

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, please visit the above link and complete the request form.

Attention: If you have any questions, you may email PublicComment@lacera.com.

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

AGENDA

A REGULAR MEETING OF THE BOARD OF RETIREMENT

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

9:00 A.M., WEDNESDAY, FEBRUARY 5, 2025*

This meeting will be conducted in person and by emergency teleconference under California Government Code Section 54953(e) based on the Board of Retirement's action at its meeting on January 15, 2025.

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. ELECTIONS OF COMMITTEE MEMBERS
Election of Trustees to Joint Organizational Governance Committee (1 Trustee) and Audit, Compliance, Risk, and Ethics Committee (3 Trustees)
- IV. APPROVAL OF THE MINUTES
 - A. Approval of the Minutes of the Regular Meeting of January 15, 2025
- 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](#).)

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.

V. PUBLIC COMMENT (Continued)

If you select written comment, please input your written public comment within the form 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 January 28, 2025, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated January 28, 2025)

B. **Pensionability Analysis Under CERL and PEPRA for New Pay Item**

Recommendation as submitted by Jean J. Kim, Senior Staff Counsel and Zack Meth, Staff Counsel: That the Board: 1) Approve the recommendations set forth above as to the pay item; and 2) Instruct staff to coordinate with the Auditor-Controller to establish necessary reporting mechanism and procedures to permit LACERA to implement such determinations when calculating final compensation for legacy and PEPRA members. (Memo dated January 13, 2025)

C. **Service Provider Invoice Approval Request – Referee Duane Bennett**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Referee Duane Bennett.

VIII. CONSENT ITEMS (Continued)

(Memo dated January 8, 2025 – Attachment is Non-Public and Exempt from Disclosure as Private Information and Exempt from Disclosure under California Government Code Sections 7927.700, 54957.56(a)

IX. EXCLUDED FROM CONSENT ITEMS

X. NON-CONSENT ITEMS

A. **Cost-of-Living Adjustment Effective April 1, 2025**

Recommendation as submitted by Ted Granger, Chief Financial Officer: That the Board, for the year ended December 2024, determine the Consumer Price Index changed by 3.4% (or when rounded to the nearest one-half of 1.0% as the COLA benefit rules require: the LACERA 2025 COLA Award is 3.5%), 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, 2025 in accordance with applicable California Government Code Sections. (Presentation) (Memo dated January 24, 2025)

B. **Approval – Revision of Contract Costs for Global Relay**

Recommendation as submitted by Chait Errande, Chief Information Security Officer: That the Board 1) Approve the monthly costs of Global Relay from \$10,240.00 to \$11,890.00 and the set-up charge is revised from \$8,480.00 to \$8,975.00; and 2) The revised total five-year (60 months) expenditure is increased from \$622,880.00 to \$722,375.00, which is \$99,495.00 over the initial contract amount. Despite the increase, the cost remains lower than that of the other finalist. (Memo dated January 20, 2025)

XI. REPORTS

A. **LACERA 2025 Election of Seventh and Alternate Seventh Members Review and Update of the Statement of Powers and Duties of Board of Retirement Trustees**

Steven P. Rice, Chief Counsel
(Presentation) (Memo dated January 30, 2025)

XI. REPORTS (Continued)

B. **State Legislative Advocate: Self-Evaluation**

Barry W. Lew, Legislative Affairs Officer

(For Information Only) (Memo dated January 21, 2025)

C. **Report of Revised Pay Items – MOU Lump Sum Bonus
(Item No. 572)**

Jean J. Kim, Senior Staff Counsel

Zack Meth, Staff Counsel

(For Information Only) (Memo dated January 28, 2025)

D. **Report of Revised Pay Item**

Jean J. Kim, Senior Staff Counsel

Zack Meth, Staff Counsel

(For Information Only) (Memo dated January 28, 2025)

E. **Monthly Trustee Travel & Education Report – December 2024**

Ted Granger, Chief Financial Officer

(For Information Only) (Memo dated January 23, 2025)

F. **2025 Quarterly Reports of Paid Invoices – 2nd Quarter**

Tamara Caldwell, Division Manager, Disability Retirement Services

(For Information Only) (Memo dated January 16, 2025 – Attachment is Non-Public and Exempt from Disclosure as Private Information and Exempt from Disclosure under California Government Code Sections 7927.700, 54957.56(a))

G. **January 2025 Fiduciary Counsel Contact and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated January 27, 2025)

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

XII. ITEMS FOR STAFF REVIEW

(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. **Disability Retirement Application of Bradley W. Mack**

Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Legal Services Division: That the Board reopen Bradley W. Mack's disability-retirement application under Government Code section 31541(b), the errors or omissions statute, to allow him an opportunity to rescind his application.

(Memo dated January 23, 2025)

XVI. EXECUTIVE SESSION

A. **Potential Threats to Public Services or Facilities**

(Pursuant to Subdivision (a) of California Government Code Section 54957)

Consultation with: LACERA Chief Executive Officer Santos H. Kreimann, Deputy Chief Executive Officer Luis Lugo, Assistant Executive Officers JJ Popowich and Laura Guglielmo, Chief, Information Technology Kathy Delino, Information Security Officer Chaitanya Errande, and Other LACERA Staff.

XVII. ADJOURNMENT

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

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

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

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

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

9:00 A.M., WEDNESDAY, JANUARY 15, 2025

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

TRUSTEES PRESENT:

Les Robbins, Chair (In-Person)

Ronald Okum, Vice Chair (Joined the meeting at 10:48 a.m.)
(In Person)

Shawn R. Kehoe, Secretary (Alternate Safety) (In-Person)

Nancy Durazo (By Teleconference)

Jason E. Green (By Teleconference)

JP Harris (Alternate Retired) (In-Person)

Aleen Langton (By Teleconference)

Wayne Moore (By Teleconference)

David Ryu (By Teleconference)

Vacant Seat

TRUSTEES ABSENT:

Elizabeth Ginsberg

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Office

Luis A. Lugo, Deputy Chief Executive Officer

JJ Popowich, Assistant Executive Officer

STAFF ADVISORS AND PARTICIPANTS (Continued)

Laura Guglielmo, Assistant Executive Officer (By Teleconference)

Jude Perez, Deputy Chief Investment Officer

Steven P. Rice, Chief Counsel

Dr. Glenn Ehresmann, Medical Advisor (By Teleconference)

Francis J. Boyd, Senior Staff Counsel

Allison Barrett, Senior Staff Counsel

Jean Kim, Senior Staff Counsel (By Teleconference)

Vincent Lim, Disability Litigation Manager (By Teleconference)

Ted Granger, Chief Financial Officer (By Teleconference)

Barry W. Lew, Legislative Affairs Officer (By Teleconference)

Ricki Contreras, Administrative Services Manager
(By Teleconference)

Kathy Delino, Chief Information Technology (By Teleconference)

Carly Ntoya, Human Resources Director (By Teleconference)

Tamara Caldwell, Disability Retirement Manager (By Teleconference)

Nick Collier, Milliman (By Teleconference)

Zachary Wertheimer, Buchalter (By Teleconference)

Ashley Dunning, Nossaman (By Teleconference)

Naomi Padron, MKP Government Relations (By Teleconference)

I. CALL TO ORDER

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

Trustee Kehoe made a motion, Trustee Harris seconded, that, due to the Governor's Proclamations of a State of Emergency in Los Angeles County, the Board find there is imminent risk to the health and safety of attendees if the meeting if Board and Committee meetings were to proceed in person due to LACERA's proximity to the Eaton Fire and Pasadena's Red Flag warnings currently in effect, that the determination is valid for up to 45 days before it needs to be renewed, and that meetings will be held as emergency teleconference meetings under California Government Code Section 54953(e) of the Brown Act. The motion passed by the following roll call vote:

Yes: Durazo, Green, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

II. PLEDGE OF ALLEGIANCE

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

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

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

This meeting was held as an emergency meeting under California Government Code Section 54953(e) of the Brown Act.

IV. RATIFICATION OF OFFICERS

A. **Board of Retirement Board Officers – 2025 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 2025 calendar year under the Board's Board

IV. RATIFICATION OF OFFICERS (Continued)

Officer Rotation Policy: Les Robbins as Chair, Ronald Okum as Vice Chair, and Shawn R. Kehoe as Secretary.
(Memo dated December 18, 2024)

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

Yes: Durazo, Green, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

V. ELECTIONS OF COMMITTEE MEMBERS

Election of Trustees to Joint Organizational Governance Committee (1 Trustee) and Audit, Compliance, Risk, and Ethics Committee (3 Trustees)

This item will be agendized at the next meeting.

VI. APPROVAL OF THE MINUTES

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

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

Yes: Durazo, Green, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

VII. PUBLIC COMMENT

There were no requests from the public to speak.

VIII. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: Veronica Yi-Martinez, Ted Granger, Tatiana Bayer, and Sarah Scott.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Theresa Mitchell.

C. Chief Executive Officer's Report

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

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
536E*	CRUZ, ULYSSES A.
537E	LOVE, ROBERT B.
538E**	CALI, GINA M.
539E	MCCULLOUGH, LEE M.
540E	GENDRON, DANIEL J.
541E	OGANESYAN, ARMOND
542E	BAJANOV, CHRISTOPHER P.
543E	WHITCOMB, BRENDAN M.
544E**	VERLICH, MICHAEL A.
545E	YOST, REGINA M.
546E**	GORDON, JEFFREY A.

*Granted SCD – Employer Cannot Accommodate

**Granted SCD – Retroactive

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
547E	DELGADILLO, PASCUAL
548E	VALENTO, MICHAEL E.
549E	KNAPP, GREGORY R.
550E	CHAN, LARRY G.
551E	SHOEMAKER, DAVID S.
552E	AVOLA, MICHAEL J.
553E	YOUNG, SHAWN J.

The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

Safety Fire, Lifeguards
Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
1900B*	O'DONNELL, TIMOTHY S.
1901B*	DELGADO, PRESTON B.
1902B	HARRIS, LEO W.
1903B*	BUGARIN, DAVID J.
1904B	BUZZERIO, ANTHONY
1905B**	VAN OEFFELEN, JONATHAN E. (DEC'D)
1906B	PONTIOUS, DAVID C.
1907B	KNIGHT, CHARLES, JR.

*Granted SCD – Retroactive

**Granted SCD – Survivor Benefit

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

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

The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

General Members
Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
2858C*	CHEY, ENSAYENNA
2859C*	RODRIGUEZ, MARTIN A.
2860C**	GUTIERREZ, APIRADI
2861C*	BARRERA, GEMA
2862C**	GARCIA, IRMA
2863C	ROYBAL, CYNTHIA L.
2864C*	KUMAR, KRISH I.
2865C	RIVAS, MARCO A.
2866C**	GALEAI, JOSEPH F.
2867C***	VILLASENOR, JOSEPH D.
2868C*	HERNANDEZ, CHRISTOPHER C.
2869C***	CICCO, JUDITH M.
2870C*	MC TILLER, IRA
2871C***	STORY, RONALD P.
2872C***	GUEVARA, EDNA
2873C*	COKER, STUART R.
2874C**	HINESTROSA, JUAN CARLOS

*Granted SCD – Employer Cannot Accommodate

**Granted SCD – Retroactive

***Granted SCD – Retroactive Employer Cannot Accommodate

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members (Continued)
Service-Connected Disability Applications

The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

General Members
Nonservice-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
4509	WENG, LI-CHUN

The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

X. CONSENT ITEMS

Trustee Harris made a motion, Trustee Kehoe seconded, to approve consent items A-C.

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

Recommendation that the Board approve the service retirements and survivor benefit applications received as December 31, 2024, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated December 31, 2024)

X. CONSENT ITEMS (Continued)

B. **Appeal(s) for the Board of Retirement's Meeting**

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 Lisa Washington (Survivor) regarding William H. Attmore II (Dec'd), Donna M. Anderson, and Demicha L. Lofton-Thomas and direct the Disability Retirement Services Manager to refer each case to a referee. (Memo dated December 24, 2024)

C. **Service Provider Invoice Approval Request - Winet Patrick Gayer Creighton & Hanes**

Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Legal Services: That the Board approve the service provider invoice for Winet Patrick Gayer Creighton & Hanes. (Memo dated December 17, 2024 - Attachment is Non-Public and Exempt from Disclosure as Private Information and Exempt from Disclosure under California Government Code Sections 7927.700, 54957.56(a))

The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

XI. EXCLUDED FROM CONSENT ITEMS

There were no items pulled for discussion.

XII. NON-CONSENT ITEMS

A. **Calculating Final Compensation of PEPRA Members**

Recommendation as submitted by Jean Kim, Senior Staff Counsel: That the Board 1) Adopt the new interpretation of the FAC rules for PEPRA members retroactively and prospectively; 2) Approve staff to determine and pay, with interest, any additional benefits owed to PEPRA members for whom LACERA has already begun payment of retirement benefits, retroactively to the member's retirement date; and 3) Direct staff to return with a plan of implementation (including

XII. NON-CONSENT ITEMS (Continued)

changes to operations, training and communication to members) and the final impact report.

(Presentation) (Memo dated December 18, 2024 – Attachments B and C are Non-Public and Exempt from Disclosure as Private Information and Exempt from Disclosure under California Government Code Sections 7927.705, 54957.5(a))

Ms. Kim, Nick Collier from Milliman, Zachary Wertheimer from Buchalter, and Ashley Dunning from Nossaman were present and provided a presentation.

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

Yes: Durazo, Kehoe, Langton, Moore, Robbins, Ryu

Absent: Ginsberg, Okum

XIII. REPORTS

A. **Updating LACERA's Code of Ethical Conduct**

Steven P. Rice, Chief Counsel

Allison E. Barrett, Senior Staff Counsel

Jessica Rivas, Staff Counsel

(Presentation) (Memo dated December 17, 2024)

Jessica Rivas provided a brief presentation and answered questions from the Board.

B. **State Legislative Update**

Barry W. Lew, Legislative Affairs Officer

Naomi Padron, MKP Government Relations

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

Ms. Padron provided a presentation to the Board and answered questions.

XIII. REPORTS (Continued)

C. **Audit, Compliance, Risk, and Ethics (ACRE) Committee Annual Report to the Boards**

Debbie Martin, 2024 ACRE Committee Chair

Richard P. Bendall, Chief Audit Executive

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

This item was received and filed.

D. **Contacting Activity Report – December 2024**

Ricki Contreras, Administrative Services Division Manager

Elsy Gutierrez, Supervising Administrative Assistant II

(For Information Only) (December 19, 2024)

This item was received and filed.

E. **Monthly Trustee Travel & Education Report – November 2024**

Ted Granger, Chief Financial Officer

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

This item was received and filed.

F. **December 2024 Fiduciary Counsel Contact and Billing Report**

Steven P. Rice, Chief Counsel

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

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

This item was received and filed.

XIV. ITEMS FOR STAFF REVIEW

There were no items for staff review.

XV. ITEMS FOR FUTURE AGENDAS

There were no items for staff review.

XVI. GOOD OF THE ORDER
(For Information Purposes Only)

Trustees thanked the Sheriff's and Fire Department for all their help in their efforts in containing the wildfires.

XVII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability
(Trustee Okum joined the meeting at 10:48 a.m.)

