disability Retirement Services Division

FOR: February 7, 2024 Board of Retirement Meeting

SUBJECT: **2024 Quarterly Reports of Paid Invoices**
4th Quarter – October 1, 2023 to December 31, 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