APPLICATION NO. & NAME AND BOARD ACTION

5446B - BARDON, JORDAN C.*

Trustee Kehoe made a motion, Trustee Harris seconded, to grant a service-connected disability retirement pursuant to Government Code Section 31720. The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Moore, Okum, Robbins, Ryu

Abstain: Langton

Absent: Ginsberg

5285B - ATKINSON, GENIEVE R.

Trustee Kehoe made a motion, Trustee Harris seconded, to deny a service-connected disability retirement and find a good cause to amend the application to include an earlier effective date.

Trustee Moore made a substitute motion, Trustee Okum seconded, to grant a service-connected disability retirement. The motion failed by the following roll call vote:

Yes: Moore, Okum, Ryu

No: Durazo, Green, Langton, Robbins

Absent: Ginsberg

*Applicant Attorney Present

XVIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

Trustee Green made a substitute motion, Trustee Kehoe seconded, to refer back to staff for additional information. The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Langton, Moore, Okum, Robbins, Ryu

Absent: Ginsberg

5325B - BOTTOMLEY, IMELDA*

Trustee Okum made a motion, Trustee Kehoe seconded, to grant a service-connected disability retirement pursuant to Government Code Section 31720. The motion passed by the following roll call vote:

Yes: Durazo, Kehoe, Langton, Moore, Okum, Robbins, Ryu

Absent: Ginsberg

5435B - EKEOCHAH, CHYCHY M.

Trustee Okum made a motion, Trustee Kehoe seconded, to grant a service-connected disability retirement pursuant to Government Code Section 31720. The motion passed by the following roll call vote:

Yes: Durazo, Green, Langton, Moore, Okum, Robbins, Ryu

Absent: Ginsberg

5205B - ALMAGUER, ARAMIS P.

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

*Applicant Attorney Present

XVIII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

5205B - ALMAGUER, ARAMIS P.

Yes: Durazo, Green, Langton, Moore, Okum, Robbins, Ryu

Absent: Ginsberg

B. Staff Recommendations

1. **Disability Retirement Application of Kayla Jones**

Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Legal Services: That the Board reopen Kayla Jones' disability-retirement application under Government Code section 31541, the errors or omissions statute, to allow staff an opportunity to correct an error in the processing her application and to allow Ms. Jones an opportunity to rescind her application if she desires to do so. (Memo dated December 11, 2024)

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

Yes: Durazo, Green, Langton, Moore, Okum, Robbins, Ryu

Absent: Ginsberg

XVIII. EXECUTIVE SESSION

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

Number of Cases: 1

Francis J. Boyd, Senior Staff Counsel

(For Information Only) (Memo dated December 16, 2024)

There was nothing to report.

XIX. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:00 p.m.



SHAWN R. KEHOE, SECRETARY



LES ROBBINS, 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 entire working lives to serving the community. Meet one of our long-serving members who is on the road to retirement.



Pre-Retiring Member

Anne Nedd-Campo

Children's Social Worker, Department of Children and Family Services

Years of Service: 21

MEMBER SPOTLIGHT

Notable Contributions: Anne Nedd-Campo has served in the L.A. County Department of Children and Family Services for 21 years. Her top priority as a Social Worker is ensuring the safety and well-being of children. Anne has always had a passion for helping others, and this was the guiding force that led her to join the County.

Proudest accomplishment: Earning her master's degree.

Retirement Plans: Anne plans to retire within the next eight years and is looking forward to doing the things she enjoys most—dancing, reading, watching documentaries, and spending time with her husband.





January 27, 2025

TO: Each Trustee,
Board of Retirement
Board of Investments

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

SUBJECT: **CHIEF EXECUTIVE OFFICER'S REPORT – FEBRUARY 2025**

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

Los Angeles Fire Recovery Response

LACERA continues our efforts to help members recover from the devastating fires that continue to impact the greater Los Angeles area. Based on zip code identification, LACERA has identified all members within the impacted fire areas and classified them into the following groups for focused outreach and support:

Retirees/survivors whose benefits are paid by check: LACERA conducted an immediate outreach effort via phone, email, and text where available to connect with these members to ensure their benefit payments could be received. We were able to connect with all members in this group and guarantee arrangements for them to receive their benefits.

Retirees/survivors whose benefits are paid by direct deposit: LACERA reached out to these members via email and mail to let them know we are here to support them. These members were given instructions on what to do if they have been displaced due to the fires to ensure uninterrupted payments.

Deferred members: We reached out to all deferred members to let them know LACERA is here to support them if they have questions about their retirement benefits. This group was contacted by email where possible.

Active Members: As with all members, LACERA sent out email notices and provided information on our website to share information about support resources.

Internally, we have flagged all members living in the impacted zones so that staff is aware they may be impacted by the fires and to offer escalated support if they contact us. We remain ready to assist members in any way we can to help them recover from this tragedy.

We are continuing to update LACERA.com to make it more responsive in emergency events. We updated our emergency alert banners to make them easier to read and allow us to provide more context in our messages. The team has been hard at work revising the home page rotating carousel of pictures to make them interactive. By mid-February we expect the change will be completed. This will improve our ability to bring important

messages and information to the attention of visitors using images and interactive text. This is expected to be in production by mid-February.

LACERA is also partnering with the Los Angeles County Department of Human Resources (DHR) to set up an emergency assistance center for County employees impacted by the fires. At the time of this report, we are scheduled to host DHR and several County agencies, health insurance providers, local agencies, and FEMA at our offices on Thursday, January 30, 2025, and are discussing a possible follow up date in February. LACERA will also be in attendance to answer any retirement or retiree healthcare-related questions members may have. We are pleased to be able to partner with DHR and provide this location in support of the continued recovery efforts.

Changes to Gateway Plaza Parking

LACERA provides free covered parking for our members, staff, trustees, and visitors at our Gateway Plaza headquarters facility in the parking structure adjacent to our building. This parking structure is not operated by LACERA, but is managed by Avison Young, the contracted building manager for Gateway Plaza. LACERA pays the parking costs for our staff, members, trustees, and visitors through our administrative budget. Other Gateway Plaza tenants also pay for parking, but they may or may not validate the parking for their staff members and/or visitors.

For some time now, the garage pay machines have been out of order and the cameras and/or parking gates have not been consistently functioning as intended. In response to tenant complaints, including LACERA as a tenant, Avison Young recently contracted for a new parking system that will go into effect on February 1, 2025. The new system mimics what many other parking garages are now using to more efficiently and effectively manage parking availability and costs. Staff and trustees will be asked to pre-register their vehicles so the system will recognize them and allow a smooth uninterrupted exit. Members and visitors are asked to scan a QR code to download an app and provide their phone and license plate numbers. The new system relies on camera imaging of cars entering the parking structure to identify the make, model, color and license plate numbers of any vehicles, and a sophisticated rear camera system will recognize the vehicle as an authorized LACERA vehicle and allow the vehicle to exit the garage efficiently, or as a visitor.

Management's primary concern relates to the impact on, and the comfort of, our members and data security. Privacy and data concerns are of primary importance as the new system collects car details, photos, and a visitor's phone number. Additionally, many members may not have a smartphone or wish to download an app. Management met with Avison Young and shared our concerns about privacy and security of personal data as well as ease of use and alternatives to support individuals who may not have smartphones and/or be comfortable using this type of technology.

Our concerns about ease of use have largely been allayed, as members and visitors are not required to use the technology to get their parking validated. Visitors will have the option to either use the app or to simply provide their license plate number to LACERA when they check in for their meeting or appointment, or to the building security who would validate the parking in an alternative application. In this circumstance, the license plate number would not be tied to the drivers' name or phone number. The cameras would read

the rear license plate and automatically open the gate to allow the vehicle to exit the garage. We have been assured that cameras will not capture images of the drivers or passengers, but just the rear of the vehicle. Additionally, visitors will be granted a reasonable grace period where no parking charges will be incurred so no data needs to be captured to allow the vehicle to enter and exit, which will help for members just dropping off documents. Anyone who experiences difficulty entering or leaving the garage at any time of the day or night can use a conveniently placed call button that will ring to the security desk. If the driver indicates they were visiting LACERA, the guard will release the gate. We are optimistic that this new parking system will work more efficiently than the current one, although there will be a period of adjustment.

Management remains concerned about the security of data collected. LACERA's Information Security Office will soon be meeting with Avison Young and their parking technology vendor to better understand what data will be captured, how and how long it will be stored, how it will be secured, and other information security risks to LACERA and/or our members, staff, and visitors to ensure the security of this data. We appreciate the partnership and cooperation received from Avison Young to address these concerns promptly and to our satisfaction. Management will continue to update the Trustees on this matter.

Retiree Healthcare

Kaiser Permanente – National Union of Healthcare Workers Strike Update

After a 3-month hiatus, Kaiser Permanente and the National Union of Healthcare Workers (NUHW) returned to the bargaining table to resume contract talks on January 16, 2025. Three new bargaining dates have been scheduled – January 23, January 29, and February 6, 2025. NUHW represents non-physician mental health and addiction primary therapists, as well as other mental health care professionals in Southern California.

Kaiser Permanente continues to communicate that their desire is to reach an agreement that provides fair wages and benefits to their valued NUHW-represented employees while protecting members' continued, timely access to high quality and affordable mental health care.

As more information becomes available, staff will continue to keep the Board informed or if preferred, for the latest Kaiser Permanente statements and any available fact sheets about these continued discussions, the following website kp.org/labor is updated regularly.

*LACERA has no authority or input in health plan contracts, this information is provided for information only.



CEO DASHBOARD



February 5, 2025

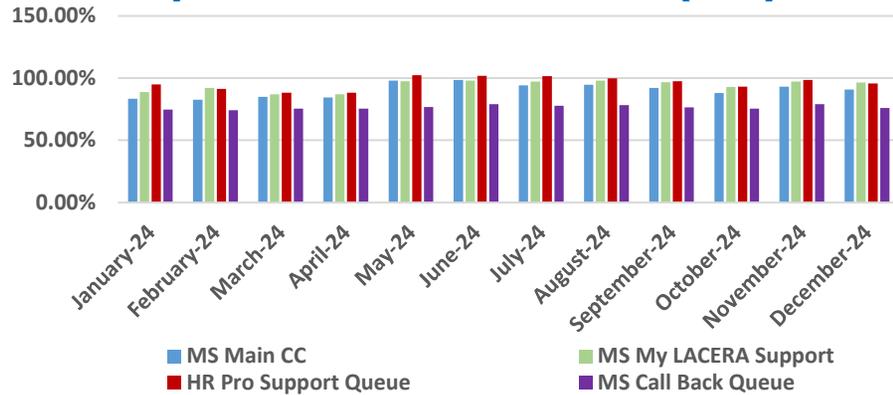


Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: December 2024

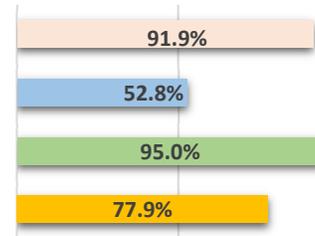
Events / Webinar Attendance Current Mo.: 700 Year-to-Date: 13,281	Events / Webinar Current Mo.: 17 Year-to-Date: 156	Webinar Satisfaction 1-5 Point Scale 4.52	Member Service Center Satisfaction 96.06%	MS Main Queue Total Calls Current Mo. 7,755 3 Month Avg. 7,389				
					Resp. Rate	Change	Resp. Rate	Change
					45.8%	0.14%	25.2%	-2.95%

Member Service Call Center Queue Key Performance Indicators (KPI)

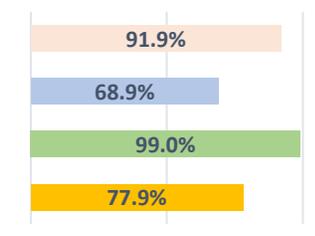


Key Performance Indicator (Components by Queue)

MSCC Main Queue



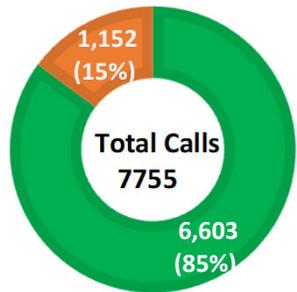
My LACERA Support Queue



Member Services

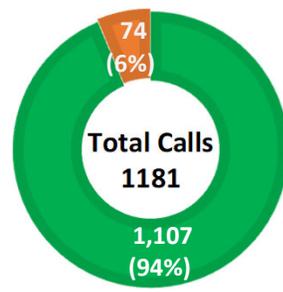
MSCC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned



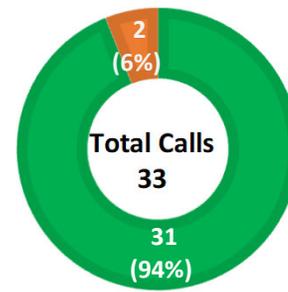
MY LACERA SUPPORT

■ Calls Answered ■ Calls Abandoned



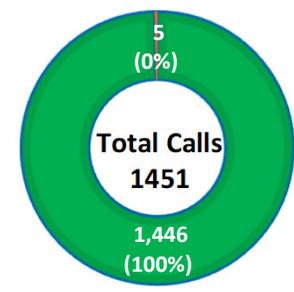
HR PRO SUPPORT

■ Calls Answered ■ Calls Abandoned



MS CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	90.80%	Queue KPI:	96.30%	Queue KPI:	95.70%	Queue KPI:	75.84%
Avg. Speed of Answer	Average Duration						
0:07:05	0:16:20	0:01:02	0:12:25	0:01:07	0:15:10	0:17:13	0:27:03



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: December 2024

TOP REASONS MEMBERS CONTACT MEMBER SERVICES

Member Services Call Center

Member Service Center (Outreach)

1. Retirement Counseling

1. Retirement Counseling

2. My LACERA

2. Retiree Healthcare

3. Insurance Benefits

3. Workshops/Appointments

Contact Center Email/Secure Message Performance



Emails (welcome@lacera.com):

376

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA)

1,041

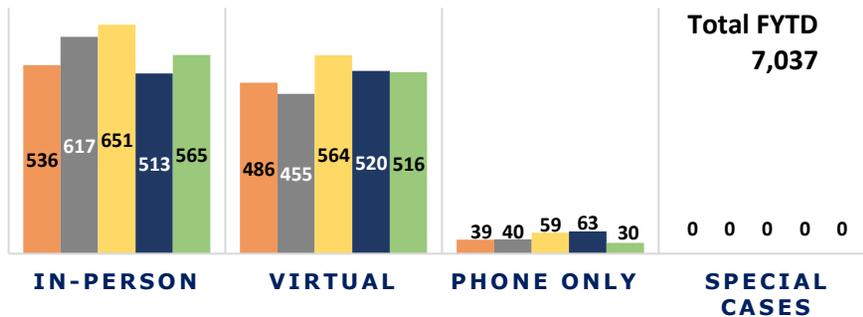
Service Level: 24 Bus. Hours

On Target

Member Service Center (Outreach)

Member Service Center Appointments

August September October November December



Members Served in Webinars/Workshops



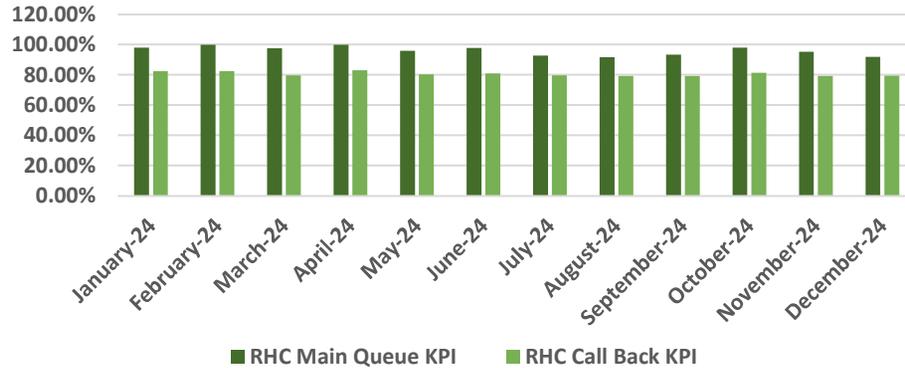
Member Services



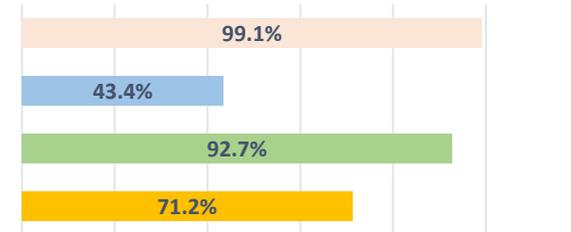
Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: December 2024

RHC Call Center Queue Key Performance Indicator (KPI)



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

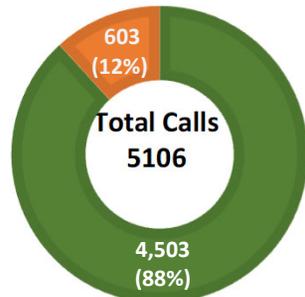


Agent Utilization (Goal: 65%)	Grade of Service (Goal: 80% in 60 sec)
After Call Survey (Goal: 90%)	Call Monitoring (Goal: 95%)

Retiree Healthcare

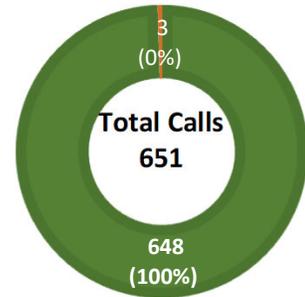
RHC MAIN QUEUE

■ Calls Answered ■ Calls Abandoned



RHC CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



TOP RHC CALL TOPICS

1. Medical/Dental Enrollments
2. Medicare Part B
3. General Inquiries

Queue KPI:	91.90%
Avg. Speed of Answer	Average Duration
0:07:03	0:11:51

Queue KPI:	79.50%
Avg. Speed of Answer	Average Duration
0:39:02	0:09:56

RHC Email/Secure Message Performance



Emails (healthcare@lacera.com): 458

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA) 701

Service Level: 24 Bus. Hours

On Target



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: December 2024

Disability

Applications

963

Pending: Applications
in Process

69
Received: New Applications

417
Received Year-to-Date

54
To Board - Initial (Presented to BOR)

297
To Board - Initial Year-to-Date

23
Closed (Incomplete/Withdrawn)

100
Closed Year-to-Date

Appeals

86

Pending: Appeals in
Process

1
Received: New Appeals

9
Received Year-to-Date

5
Admin Closed

11
Admin Closed Year-to-Date

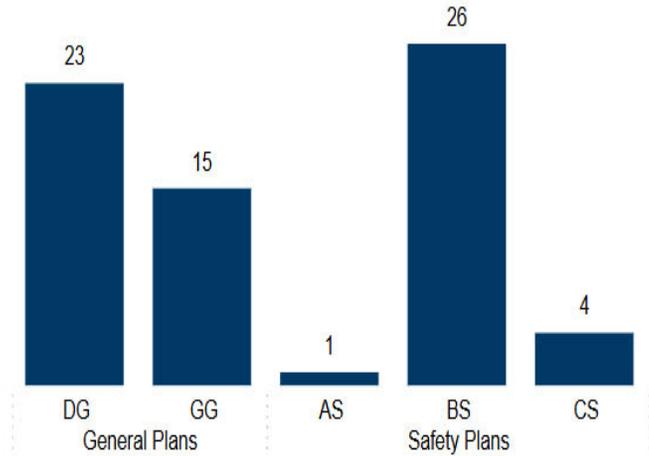
2
Referee Recommendations

7
Referee Recommendations Year-to-Date

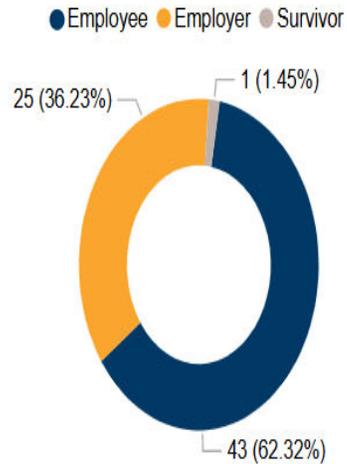
0
DLO Recommendations

0
DLO Recommendations Year-to-Date

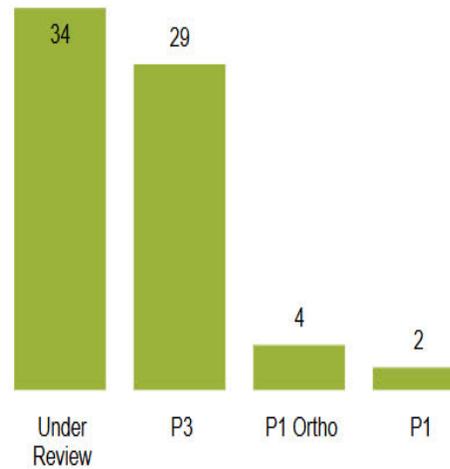
Applications Filed by Plan



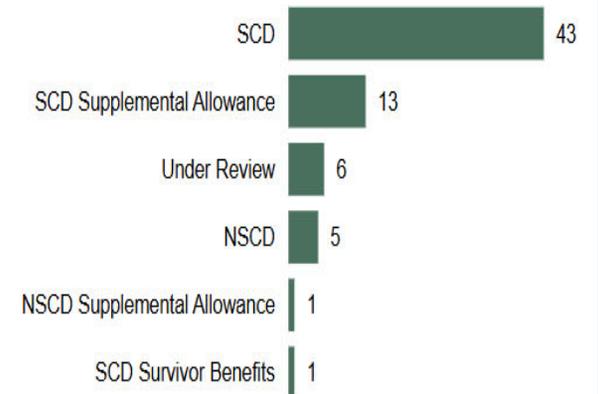
Applications Filed by Source



Applications Filed by Priority Level



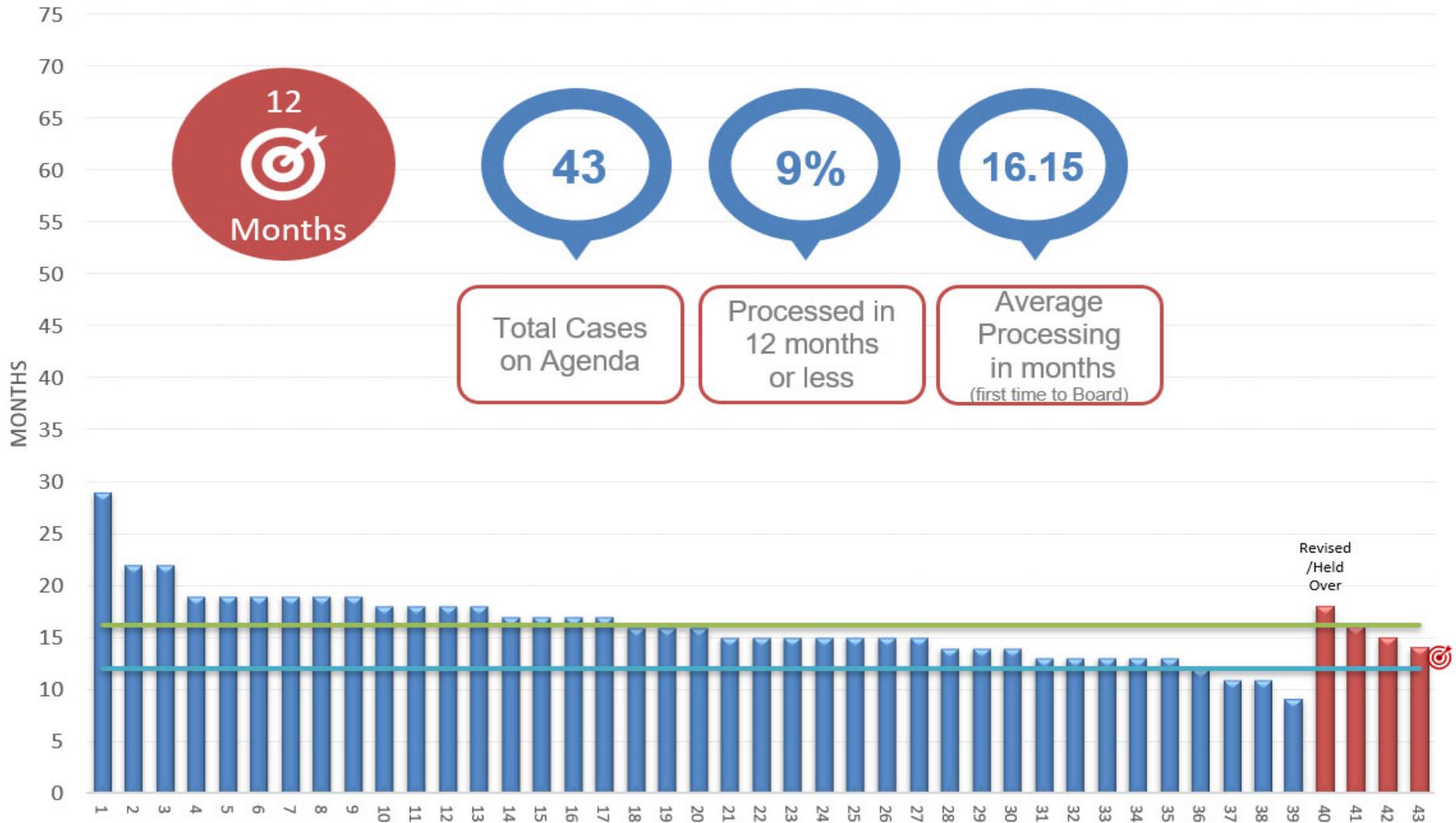
Applications Filed by Type





DISABILITY RETIREMENT SERVICES Application Processing Time

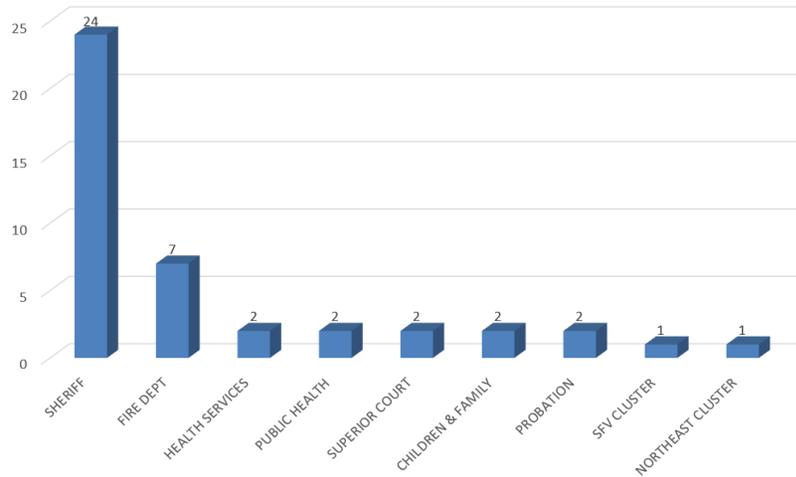
Disability



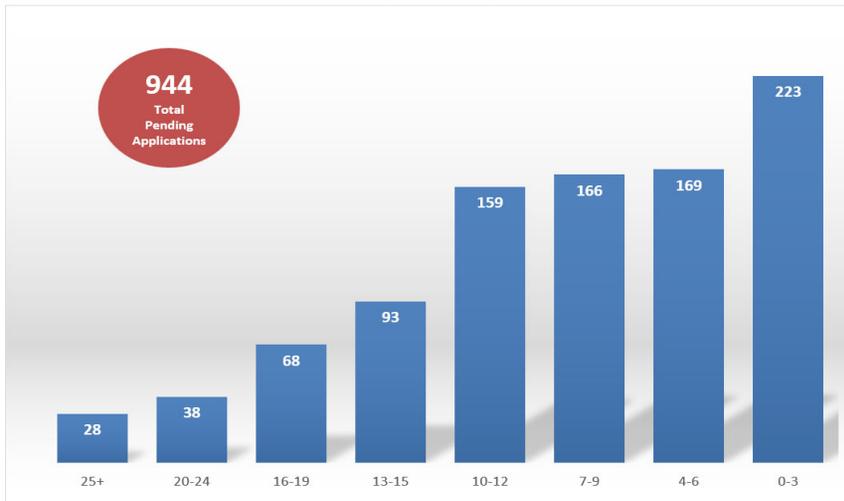
February 5, 2025 - Disability Agenda



DISABILITY RETIREMENT SERVICES
Total Applications by Department on February 5, 2025 Agenda



DISABILITY RETIREMENT SERVICES
Pending Applications/Months



As of January 22, 2025
 *Cases on the February 5, 2025 agenda are not included

Disability Retirement Services
Applications by Department

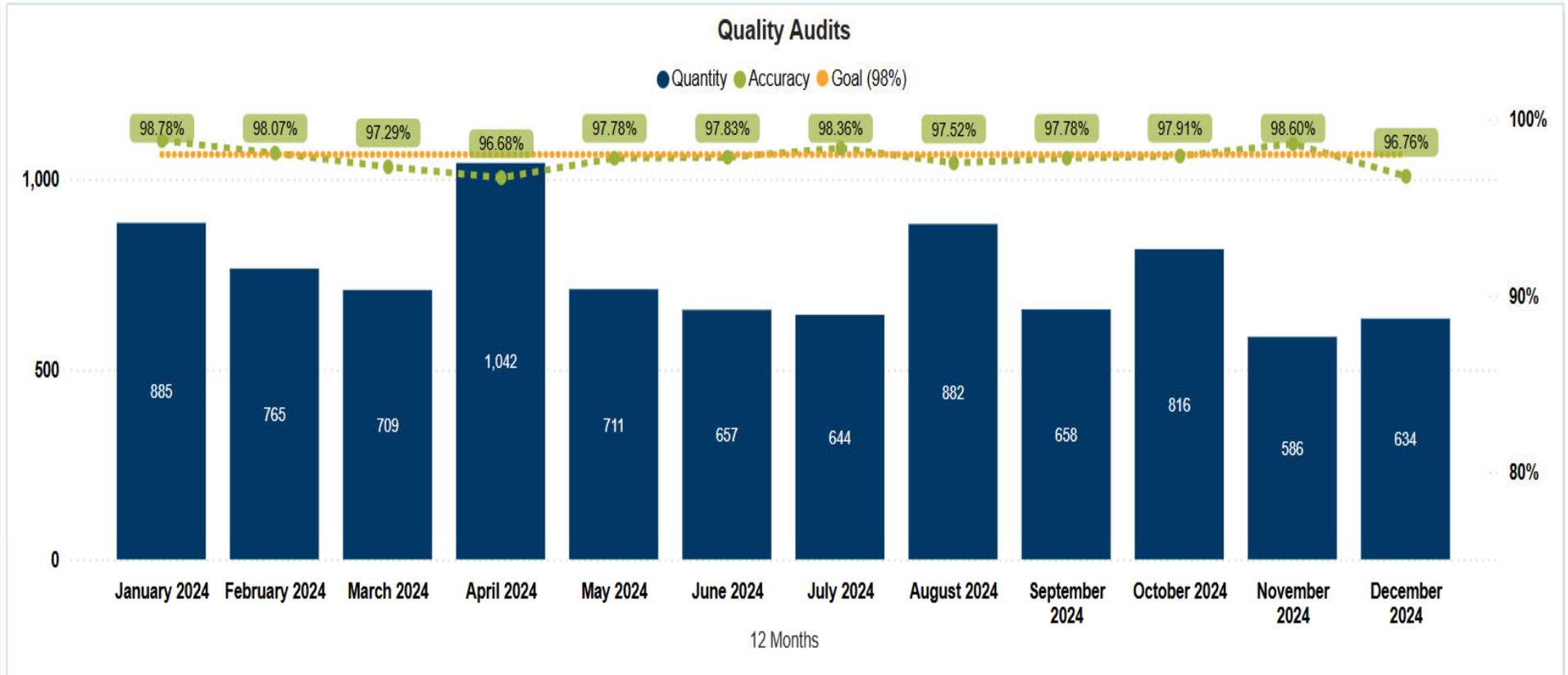
DEPARTMENT	No. of Applications	% of Inventory
SHERIFF	426	45.13%
L A COUNTY FIRE DEPT	169	17.90%
PROBATION DEPARTMENT	158	16.74%
PUBLIC HEALTH PROGRAM	22	2.33%
DEPT OF PUBLIC SOCIAL SERVICES	20	2.12%
CHILDREN & FAMILY SERVICES	17	1.80%
MENTAL HEALTH	13	1.38%
NORTHEAST CLUSTER (LAC+USC)	12	1.27%
PUBLIC WORKS	12	1.27%
HEALTH SERVICES ADMINISTRATION	11	1.17%
SUPERIOR COURT/COUNTY CLERK	9	0.95%
DISTRICT ATTORNEY	9	0.95%
CORRECTIONAL HEALTH	8	0.85%
PUBLIC DEFENDER	8	0.85%
COASTAL CLUSTER-HARBOR/UCLA MC	8	0.85%
AMBULATORY CARE NETWORK	6	0.64%
PARKS AND RECREATION	5	0.53%
INTERNAL SERVICES	5	0.53%
MEDICAL EXAMINER	4	0.42%
RANCHO LOS AMIGOS HOSPITAL	4	0.42%
CHILD SUPPORT SERVICES	2	0.21%
PUBLIC LIBRARY	2	0.21%
SFV CLUSTER-OLIVE VIEW/UCLA MC	2	0.21%
AUDITOR - CONTROLLER	2	0.21%
CHIEF EXECUTIVE OFFICE	2	0.21%
COUNTY COUNSEL	2	0.21%
ASSESSOR	1	0.11%
REG-RECORDER/COUNTY CLERK	1	0.11%
ANIMAL CONTROL	1	0.11%
REGIONAL PLANNING	1	0.11%
AGING DEPARTMENT	1	0.11%
JUVENILE COURT HEALTH SERVICES	1	0.11%
Grand Total	944	100.00%



Striving for Excellence in Quality

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: December 2024

Quality Assurance



Monthly Recap

December 2024

	Samples	Accuracy
Data Entry	130	96.81%
Payment Contract	350	96.23%
Retirement Election	154	97.92%
Total	634	96.76%

Prior audit values may update due to updated data.

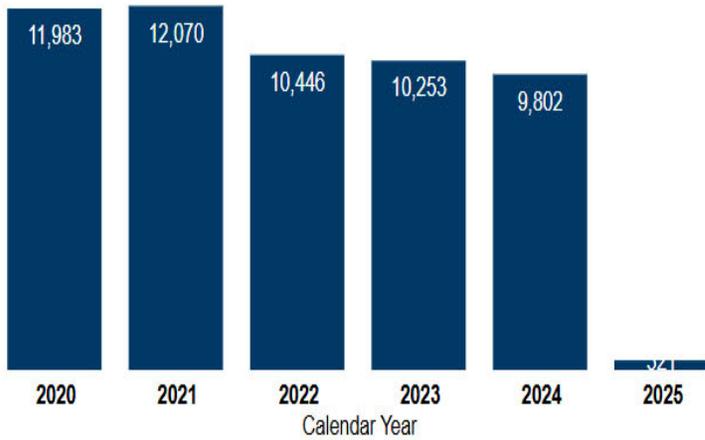


Service Online For All

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: December 2024

Serving Members Through LACERA.com and MyLACERA

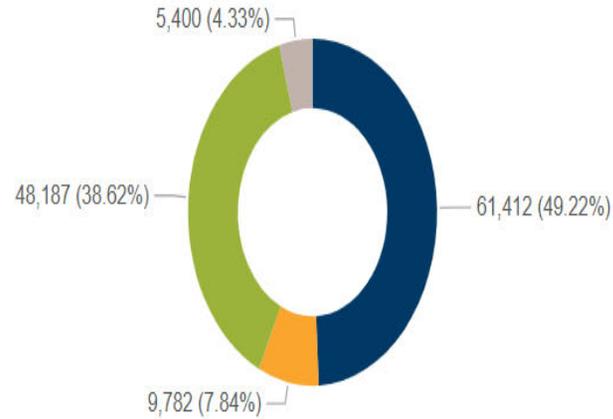
Annual New MyLACERA Accounts*



Data labels may not appear for all values

Total Accounts by Member Type*

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



*Data as of January 15, 2025

Non-Members include legal split payees and withdrawn members.

Total Member Accounts

119,381

% of Total Members

61%

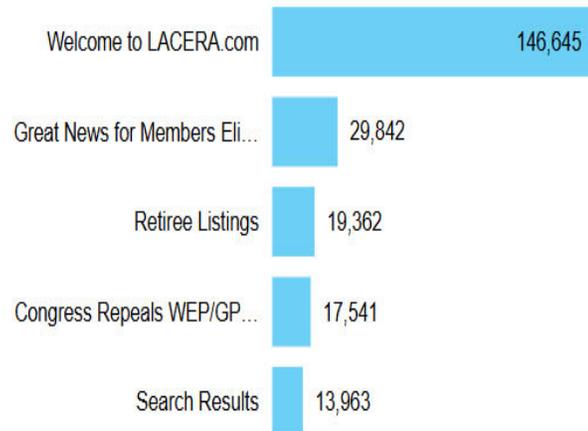
Excludes Non-Members

LACERA.com User Traffic

First Time Visitors Average Per Day



Top Five LACERA.com Page Views



Busiest Day

12/24/2024

Home Page Tile	Views	% of Change
Resource Center	3,333	43.54%
Ready to Retire	4,583	18.03%
Sign Up for My LACERA!	7,579	8.38%
Board Meetings and Agendas	4,027	7.24%
Careers	3,129	6.86%
Investments	2,576	-5.29%



Member Snapshot

Metrics reported based on January 16, 2025

Membership Count

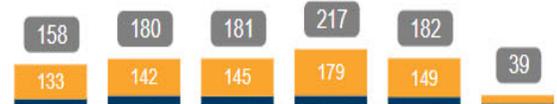
	Active		Inactive		Retired				Total
	Active Vested	Active Non-Vested	Inactive Vested	Inactive Non-Vested	Service Retirement	SCD-Disability Retirement	NSCD-Disability Retirement	Survivors	
General Plans	65,678	21,400	7,907	12,268	48,836	3,091	593	8,321	168,094
AG	36		9	31	10,826	826	137	4,122	15,987
BG	9		5	3	553	34	5	75	684
CG	11		5	7	343	36	6	67	475
DG	31,218	118	3,757	3,698	20,686	2,139	435	2,227	64,278
EG	11,635	4	2,329	342	16,045			1,792	32,147
GG	22,769	21,278	1,802	8,187	383	56	10	39	54,524
Safety Plans	10,111	2,247	541	978	5,114	7,374	78	2,187	28,630
AS			1	2	1,710	2,238	25	1,712	5,688
BS	6,784	52	397	353	3,387	5,103	53	470	16,599
CS	3,327	2,195	143	623	17	33		5	6,343
Total	75,789	23,647	8,448	13,246	53,950	10,465	671	10,508	196,724

Membership Count vesting status excludes reciprocal service credit.

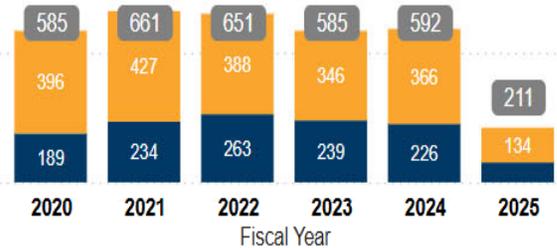
Fire and Sheriff Retirements

● General Plans ● Safety Plans ● Total

L A COUNTY FIRE DEPT

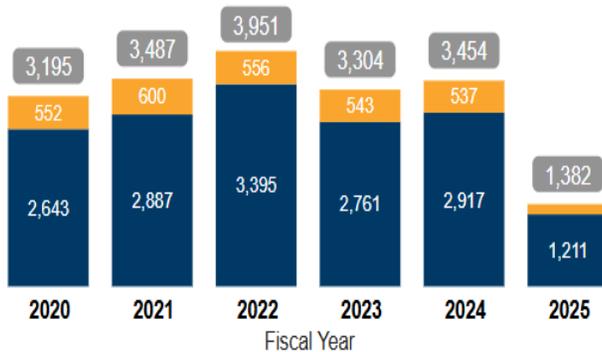


SHERIFF



Total Retirements by Type

● General Plans ● Safety Plans



Monthly Benefit Allowance Distribution

Members and Survivors

Gross Benefit Range	General Plans	Safety Plans	Total
\$0 to \$3,999	36,125	1,575	37,700
\$4,000 to \$7,999	16,949	4,453	21,402
\$8,000 to \$11,999	5,070	4,736	9,806
\$12,000 to \$15,999	1,450	2,898	4,348
\$16,000 to \$19,999	502	710	1,212
\$20,000 to \$23,999	151	188	339
\$24,000 to \$27,999	46	74	120
> \$28,000	39	14	53
Total	60,332	14,648	74,980

Member Average Monthly Benefit

\$5,384.32

Survivor Average Monthly Benefit

\$3,710.26

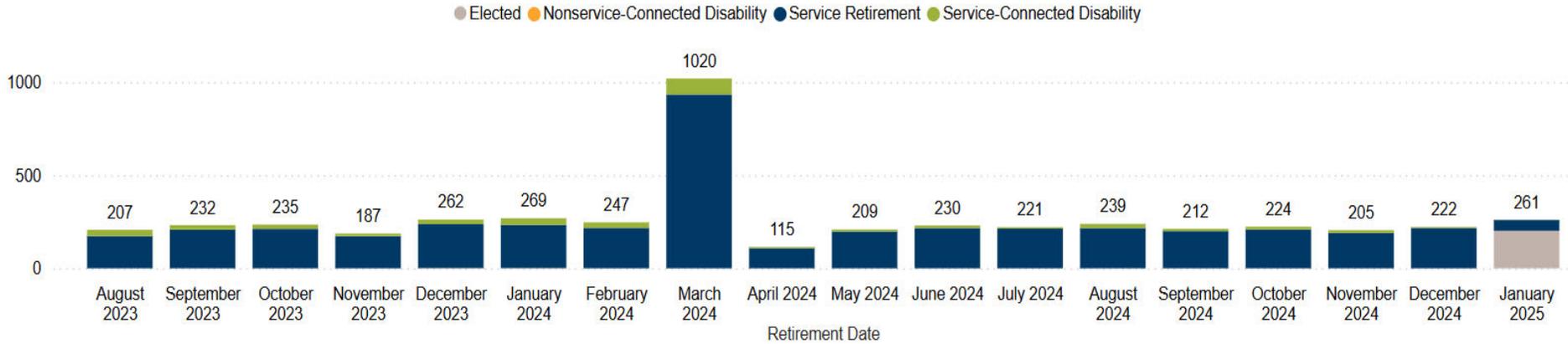
Data labels may not appear for all values

Only includes retirements as of reporting date. Excludes active deaths. Excludes Replacement Benefit Plan benefits.



Member Snapshot

Retirements



Elected retirements are members placed on the BOR Agenda, but not yet retired as of reporting date

Retirements Metrics reported based on January 16, 2025

Monthly Retirements

Retirement Type	January 2025
Elected	202
Service Retirement	58
Service-Connected Disability	1
Total	261

Retired Members Payroll

(As of 12/31/2024)

Monthly Payroll	\$392.30m
Payroll YTD	\$2.4b
New Retired Payees Added	295
Seamless %	95.25%
New Seamless Payees Added	1,576
Seamless YTD	96.13%
By Check %	2.00%
By Direct Deposit %	98.00%

Healthcare Program

(Mo. Ending: 12/31/2024)

	Employer	Member
Medical	\$351.4	\$24.4
Dental	\$26.0	\$2.4
Part B	\$50.4	\$0.0
Total	\$427.8	\$26.8

Health Care Enrollments

(Mo. Ending: 12/31/2024)

Medical	56,713
Dental	58,883
Part B	39,361
LTC	442
Total	155,399



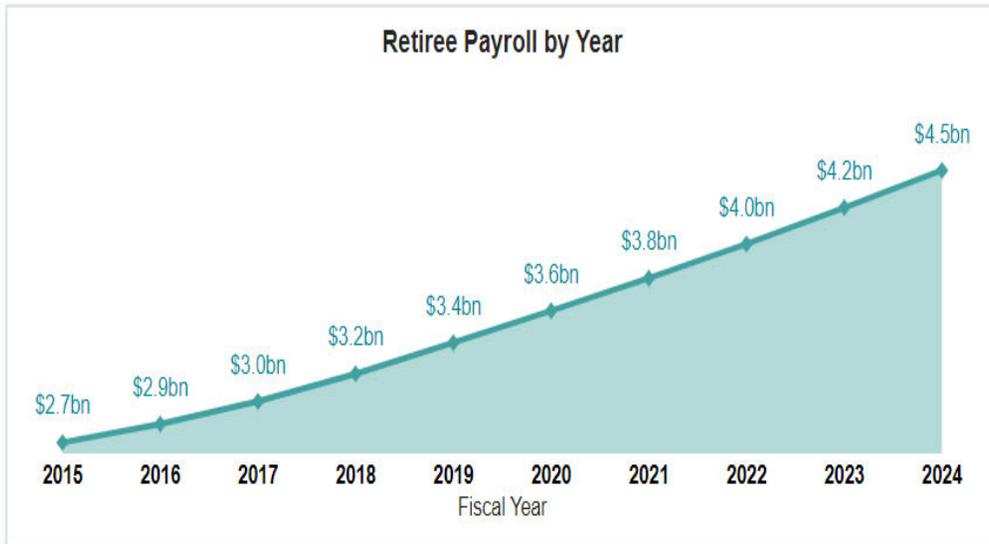
Key Financial Data

(As of June 30, 2024)



Funding Metrics	Contributions
11.01% Employer NC*	\$2.5bn Employer Annual Contribution
14.87% UAAL*	25.88% Employer % of Payroll*
7.00% Assumed Rate	\$861.0m Member Annual Contribution
\$608.6m Star Reserve	8.37% Member % of Payroll*
\$79.2bn Total Net Assets	
	Investment Returns
	9.1% <i>net of fees</i> 1-Year Return
	5.2% 3-Year Return
	7.4% 10-Year Return

*Actuarial data is provided as of June 30, 2023 and will be updated when 2024 data becomes available.

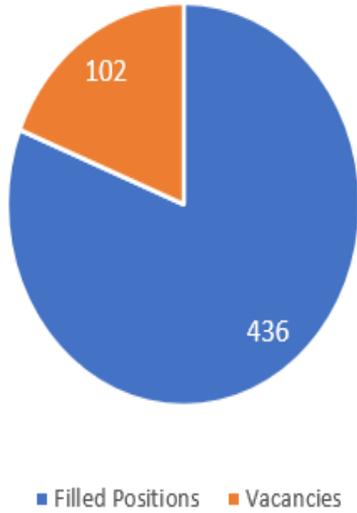




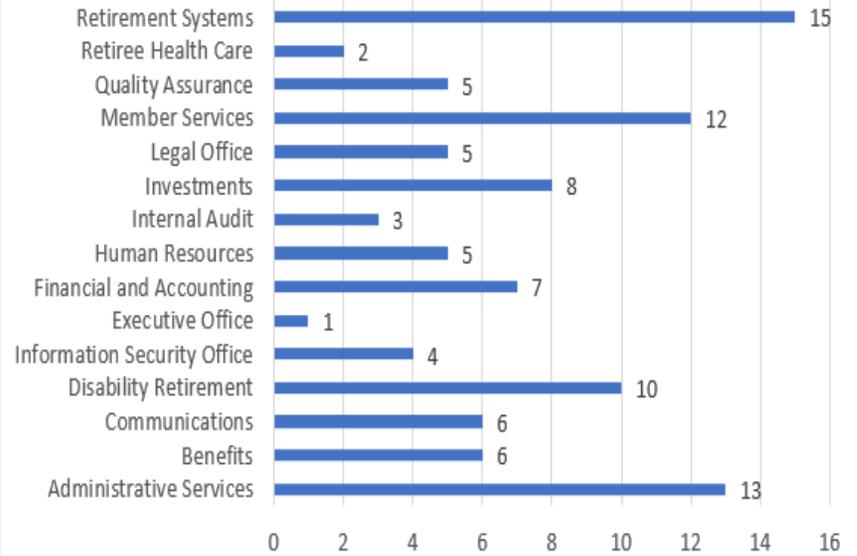
Human Resources

Metrics reported based on January 15, 2025

Vacancy Rate 19%

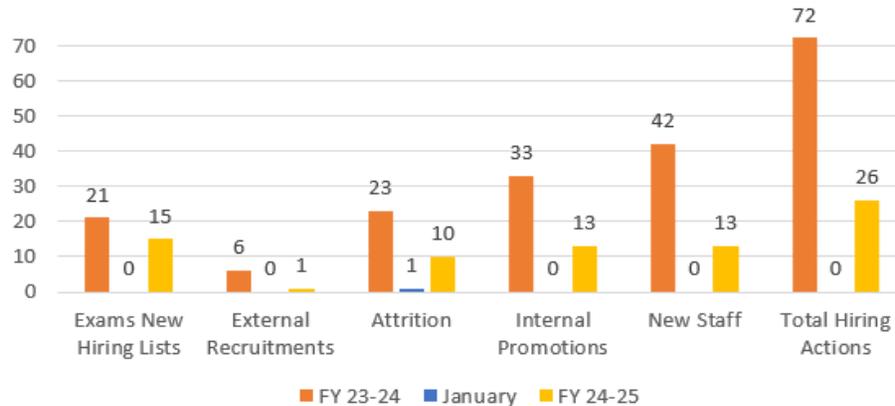


Vacancies by Division



Recruiting for Our Future

HR Key Performance Indicators through 1/15/2025



Current Recruitments

Classification	Division
Disability Retirement Specialist	Dis. Retirement
IT Specialist I	Systems
Senior Internal Auditor	Internal Audit
Legal Analyst	Legal
Legal Secretary	Legal
Special Assistant	Executive



QUIET PERIOD LIST FOR TRUSTEES AND STAFF

Last Update 01/27/2025

ADMINISTRATIVE/OPERATIONS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
RFP: Member Experience Communications Platform (MECP)	Systems	11/6/2023	Contract Development	<ul style="list-style-type: none"> • Genesys/TTEC
RFP: Offsite Records Storage, Shredding, and Scanning Services	Administrative Services	8/30/2024	Bid Review	<ul style="list-style-type: none"> • Corodata • GRM • Iron Mountain • VRC Companies
RFP: Taxonomy & Knowledge Management Consultant	Executive Office	06/14/2024	Contract Development	<ul style="list-style-type: none"> • Enterprise Knowledge, LLC. • Taxonomy Strategies • Accenture
RFQ: eDiscovery	Legal / InfoSec	12/1/2023	Contract Development	<ul style="list-style-type: none"> • GlobalRelay

*Subject to change

INVESTMENTS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents *
RFP: Risk and Analytics System, and ESG Research Services Search	Investments	3/29/2023	Contract Development	<ul style="list-style-type: none"> • BlackRock Financial Management Inc • Barra, LLC • Bloomberg Finance L.P. • Clearwater Analytics • eVestment Alliance, LLC • FactSet Research Systems Inc. • ISS STOXX GmbH • MSCI ESG



Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents *
				<ul style="list-style-type: none">• Research LLC• Northfield Information Systems, Inc.• Solovis, Inc.
Real Assets Emerging Manager Program Discretionary Separate Account Manager	Investments	3/29/2023	Bid Review	<ul style="list-style-type: none">• ORG Portfolio Management• Barings• Belay Investment Group• Hamilton Lane• Cambridge Associates• Seed Partners• Stable Asset Management• Wafra Inc.• Artemis Real Estate Partners• Aether Investment Partners• Neuberger Berman Group• The Townsend Group• BGO Strategic Capital Partners• BlackRock• StepStone• GCM Grosvenor

*Subject to change

Date	Conference
February, 2025	
13	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
March, 2025	
2-5	CALAPRS (California Association of Public Retirement Systems) General Assembly 2025 Napa, CA
5-7	Pacific Pension Institute (PPI) Winter Roundtable Seattle, WA
10-12	Council of Institutional Investors (CII) Spring Conference and 40 th Anniversary Celebration Washington D.C.
24-27	AHIP (America’s Health Insurance Plans) Medicare, Medicaid, Duals and Commercial Markets Forum Baltimore, MD
26-27	PREA (Pension Real Estate Association) Spring Conference Dallas, TX
April, 2025	
2-3	National Association of Corporate Directors (NACD) Master Class – Technology & Innovation Oversight Arlington, VA
13-16	CRCEA (California Retired County Employees Association) Spring Conference Ventura, CA
14-18	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
28-29	IFEBC (International Foundation of Employment Benefit Plans) Health Care Mgmt. Conference Fort Myers, FL
30-May 1	IFEBC (International Foundation of Employment Benefit Plans) Investments Institute Fort Myers FL
May, 2025	
12-15	thINc360 – The Healthcare Innovation Congress (formerly World Healthcare Congress) Washington D.C.
13-16	SACRS Spring Conference Rancho Mirage, CA

Date	Conference
May, 2025	
17-18	NCPERS (National Conference on Public Employee Retirement Systems) Trustee Educational Seminar (TEDS) Denver, CO
17-18	NCPERS (National Conference on Public Employee Retirement Systems) Accredited Fiduciary (NAF) Program Denver, CO
18-21	NCPERS (National Conference on Public Employee Retirement Systems) Annual Conference & Exhibition (ACE) Denver, CO
19-20	IFEBP (International Foundation of Employment Benefit Plans) Washington Legislative Update Washington D.C.
30	CALAPRS (California Association of Public Retirement Systems) Round Table – Trustees Virtual
June, 2025	
2-4	National Association of Securities Professionals (NASP) Annual Financial Services Conference Columbus, OH
16-18	NCPERS (National Conference on Public Employee Retirement Systems) Chief Officers Summit New York, NY
17-19	AHIP (America’s Health Insurance Plans) 2025 Seattle, WA
July, 2025	
17-18	ICGN 30 th Anniversary Conference-Americas New York, NY
23-25	Pacific Pension Institute (PPI) Summer Roundtable Salt Lake City, UT
September, 2025	
8-10	Council of Institutional Investors (CII) Fall Conference San Francisco, CA
October, 2025	
3	CALAPRS (California Association of Public Retirement Systems) Round Table – Trustees Virtual
12-15	National Association of Corporate Directors (NACD) Directors Summit 2025 Washington D.C.

Date	Conference
October, 2025	
22-24	PREA (Pension Real Estate Association) Annual Institutional Investor Conference Washington D.C.
22-24	Pacific Pension Institute (PPI) Asia Pacific Roundtable Sydney, Australia
November, 2025	
4-6	Institutional Limited Partners Association (ILPA) General Partner Summit New York, NY
9-12	IFEBP (International Foundation of Employment Benefit Plans) Annual Employee Benefits Conference Honolulu, HI
11-14	SACRS Fall Conference Huntington Beach, CA
December, 2025	
11	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual



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

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



January 28, 2025

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on February 5, 2025

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 5, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PATRICK D. ASKREN	LA COUNTY FIRE DEPT Dept.#FR	01-31-2025	35 YRS 11½ MOS
RANDALL A. BISHOP	LA COUNTY FIRE DEPT Dept.#FR	01-31-2025	32 YRS 09½ MOS
STEVEN W. BLAGG	SHERIFF Dept.#SH	01-31-2025	37 YRS 06½ MOS
JASON R. BOWLEY	SHERIFF Dept.#SH	01-10-2025	28 YRS 03½ MOS
MARK A. CARON	SHERIFF Dept.#SH	01-31-2025	34 YRS 02 MOS
DAVID R. COHEN	LA COUNTY FIRE DEPT Dept.#FR	01-11-2025	25 YRS 08½ MOS
ROBERT E. DE ALBA	LA COUNTY FIRE DEPT Dept.#FR	03-29-2025	30 YRS 08½ MOS
JOHN P. DEBRUIJN	SHERIFF Dept.#SH	02-28-2025	30 YRS 01 MOS
BABAK H. EDALATI	SHERIFF Dept.#SH	03-29-2025	27 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HARRY B. ERICKSON	DISTRICT ATTORNEY Dept.#DA	03-31-2025	12 YRS 01 MOS
AGUSTIN ESTELA	SHERIFF Dept.#SH	02-08-2025	25 YRS 02½ MOS
BRAD EVANS	L A COUNTY FIRE DEPT Dept.#FR	02-18-2025	33 YRS 08 MOS
FRANK W. FORMAN	L A COUNTY FIRE DEPT Dept.#FR	02-28-2025	32 YRS 07 MOS
RICK J. GARCIA	L A COUNTY FIRE DEPT Dept.#FR	01-25-2025	33 YRS 00 MOS
BENJAMIN I. GREENE	SHERIFF Dept.#SH	02-28-2025	30 YRS 01 MOS
NATHAN D. GRIMES	SHERIFF Dept.#SH	02-28-2025	25 YRS 00 MOS
DAVID A. HALEY	L A COUNTY FIRE DEPT Dept.#FR	03-28-2025	29 YRS 03 MOS
WILLIAM T. HILL	SHERIFF Dept.#SH	02-28-2025	23 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CLARENCE A. HODGE	SHERIFF Dept.#SH	02-28-2025	25 YRS 02 MOS
CHARLES R. HUNTER JR	LA COUNTY FIRE DEPT Dept.#FR	02-28-2025	26 YRS 05 MOS
ERIC R. JAIME	SHERIFF Dept.#SH	02-01-2025	29 YRS 05½ MOS
MAGDALENA V. LANE	SHERIFF Dept.#SH	02-28-2025	28 YRS 02 MOS
ERIC L. MANKAU	DISTRICT ATTORNEY Dept.#DA	01-31-2025	33 YRS 02 MOS
MARK J. MARBACH	SHERIFF Dept.#SH	02-28-2025	33 YRS 10 MOS
JULIO E. MATA JR	SHERIFF Dept.#SH	02-28-2025	25 YRS 03 MOS
LOUIE J. MEDRANO II	LA COUNTY FIRE DEPT Dept.#FR	02-19-2025	22 YRS 10½ MOS
JOHN D. MINER	LA COUNTY FIRE DEPT Dept.#FR	02-28-2025	20 YRS 11 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ERIC M. ODENTHAL	SHERIFF Dept.#SH	02-28-2025	33 YRS 03 MOS
JASON F. PAAR	SHERIFF Dept.#SH	03-15-2025	33 YRS 05½ MOS
OSIRY B. RIVAS	SHERIFF Dept.#SH	03-29-2025	26 YRS 04 MOS
GLENN O. ROMANS	L A COUNTY FIRE DEPT Dept.#FR	01-31-2025	28 YRS 07 MOS
SCOTT A. RULE	SHERIFF Dept.#SH	02-28-2025	28 YRS 00 MOS
JAMES RUSSO	SHERIFF Dept.#SH	03-22-2025	34 YRS 10 MOS
STEWART M. SANDECKI	SHERIFF Dept.#SH	03-29-2025	39 YRS 01 MOS
TODD M. STILSON	L A COUNTY FIRE DEPT Dept.#FR	02-28-2025	26 YRS 03 MOS
MATTHEW S. VANDER HORCK	SHERIFF Dept.#SH	01-11-2025	33 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PATRICK B. WATSON	L A COUNTY FIRE DEPT Dept.#FR	01-31-2025	30 YRS 07½ MOS
JOHN L. WILKIE	SHERIFF Dept.#SH	02-28-2025	29 YRS 09 MOS
ANTHONY C. WILLIAMS	SHERIFF Dept.#SH	02-01-2025	25 YRS 04½ MOS
JEROME S. WOLAK	L A COUNTY FIRE DEPT Dept.#FR	01-31-2025	30 YRS 11 MOS
DANIEL J. WOLANSKI	SHERIFF Dept.#SH	03-29-2025	36 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
KATHLEEN ABEYTA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-28-2025	10 YRS 02 MOS
JENNIFER D. ADAY	SHERIFF Dept.#SH	02-27-2025	14 YRS 03 MOS
JOANN L. AGUERO	PUBLIC WORKS Dept.#PW	03-28-2025	44 YRS 00 MOS
IRMA M. AGUILAR	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2025	36 YRS 05 MOS
ALICIA H. AGUILAR	AMBULATORY CARE NETWORK Dept.#HN	02-28-2025	28 YRS 11 MOS
LAZARO P. AGUILAR	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2025	34 YRS 00 MOS
WILLIAM J. ALCANTARA JR	PROBATION DEPARTMENT Dept.#PB	02-28-2025	33 YRS 10 MOS
JORGE O. AMAYA	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-29-2025	35 YRS 01 MOS
DORA ANDERSON	MENTAL HEALTH Dept.#MH	03-29-2025	17 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NOEL V. AQUINO	ASSESSOR Dept.#AS	01-31-2025	37 YRS 11 MOS
FE VENUS C. ASPRER QUERI	SHERIFF Dept.#SH	02-05-2025	40 YRS 03½ MOS
ANAIT AVETISYAN	PUBLIC HEALTH PROGRAM Dept.#PH	01-31-2025	25 YRS 10½ MOS
ESMERALDA AVILA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	02-28-2025	27 YRS 05 MOS
ANIK BABAKHANIAN	COMMUNITY HEALTH PROGRAMS Dept.#HU	01-31-2025	25 YRS 00 MOS
MONICA I. BACA	SHERIFF Dept.#SH	01-31-2025	25 YRS 03 MOS
ERMA BAILEY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2025	25 YRS 01½ MOS
KEVIN L. BARREN	SHERIFF Dept.#SH	01-31-2025	22 YRS 01 MOS
AMELIA T. BARTOLOME	REG-RECORDER/COUNTY CLERK Dept.#RR	02-28-2025	40 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ELIZABETH BECERRA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	38 YRS 03 MOS
STEPHEN R. BEDFORD	PROBATION DEPARTMENT Dept.#PB	02-28-2025	10 YRS 00 MOS
FERDI BESA	MENTAL HEALTH Dept.#MH	02-28-2025	21 YRS 06 MOS
SHELIA D. BRAY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-14-2025	45 YRS 01½ MOS
PARRIS E. BROUGHTON	PUBLIC WORKS Dept.#PW	02-22-2025	39 YRS 00 MOS
MARIA L. BUSTAMANTE	PUBLIC HEALTH PROGRAM Dept.#PH	02-28-2025	38 YRS 10 MOS
VIRGINIA L. CABRAL	PROBATION DEPARTMENT Dept.#PB	01-31-2025	32 YRS 00 MOS
FAYE A. CANADA	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2025	38 YRS 07½ MOS
SUNNY CARAZO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	25 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CAROLINE CASALME	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	36 YRS 01 MOS
DARILYN CAUSEY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	12 YRS 00 MOS
GUSTAVO CERVANTES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	35 YRS 00 MOS
SUEIR CHAN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-29-2025	41 YRS 04 MOS
JENNIFER T. CHAN	SHERIFF Dept.#SH	02-28-2025	30 YRS 02 MOS
RENEE CHANG	DISTRICT ATTORNEY Dept.#DA	01-31-2025	34 YRS 08 MOS
MEI LEE CHAPPLE	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	02-28-2025	38 YRS 06½ MOS
TAE AN CHEN	TREASURER AND TAX COLLECTOR Dept.#TT	01-31-2025	17 YRS 06½ MOS
HANNA CHERU	BOARD OF SUPERVISORS Dept.#BS	02-28-2025	34 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MI KUEN CHING	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-01-2025	18 YRS 07½ MOS
NYANGU F. CHIPEMBERE	PARKS AND RECREATION Dept.#PK	02-28-2025	25 YRS 08½ MOS
STEPHANIE S. CHOI	ALTERNATE PUBLIC DEFENDER Dept.#AD	01-25-2025	19 YRS 07 MOS
JEFFREY CHOW	PUBLIC WORKS Dept.#PW	02-28-2025	35 YRS 04 MOS
GUADALUPE CHUATECO	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	02-28-2025	24 YRS ½ MOS
ETTA L. CHUNG	MENTAL HEALTH Dept.#MH	01-31-2025	28 YRS 01½ MOS
DIANNE M. CORTEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	39 YRS 02½ MOS
DEBLIA CRADDOCK	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2025	38 YRS 05 MOS
JANICE A. DAVIS	CHILDREN & FAMILY SERVICES Dept.#CH	01-31-2025	40 YRS 05½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LEONARD D. DAY	INTERNAL SERVICES Dept.#IS	01-28-2025	27 YRS 07 MOS
BARBARA DE RIDDER	PUBLIC HEALTH PROGRAM Dept.#PH	01-31-2025	36 YRS 02½ MOS
KATHY DEES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	45 YRS 01 MOS
ANN J. DENNY	ASSESSOR Dept.#AS	03-31-2025	36 YRS 01 MOS
MARK A. DI SABATINO	PUBLIC DEFENDER Dept.#PD	02-28-2025	30 YRS 00 MOS
DAVID J. DIAZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2025	38 YRS 04 MOS
HASMIK DIRMANDZHIAN	MENTAL HEALTH Dept.#MH	01-06-2025	35 YRS 08½ MOS
WILLIAM D. DODSON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-19-2025	28 YRS 10 MOS
GRACIELA B. DURAN	INTERNAL SERVICES Dept.#IS	02-28-2025	40 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
WANIDA EAMNARANGKOO	MENTAL HEALTH Dept.#MH	03-29-2025	25 YRS 01 MOS
LONNIE D. EDDINGS	PARKS AND RECREATION Dept.#PK	01-09-2025	25 YRS 03 MOS
SHERYL ELLIOTT-JENS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2025	18 YRS 05 MOS
EVERETT D. EMERSON	DISTRICT ATTORNEY Dept.#DA	03-29-2025	37 YRS 01 MOS
SONIA FERNANDEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	25 YRS 03 MOS
LORETTA M. FIGUEROA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-28-2025	34 YRS 10 MOS
JEANETTE R. FILKINS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2025	26 YRS 02½ MOS
SHARON R. FITZ	INTERNAL SERVICES Dept.#IS	01-31-2025	20 YRS 06 MOS
SUSAN D. FITZ	INTERNAL SERVICES Dept.#IS	01-31-2025	30 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CAROLYN K. FREEMAN	CHILD SUPPORT SERVICES Dept.#CD	02-28-2025	27 YRS 10½ MOS
FELICITAS B. FRISCH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2025	25 YRS 09½ MOS
MARIA S. GARCIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-11-2024	26 YRS 02 MOS
EDWARD C. GERLITS	PUBLIC WORKS Dept.#PW	02-28-2025	37 YRS 09 MOS
RAZMIK GHARIBIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2025	35 YRS ½ MOS
GLORIA GOMEZ	SHERIFF Dept.#SH	03-25-2025	34 YRS 00 MOS
MINA E. GOMEZ	CHILDREN & FAMILY SERVICES Dept.#CH	03-29-2025	29 YRS 02 MOS
MINERVA GONZALEZ	PUBLIC WORKS Dept.#PW	03-28-2025	25 YRS 05 MOS
NOHEMI GONZALEZ	AUDITOR - CONTROLLER Dept.#AU	12-28-2024	35 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DEBRAKA M. GRIFFIN	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2025	32 YRS 00 MOS
MERLE P. GUAZON	AUDITOR - CONTROLLER Dept.#AU	03-31-2025	26 YRS 00 MOS
LINDA R. GUZMAN	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-29-2025	37 YRS 00 MOS
JOE L. GUZMAN	REG-RECORDER/COUNTY CLERK Dept.#RR	03-29-2025	37 YRS 11 MOS
AMIR HAMI	SHERIFF Dept.#SH	02-28-2025	25 YRS 10 MOS
LISA P. HAWK	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2025	05 YRS 00 MOS
BRENDA J. HAYNES	REG-RECORDER/COUNTY CLERK Dept.#RR	03-25-2025	22 YRS 04 MOS
RHONDA L. HENNESSY	SHERIFF Dept.#SH	02-28-2025	38 YRS 02 MOS
SILVINA P. HERNANDEZ	PUBLIC HEALTH PROGRAM Dept.#PH	01-16-2025	24 YRS 05 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANDREW HO	SHERIFF Dept.#SH	01-24-2025	30 YRS 07 MOS
ROBERT W. HOWELL	PROBATION DEPARTMENT Dept.#PB	02-28-2025	23 YRS 00 MOS
BRUCE HUDLEY	PUBLIC HEALTH PROGRAM Dept.#PH	01-31-2025	34 YRS 00 MOS
DELORES HUNTER	CHILDREN & FAMILY SERVICES Dept.#CH	12-27-2024	30 YRS 00 MOS
ARA S. INJEKIAN	PUBLIC DEFENDER Dept.#PD	01-31-2025	34 YRS 00 MOS
THELMA C. JACKSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-28-2025	30 YRS 00 MOS
DEBRA L. JACKSON	CHILD SUPPORT SERVICES Dept.#CD	03-30-2025	29 YRS 10 MOS
EDDIE E. JAVELOSA JR	PUBLIC HEALTH PROGRAM Dept.#PH	02-14-2025	40 YRS 04½ MOS
LUETRICIA A. JEFFERSON	CHILD SUPPORT SERVICES Dept.#CD	01-31-2025	18 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MONICA L. JOHNSON	CHILD SUPPORT SERVICES Dept.#CD	02-28-2025	22 YRS 06 MOS
NELLY D. JOYA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	02-28-2025	21 YRS 00 MOS
JOHN JULIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-08-2025	38 YRS 01½ MOS
MARTA J. JURADO RODAS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-31-2025	38 YRS ½ MOS
DEBBIE L. KUGELMAN	PUBLIC LIBRARY Dept.#PL	03-27-2025	39 YRS 06 MOS
ELIZABETH Y. LEE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-28-2025	37 YRS 01½ MOS
LAURIE L. LEE-BROWN	HEALTH SERVICES ADMINISTRATION Dept.#HS	01-17-2025	10 YRS 05 MOS
OLIVIA Z. LIANG	PUBLIC HEALTH PROGRAM Dept.#PH	01-31-2025	25 YRS 06 MOS
NANCY LIEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2025	34 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SANG-SUK R. LIM	AMBULATORY CARE NETWORK Dept.#HN	03-29-2025	38 YRS 08 MOS
JESSICA Y. LU	SHERIFF Dept.#SH	03-15-2025	28 YRS 11½ MOS
CUONG LUONG-SI	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2025	31 YRS 05½ MOS
ANGELICA MALDONADO	HEALTH SERVICES ADMINISTRATION Dept.#HS	01-02-2025	45 YRS 07½ MOS
SOO MANAI	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-28-2025	16 YRS 00 MOS
SUSAN L. MANRIQUEZ	SHERIFF Dept.#SH	02-28-2025	42 YRS 05½ MOS
JUANA O. MARTINEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2025	25 YRS 00 MOS
CAROL L. MAYES	PROBATION DEPARTMENT Dept.#PB	03-29-2025	40 YRS 02 MOS
DUANE MC CLOUR	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-28-2025	38 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HENRY J. MCGLYNN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2025	40 YRS 11 MOS
EDWARD G. MCKEE	PUBLIC WORKS Dept.#PW	02-28-2025	20 YRS 00 MOS
MARISA MENJIVAR	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2025	44 YRS 01 MOS
BEATRIZ MEZA	CHILDREN & FAMILY SERVICES Dept.#CH	03-29-2025	44 YRS 00 MOS
JULIE R. MIDDLETON	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2025	31 YRS 04½ MOS
MARGIE MILLARD	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	25 YRS ½ MOS
JOHNSON MON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-29-2025	46 YRS 11 MOS
ABEL H. MONTES	INTERNAL SERVICES Dept.#IS	02-27-2025	10 YRS 11 MOS
LA TONYA MOORE	PROBATION DEPARTMENT Dept.#PB	01-31-2025	34 YRS 11½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JACQUELYN MORGAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2025	23 YRS 08½ MOS
MARGARET R. MULONDO	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-15-2025	17 YRS 10½ MOS
GLEN T. MUSSON	LACERA Dept.#NL	03-29-2025	30 YRS 06 MOS
CHRIS I. NEGRETE	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-29-2025	38 YRS 05 MOS
KHANH P. NGUYEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-28-2025	35 YRS 03 MOS
THU NGUYEN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-28-2025	25 YRS 01 MOS
BANG NGUYEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2025	25 YRS 10½ MOS
BRENDA J. NICHOLSON	PUBLIC HEALTH PROGRAM Dept.#PH	01-31-2025	36 YRS 00 MOS
KELLY M. NORWOOD	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2025	42 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
OSCAR OKEKE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	34 YRS 04 MOS
MARLA J. OKEN-TURNER	AUDITOR - CONTROLLER Dept.#AU	02-28-2025	13 YRS ½ MOS
RUIZ A. ORGANO	PUBLIC WORKS Dept.#PW	02-28-2025	42 YRS 10½ MOS
ROBERT W. OZMAN	PUBLIC WORKS Dept.#PW	01-30-2025	39 YRS 07 MOS
OSCAR A. PALACIOS	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2025	27 YRS 11 MOS
SCARLETT O. PAPA	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2025	35 YRS 11 MOS
MARICELA C. PARRALES	AMBULATORY CARE NETWORK Dept.#HN	02-28-2025	24 YRS 08 MOS
NANETTE N. PEREZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-29-2025	23 YRS 08 MOS
LLOYD PERMILLION	INTERNAL SERVICES Dept.#IS	03-28-2025	39 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
VINH PHAM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	25 YRS 06 MOS
TINA T. PHAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-09-2024	19 YRS 01 MOS
PHYLLIS PRESLEY	CHILDREN & FAMILY SERVICES Dept.#CH	01-31-2025	10 YRS 04½ MOS
ESTHER PULIDO	CHILDREN & FAMILY SERVICES Dept.#CH	03-01-2025	33 YRS 06½ MOS
ARTHETTA PURRY	CHILD SUPPORT SERVICES Dept.#CD	02-28-2025	44 YRS 02 MOS
WAYNE Y. QUAN	INTERNAL SERVICES Dept.#IS	02-28-2025	43 YRS 02 MOS
TRACIE L. RAGLAND	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2025	25 YRS 10½ MOS
MIGUEL A. RAMIREZ	REG-RECORDER/COUNTY CLERK Dept.#RR	12-28-2024	16 YRS 11 MOS
CARMEN RAMIREZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-01-2025	20 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
STANLEY P. REDINS	TREASURER AND TAX COLLECTOR Dept.#TT	02-28-2025	34 YRS 01 MOS
SILVA REYES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	40 YRS 04 MOS
PATRICIA E. REYNOSO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-27-2025	36 YRS 02 MOS
TAMARA RHODES	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-28-2024	33 YRS 11 MOS
MARTHA A. RIVAS	CHILD SUPPORT SERVICES Dept.#CD	03-29-2025	36 YRS 02 MOS
MADELINE A. ROACHELL	CHILDREN & FAMILY SERVICES Dept.#CH	01-31-2025	25 YRS 10 MOS
ELIDA D. RODRIGUEZ	SHERIFF Dept.#SH	03-29-2025	43 YRS 07 MOS
SOSSY Z. ROGERS	SHERIFF Dept.#SH	12-22-2024	13 YRS 10½ MOS
LILLIAN ROMERO	CHILDREN & FAMILY SERVICES Dept.#CH	03-28-2025	35 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
BRENDA G. ROSS	ASSESSOR Dept.#AS	01-15-2025	26 YRS 04½ MOS
FERNANDO RUBIO JR	TREASURER AND TAX COLLECTOR Dept.#TT	02-28-2025	15 YRS 02 MOS
ANA M. RUIZ	REGIONAL PLANNING Dept.#RP	02-28-2025	41 YRS 03 MOS
LISA C. SAM	ASSESSOR Dept.#AS	03-29-2025	45 YRS 08 MOS
LINDA Y. SAMUELS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-29-2025	36 YRS 10½ MOS
MICHAEL C. SANCHEZ	PROBATION DEPARTMENT Dept.#PB	12-28-2024	33 YRS 08 MOS
RICHARD SANTIVONG	SHERIFF Dept.#SH	02-28-2025	36 YRS 09 MOS
YVONNE M. SANTOS	SHERIFF Dept.#SH	12-02-2024	07 YRS 01 MOS
BARBARA R. SCOTT	PROBATION DEPARTMENT Dept.#PB	12-30-2024	33 YRS 11½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SOTTHA SENG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2025	25 YRS 02 MOS
SHIRLEY A. SHELTON	PUBLIC HEALTH PROGRAM Dept.#PH	01-30-2025	34 YRS 09½ MOS
ROBERT J. SHUBIN	L A COUNTY FIRE DEPT Dept.#FR	03-29-2025	20 YRS 03 MOS
AVA M. SIMMS	MENTAL HEALTH Dept.#MH	03-29-2025	38 YRS 05½ MOS
PAMELYN C. SUGITA	PUBLIC HEALTH PROGRAM Dept.#PH	01-27-2025	31 YRS 03 MOS
ROMULO A. SUNE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-31-2025	18 YRS 05 MOS
CONNIE THIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2025	25 YRS 10½ MOS
TANGEE R. TIMMONS	MENTAL HEALTH Dept.#MH	02-28-2025	36 YRS 05 MOS
EMMA TOFALYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2025	23 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JUDITH A. TORRES	PUBLIC LIBRARY Dept.#PL	03-28-2025	36 YRS 08 MOS
ANGELIE I. TORRES	PROBATION DEPARTMENT Dept.#PB	01-31-2025	38 YRS 09½ MOS
LORENZO TOVAR	PROBATION DEPARTMENT Dept.#PB	01-31-2025	28 YRS 08½ MOS
LOAN D. TRAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2025	37 YRS 04 MOS
VALERIE A. TRANFA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	12-31-2024	36 YRS 06½ MOS
JO ANN TRINKLE	LACERA Dept.#NL	03-29-2025	16 YRS 01 MOS
DIETRICH S. TUCKER	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	33 YRS 07 MOS
HOPE A. VANNORSDALL	PUBLIC DEFENDER Dept.#PD	01-31-2025	30 YRS 09½ MOS
JOEL M. VILLANOVA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-28-2025	35 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DIANE WALKER	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-28-2025	45 YRS 09 MOS
MICHAEL T. WALKER	MENTAL HEALTH Dept.#MH	03-18-2025	33 YRS 03 MOS
LORI A. WHITE	AMBULATORY CARE NETWORK Dept.#HN	03-29-2025	37 YRS 06½ MOS
TANYA D. WHITE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-29-2025	37 YRS 05 MOS
CANDACE A. WILSON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-15-2025	36 YRS 09½ MOS
SHAOMENG XUAN	PUBLIC HEALTH PROGRAM Dept.#PH	12-31-2024	25 YRS 09 MOS
ELLEN YOUNG	PUBLIC WORKS Dept.#PW	03-28-2025	44 YRS 01 MOS
PAUL B. YOUNG	MENTAL HEALTH Dept.#MH	02-28-2025	20 YRS 00 MOS
PHYLLIS YOUNG FIELDS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2025	36 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CHANGHONG YU	HEALTH SERVICES ADMINISTRATION Dept.#HS	02-28-2025	25 YRS ½ MOS
LILY L. YUE	AMBULATORY CARE NETWORK Dept.#HN	01-31-2025	37 YRS 10 MOS
MARIA R. ZUNIGA	MENTAL HEALTH Dept.#MH	02-28-2025	12 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NAIYELI HUNTER	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-07-2021	15 YRS 03 MOS
DAUGHTER of KIMBERLY L HUNTER dec'd on 05-06-2021, Sect. #31781.3			
CATHLEEN A. MCBIRNEY	PUBLIC DEFENDER Dept.#PD	10-19-2024	41 YRS 03 MOS
WIFE of ROBERT F MCBIRNEY dec'd on 10-18-2024, Sect. #31781.1			

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JASON P. SNYDER	SHERIFF Dept.#SH	03-10-2025	05 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARITZA BAEZ ALVAREZ	CHILDREN & FAMILY SERVICES Dept.#CH	01-23-2025	06 YRS 11 MOS
DOUGLAS M. BROOME	PROBATION DEPARTMENT Dept.#PB	12-05-2024	12 YRS 07 MOS
SEAN R. CARO	OFFICE OF PUBLIC SAFETY Dept.#SY	12-17-2024	18 YRS 09 MOS
LORI CRUZ	CHILD SUPPORT SERVICES Dept.#CD	01-22-2025	24 YRS 02 MOS
CLIFFENIA DAVIS	SOUTHWEST CLUSTER (MLK JR MC) Dept.#HK	12-31-2024	23 YRS 05 MOS
DAVID L. DIEHL	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	12-31-2024	05 YRS 11 MOS
FRANK DOMINGUEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-12-2025	42 YRS 10½ MOS
STEVEN D. EMFINGER	INTERNAL SERVICES Dept.#IS	02-19-2025	21 YRS 04 MOS
REBECCA T. ESCANDON	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-21-2024	11 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTHA FLORES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-10-2024	11 YRS 09 MOS
TRACI A. GREEN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-02-2025	35 YRS 09½ MOS
ROY L. HARRIS	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	08-31-2024	26 YRS 00 MOS
JULIE HARRISON	CHILDREN & FAMILY SERVICES Dept.#CH	01-13-2025	19 YRS 07 MOS
PATRICIA N. HINOJOSA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-18-2024	21 YRS 10 MOS
GLEN W. HONG	MENTAL HEALTH Dept.#MH	01-13-2025	19 YRS 02 MOS
RANDEL A. HORTON	CHIEF INFORMATION OFFICE Dept.#IO	02-01-2025	12 YRS 08 MOS
HOWARD J. KIM	SHERIFF Dept.#SH	01-19-2025	13 YRS 10 MOS
MICHELE R. LANDA	CHILDREN & FAMILY SERVICES Dept.#CH	02-19-2025	15 YRS 03½ MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DIANE MATTHEWS	CHILDREN & FAMILY SERVICES Dept.#CH	12-12-2024	10 YRS 04 MOS
MARK MEZA	CORRECTIONAL HEALTH Dept.#HC	12-18-2024	07 YRS 07 MOS
ANNY MINTER	PUBLIC WORKS Dept.#PW	01-17-2025	09 YRS 02 MOS
KATHRYN MOON	CHILDREN & FAMILY SERVICES Dept.#CH	01-02-2025	11 YRS 04 MOS
KATHIE MUNDT-WISE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-06-2025	35 YRS 00 MOS
KIMBERLY D. NEITHER	SHERIFF Dept.#SH	02-20-2025	10 YRS 02 MOS
DIANNE NGUYEN	CHILDREN & FAMILY SERVICES Dept.#CH	12-17-2024	02 YRS 05 MOS
IVY PHAM	LA COUNTY FIRE DEPT Dept.#FR	03-06-2025	19 YRS 05½ MOS
ELIZABETH QUINTERO	PROBATION DEPARTMENT Dept.#PB	12-31-2024	03 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HAZEL A. REGIDOR	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-01-2025	06 YRS 07 MOS
LISA S. ROULY	Dept.#517	10-09-2024	02 YRS 00 MOS
FEL M. SARNO	PROBATION DEPARTMENT Dept.#PB	12-13-2024	07 YRS 11 MOS
DANIEL B. SHARP	PUBLIC WORKS Dept.#PW	01-27-2025	27 YRS ½ MOS
MIKE L. SMITH	PUBLIC WORKS Dept.#PW	02-01-2025	10 YRS 09 MOS
YOLANDA M. TURNER	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	12-31-2024	13 YRS 03½ MOS
MICHAEL VARNAL	HEALTH SERVICES ADMINISTRATION Dept.#HS	01-31-2025	11 YRS 01 MOS
VIVIAN M. VELASQUEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-30-2024	14 YRS 04 MOS
DAVID A. WAYTE	CHILDREN & FAMILY SERVICES Dept.#CH	12-01-2024	03 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CLARA L. WILLIAMS	PUBLIC DEFENDER Dept.#PD	12-31-2024	03 YRS 05 MOS
CANDY K. YOUNG	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-03-2025	12 YRS 02 MOS

**BOARD OF RETIREMENT MEETING OF FEBRUARY 5, 2025
RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST
APPROVED ON JANUARY 15, 2025**

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
ROXANNE VALADEZ	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO January 6, 2025
MICHAEL L LUTU	COASTAL CLUSTER-HARBOR/UCLA MC	RESCISSION OF RETIREMENT
FELICITAS AGUILERA	PUBLIC WORKS	CHANGE OF DATE TO December 27, 2024
ANTONIO M LARIOS	SHERIFF	CHANGE OF DATE TO February 27, 2025
MICHAEL A SEWARD	DEPARTMENT OF HUMAN RESOURCES	CHANGE OF DATE TO January 31, 2025
ALBERT GUERRERO	INTERNAL SERVICES	RESCISSION OF RETIREMENT



January 13, 2025

TO: Trustees – Board of Retirement

FROM: Jean J. Kim 
Senior Staff Counsel

Zachary Meth 
Staff Counsel

DATE: Board of Retirement Meeting of February 5, 2025

SUBJECT: **PENSIONABILITY ANALYSIS UNDER CERL AND PEPRA FOR NEW PAY ITEM**

INTRODUCTION

This memorandum addresses a new pay item, for which a pensionability determination has not yet been made by the Board of Retirement (the “Board”). Because the Board has not yet made a pensionability determination on this pay item, we have conducted a review, as explained below, of the pay item’s pensionability under applicable law.

AUTHORITY TO MAKE PENSIONABILITY DETERMINATIONS

The Board is charged with determining which items of compensation qualify as pensionable earnings for purposes of calculating a member’s retirement allowance.

Items of compensation are analyzed as “pensionable” (i) for “legacy members” under the definition of “compensation earnable” as set forth under the County Employees Retirement Law of 1937 (“CERL”), California Government Code §31461, and (ii) for “new members” or “PEPRA members” under the definition of “pensionable compensation” as set forth under the California Public Employees’ Pension Reform Act of 2013 (“PEPRA”), Cal. Govt. Code §7522.34.

A “legacy member” refers to any individual who became a member of LACERA, or a reciprocal system, prior to January 1, 2013; and a “new member” (otherwise referred to as a “PEPRA member”) of LACERA is generally defined as anyone who first becomes a member of LACERA on or after January 1, 2013 and was not previously a member of another public retirement system prior to that date. (Cal. Govt. Code §7522.04(f)).

The County of Los Angeles requested determination of one new item of compensation. Based on our review, we have included recommendations regarding inclusion or exclusion of this pay item within the definition of “final compensation” when calculating a

member's benefit for both legacy members and PEPRA members. Our analysis of this item is attached as Exhibit A.

COMPENSATION EARNABLE FOR LEGACY MEMBERS

Cal. Govt. Code §31461 defines "compensation earnable" as follows:

- (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 FOR PEPRA MEMBERS

Cal. Govt. Code §7522.34(a) defines “pensionable compensation” as follows:

“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 or the member’s normal monthly rate of pay may not be included in final compensation when calculating a member’s retirement allowance. However, neither “base pay” nor “monthly rate of pay” are defined in PEPRA. Additionally, this section provides that any compensation not paid to all similarly situated members of the same group or class may not be included in final compensation.

Cal. Govt. Code §7522.34(c), which identifies specific items of compensation that do not constitute pensionable compensation, states as follows:

“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 plans.
- (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.

ITEM OF COMPENSATION

1. Oral Trauma Bonus – Item No. 233

This pay item provides additional compensation to DHS Dental Specialists – Maxillofacial (Item No. 4767) who agree to be available to work in the emergency room at either LA General Hospital or Harbor UCLA trauma centers after the end of their shifts. Individuals eligible for this pay item will receive a bonus of \$1,200 per month.

For legacy members, this pay item does not qualify as compensation earnable pursuant to §31461(b)(3) because it constitutes “payment for additional services rendered outside of normal working hours” as the pay relates to work “after the end of [the DHS Dental Specialists] shifts.”

For PEPRA members, this pay item does not qualify as pensionable compensation for the following reasons:

- it constitutes “payment for additional services rendered outside of normal working hours” and therefore is excludable under §7522.34(c)(6);
- it is a bonus payable as a lump sum monthly amount in addition to a member’s normal monthly rate of pay or base pay and therefore is excludable under §7522.34(c)(10);
- it is a form of compensation inconsistent with the requirements of Section 7522.34(a) as it provides compensation in addition to a member’s normal monthly rate of pay or base pay and therefore is excludable under §7522.34(c)(11).

Recommendation: Exclude from compensation earnable for legacy members.
Exclude from pensionable compensation for PEPRA members.

CONCLUSION

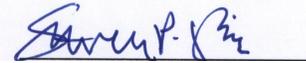
Based on the analysis provided above and on Attachment A, it is therefore recommended that the Board:

1. Approve the recommendations set forth above as to the pay item.
2. Instruct staff to coordinate with the Auditor-Controller to establish necessary reporting mechanism and procedures to permit LACERA to implement such determinations when calculating final compensation for legacy and PEPRA members.

Trustees – Board of Retirement
January 13, 2025
Re: Pensionability Analysis
Page 5

For reference, the complete list of pay codes that have been determined by the Board to be pensionable or not pensionable under CERL (for legacy members) and under PEPRRA (for new members), along with the recommendations on pensionability for the new pay items that are analyzed here, is attached as Attachment B. Information regarding the current list of pay codes with the determinations is also located at <https://www.lacera.com/active-service/cerl-pay-codes> (CERL) and <https://www.lacera.com/active-service/pepra-pay-codes> (PEPRRA).

Reviewed and Approved



Steven P. Rice
Chief Counsel

JJK/ZM
Attachments

ATTACHMENT A

Attachment: Newly Created Pay Codes
reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Pay Event Code	Pay Event Title	Pay Event Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
Newly Created and EXCLUDED under Sections 31461 and 7522.34					
233	ORAL TRAUMA BONUS	<p>This pay event is being created effective January 1, 2025, to provide additional compensation to Department of Health Services (DHS) Dental Specialists – Maxillofacial (Item No. 4767).</p> <p>DHS Dental Specialists – Maxillofacial who agree to be available to work in the emergency room at either LA General Hospital or Harbor UCLA trauma centers after the end of their shifts shall receive \$1,200 per month. This agreement covers a preassigned six-month period that encompasses January 1 to June 30, and/or July 1 to December 31, of a calendar year. Eligibility for the bonus in the intervals described shall be approved by the department chair and concurred by the facility prior to any six-month assignment.</p>	(b)(3)	(c)(6) (c)(10) (c)(11)	<p>This payment is connected to the performance of additional services rendered outside of normal working hours under Section 31461(b)(3). The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members.</p> <p>Pensionable compensation does not include payments for additional services rendered outside of normal working hours under Section 7522.34(c)(6) or bonuses paid in addition to the normal monthly rate of base pay under (c)(10). The payment is deemed under (c)(11) to be inconsistent with the requirements of pensionable compensation described in Section 7522.34(a). The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

ATTACHMENT B

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
233	ORAL TRAUMA BONUS	N	N	To be acted on by BOR: 2/5/2025
075	VACATION/HOLIDAY	N	N	
099E	EQUIPMENT EVNT	N	N	
099S	STATISTICAL EVENT TYPE	N	N	
128	MILEAGE REIMBURSEMENT	N	N	
129	PARKING REIMBURSEMENT	N	N	
200	76-INCH MOWER_BONUS	Y	N	
201	ACTING DEPARTMENT HEAD	Y	N	
202	ACTING MEDICAL DIRECTOR	Y	N	
203	ADDITIONAL RESPONSIBILITIES	Y	N	
204	AMERICAN MEDICAL ASSOCIATION BOARD CERT 8.25%	Y	N	
205	AMERICAN MEDICAL ASSOCIATION BOARD CERT 5.50%	Y	N	
206A	LONGEVITY BONUS 10 YEARS	Y	Y	
207A	LONGEVITY BONUS 15 YEARS	Y	Y	
208A	LONGEVITY BONUS 20 YEARS	Y	Y	
209	CRITICAL SHORTAGE RANGE	Y	N	
209P	CRITICAL SHORTAGE RANGE PROBATION JUVENILE HALLS	N	N	
210	MEDICAL DIRECTOR'S BONUS - 2.75	Y	N	
211	MEDICAL DIRECTOR'S BONUS - 5.50%	Y	N	
212	MEDICAL DIRECTOR'S BONUS - 8.25%	Y	N	
213	PSYCHIATRIC TECHNICIAN - P.E.T. SUPERVISOR	Y	Y	
214	OUT OF CLASS BONUS	Y	N	
215	POST BONUS _ ADVANCE/EXECUTIVE	Y	N	
216	POST BONUS - BASIC	Y	Y	
217	POST BONUS - INTERMEDIATE	Y	N	
218	PROBATION - TOP RANGE	Y	Y	
219	SUPERIOR SUBORDINATE PAY	Y	N	
220	WATCHMAN - CUSTODIAN	Y	N	
221	WELFARE RECIPIENT SUPERVISOR	Y	N	
222	OUT OF CLASS BONUS SCHEDULE/LEVEL/PERCENT	Y	N	
223	TEMPORARY CLERICAL & OFFICE SERVICES EMPLOYEES	Y	N	
224	PBP NON-BASE MERIT SALARY ADJUSTMENT	Y	N	
225	EXECUTIVE SECRETARY ADDED SALARY SCHEDULES	Y	N	
226A	MAPPII MANPOWER TO SALARY 10/01/2013	Y	N	
227	PBP TO SCHEDULE SALARY ADJUSTMENT	Y	N	
228	ADDITIONAL RESPONSIBILITIES - REPRESENTED	Y	N	
229	TEMPORARY SPECIAL MAP ACHIEVEMENT - FLAT	Y	N	
230	TEMPORARY SPECIAL MAP ACHIEVEMENT - PERCENT	Y	N	
231	TEMPORARY ASSIGNMENT MAP EMPLOYEE - FLAT	Y	N	
232	AW&M INSPECTOR MED/HEAVY/COMPRESSED GAS BONUS	Y	Y	
235	LONGEVITY BONUS 20 YEARS	Y	Y	
235A	LONGEVITY BONUS 20 YEARS	Y	Y	
235C	LONGEVITY BONUS 20 YEARS	Y	Y	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
235D	LONGEVITY BONUS 20 YEARS	Y	Y	
235F	LONGEVITY BONUS 20 YEARS	Y	Y	
235G	LONGEVITY BONUS 20 YEARS	Y	Y	
235H	LONGEVITY BONUS 20 YEARS	Y	Y	
235I	LONGEVITY BONUS 20 YEARS	Y	Y	
235J	LONGEVITY BONUS 20 YEARS	Y	Y	
236	LONGEVITY BONUS 25 YEARS	Y	Y	
236A	LONGEVITY BONUS 25 YEARS	Y	Y	
236C	LONGEVITY BONUS 25 YEARS	Y	Y	
236D	LONGEVITY BONUS 25 YEARS	Y	Y	
236F	LONGEVITY BONUS 25 YEARS	Y	Y	
236G	LONGEVITY BONUS 25 YEARS	Y	Y	
236H	LONGEVITY BONUS 25 YEARS	Y	Y	
236I	LONGEVITY BONUS 25 YEARS	Y	Y	
236J	LONGEVITY BONUS 25 YEARS	Y	Y	
237	LONGEVITY BONUS 30 YEARS	Y	Y	
237A	LONGEVITY BONUS 30 YEARS	Y	Y	
237C	LONGEVITY BONUS 30 YEARS	Y	Y	
237D	LONGEVITY BONUS 30 YEARS	Y	Y	
237F	LONGEVITY BONUS 30 YEARS	Y	Y	
237G	LONGEVITY BONUS 30 YEARS	Y	Y	
237H	LONGEVITY BONUS 30 YEARS	Y	Y	
237I	LONGEVITY BONUS 30 YEARS	Y	Y	
237J	LONGEVITY BONUS 30 YEARS	Y	Y	
238A	COMMAND PAY 24YR	Y	Y	
239A	COMMAND PAY 29YR	Y	Y	
240	AGRICULTURAL INSPECTOR BONUS	Y	N	
241	WEIGHTS & MEASURES INSPECTOR	Y	Y	
242	WEIGHTS & MEASURES INSPECTOR COMMERCIAL DRVRS LIC	Y	Y	
243	CAREER DEVELOPMENT INTERN BONUS	Y	N	
244A	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS	Y	Y	
244B	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS	Y	Y	
244C	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS	Y	Y	
245A	LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS	Y	Y	
245B	LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS	Y	Y	
245C	LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS	Y	Y	
246A	LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS	Y	Y	
246B	LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS	Y	Y	
246C	LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS	Y	Y	
247	DISPATCHER EMD CERTIFICATION BONUS	Y	Y	
248	REGIONAL PLANNING AICP CERTIFICATION BONUS	Y	N	
249	AGRICULTURAL INSP AID ROVER ASSIGNMENT BONUS	Y	N	
250	ACCOUNTING CERTIFICATE	Y	N	
251	POST BONUS -SUPERVISORY	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
251M	POST BONUS -MANAGEMENT	Y	N	
252	FINANCIAL SPECIALIST STEPS 8/9	Y	N	8/31/2020
252A	FINANCIAL SPECIALIST STEP 09 (NOTE 27)	Y	N	
252B	FINANCIAL SPECIALIST STEP 10 (NOTE 27)	Y	N	
253	DHS HEALTHCARE FACILITY ASSIGNMENT	Y	Y	
254	FORENSIC ATTENDANT FIELD TRAINING	Y	N	
255	BEACHES & HARBORS ASSIGNMENT	Y	Y	
256	ANIMAL CONTROL MGR-BOARD LIAISON BONUS	Y	N	
257	HALF STEP-01	Y	N	
258	HALF STEP-02	Y	N	
259	PARKS & RECREATION TRAILS UNIT ASSIGNMENT	Y	Y	
260	CATALINA ISLAND LIVING - LIFEGUARD/FIRE FIGHTER	Y	Y	
261	LIFEGUARD - EMT	Y	Y	
262	UNDERWATER RECOVERY	Y	Y	
262Y3	UNDERWATER RECOVERY - 3 CONSECUTIVE YEAR ASSIGN	Y	Y	
262Y4	UNDERWATER RECOVERY - 4 CONSECUTIVE YEAR ASSIGN	Y	Y	
263	AUDITOR-CONTROLLER MERIT - ONE SCHEDULE	Y	N	
264	AUDITOR-CONTROLLER MERIT - TWO SCHEDULES	Y	N	
265	AUDITOR-CONTROLLER MERIT - THREE SCHEDULES	Y	N	
266	AUDITOR-CONTROLLER MERIT - FOUR SCHEDULES	Y	N	
267	AUDITOR-CONTROLLER MERIT - FIVE SCHEDULES	Y	N	
268	AUDITOR-CONTROLLER MERIT - SIX SCHEDULES	Y	N	
270	BOARD OF SUPERVISOR SPECIAL ASSIGNMENT	Y	N	
271	ASSESSMENT APPEALS BOARD ASSIGNMENT	Y	N	
272	HEAD BOARD SPECIALIST ADDITIONAL STEPS	Y	N	
273	MAPP TIER II STEP 13	Y	N	
274	MAPP TIER II STEP 14	Y	N	
275	MAPP TIER II STEP 15	Y	N	
276	MAPP TIER II STEP 16	Y	N	
277	MAPP TIER II STEP 17	Y	N	
278	MAPP TIER II STEP 18	Y	N	
280	CATALINA ISLAND LIVING	Y	Y	
281	MAPP TO SCHEDULE FLAT AMOUNT	Y	N	
282	MAPP TO SCHEDULE PERCENTAGE	Y	N	
283	PERM PHYSICIAN TRANSITION RATE - PERCENT	Y	N	
285	COURT CLERK - GREATER SKILLS	Y	N	Obsolete
291	INTERGOVERNMENTAL RELATIONS	Y	N	Obsolete
293	LEGISLATIVE REPRESENTATIVE-CAO	Y	N	Obsolete
295	MANAGEMENT TRAINEE	Y	N	
299	EHR SALARY CONVERSION	Y	N	
300	CURATOR BONUS	Y	N	
301	MEDICAL HUB FORENSIC PEDIATRICS	Y	N	
302	SOUTH MAINTENANCE/MALIBU ASSIGN	Y	N	
303	ADMINISTRATIVE PROJECTS & INITIATIVES	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
310	LEGISLATIVE ADVOCATE - COUNTY COUNSEL	Y	N	
320	ACCOUNTING CERTIFICATE - DA	Y	N	
321	DISTRICT ATTORNER - OUT OF CLASS BONUS	Y	N	
322	RECLASSIFIED INVESTIGATOR	Y	N	Obsolete
323	ANTELOPE VALLEY ASSIGN. 30 MILES FROM RESIDENCE	Y	N	
323SC	SUPERIOR COURT ANTELOPE VALLEY STIPEND	N	N	
330	NIBIN - SCIENTIFIC SERVICES BUREAU	Y	Y	
331	INMATE SUPERVISOR	Y	Y	
332	JOURNEY EMPLOYEES BONUS	Y	N	
333	REFUSE TRUCK DRIVER BONUS	Y	Y	
334	CUSTODY ASSIST - DRILL INSTR/CUSTODY TRAINING STANDARDS BUR	Y	N	
335	TRAINING OFFICER BONUS	Y	N	
336	PUBLIC RESPONSE DISPATCHER	Y	N	
337	TRANSPORTATION SUPERVISOR BONUS	Y	Y	
338	ELEVATOR ADJUSTOR	Y	N	
340	A OR B MOTOR VEHICLE LICENSE BONUS	Y	N	
341	HELICOPTER MECH IN-FLIGHT MAINTENANCE	Y	Y	
342	CALIFORNIA ACCIDENTAL RELEASE PREVENTION (CalARP) ASSIGNMENT	Y	N	
343	ABOVEGROUND PETROLEUM STORAGE ACT (APSA) CERTIFICATION	Y	N	
344	INTERNATIONAL CODE COUNCIL CERT (ICC) BONUS	Y	N	
345	LICENSED PROFESSIONAL ENGINEER/ARCHITECT BONUS	Y	N	
346	EMERGENCY OPERATIONS SECTION ASSIGNMENT BONUS 5.6468%	Y	Y	
347	WELLNESS/FITNESS FOR LIFE BONUS -1%	Y	N	
348	WELLNESS/FITNESS FOR LIFE BONUS -2%	Y	N	
349	WELLNESS/FITNESS FOR LIFE BONUS-3%	Y	N	
350	AIR OPERATIONS BONUS	Y	Y	
350A	AIR OPERATIONS-ELIGIBILITY INDICATOR	Y	Y	
351	DRIVER - COUNTY FORESTER AND FIRE WARDEN	Y	Y	
352	56 HR CLASS ASSIGNED A 40 HOUR SCHEDULE	Y	Y	
353	FIREFIGHTER - EMT	Y	Y	
354	FIRE FIGHTER - HAZARD MATERIALS	Y	Y	
355	FIREFIGHTER - PARAMEDIC	Y	Y	
355Y2	FIREFIGHTER - PARAMEDIC 2 CONSECUTIVE YEARS	Y	Y	
355Y3	FIREFIGHTER - PARAMEDIC 3 CONSECUTIVE YEARS	Y	Y	
356	FIRE SAFETY PERSONNEL BONUS	Y	N	
357	HELICOPTER INSPECTION LICENSE	Y	N	
358	TEMPORARY PROMOTION BONUS	Y	N	
359	LIFEGUARD PARAMEDIC CATALINA BONUS	Y	Y	
359Y2	LIFEGUARD PARAMEDIC CATALINA 2 CONSECUTIVE YEAR ASSIGNMENT	Y	Y	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
360	URBAN SEARCH AND RESCUE	Y	Y	
360A	URBAN SEARCH AND RESCUE-ELIGIBILITY INDICATOR	Y	Y	
361	TEMPORARY PROMOTION BONUS - NON SCHEDULE	Y	N	
362	PARAMEDIC COORDINATOR/EMS CAPTAIN	Y	Y	
363	FIRE/LIFEGUARD PEER SUPPORT PROGRAM	Y	Y	
364	DECKHAND -BOAT/RESCUE WATER CRAFT OPERATOR	Y	Y	
364A	DECKHAND -BOAT/RESCUE WC OPERATOR - ELIGIBILITY INDICATOR	Y	Y	
365	BACHELOR DEGREE BONUS	Y	N	
366	NURSING PHD/DOCTORATE DEGREE	Y	N	
367	MEDICAL STAFF CREDENTIALING ASSIGNMENT BONUS	Y	N	
368	RN ASSIGNED TO SHERIFFS DEPT	Y	N	
369	ADVANCED EDUCATIONAL DEGREE BONUS	Y	N	
370	CLINIC NURSE - STAND BY	Y	N	4/1/2007
371	CLINICAL INSTRUCTOR - GENERAL	Y	N	
372	CLINICAL INSTRUCTOR - LAC+USC MEDICAL CENTER	Y	N	
373	EMERG MEDICINE - BOARD CERTIFICATION	Y	N	Obsolete
374	EMERG MEDICINE - BOARD CERT	Y	N	
375	EMERG MEDICINE - BOARD CERTIFICATION 8.25%	Y	N	
376	HIGH DESERT HOSPITAL - PHYSICIAN BONUS- PRIOR TO 1/1/86	Y	N	
377	JOURNEY EMPLOYEES BONUS	Y	N	
378	LICENSED VOCATIONAL NURSE - INTENSIVE CARE	Y	Y	
379	SUPERVISING NURSE - ICU	Y	N	
380	SUPVGN RAD TECHN - DIAGNOSTIC ULTRASOUND	Y	N	
381	DENTAL PROFESSIONAL BOARD CERT 2%	Y	N	
382	PUBLIC HEALTH INVESTIGATOR ASSIGNMENT BONUS	Y	Y	
383	VETERINARY MEDICINE- BOARD CERTIFICATION	Y	N	
384	HIGH DESERT HEALTH SYSTEM ASSIGNMENT BONUS	Y	N	
384HD	HIGH DESERT HEALTH SYSTEM ASSIGNMENT BONUS	Y	N	
384HS	HIGH DESERT HEALTH SYSTEM DUTY ASSIGNMENT BONUS	Y	N	
385	PSYCHIATRY SPECIALTY BONUS	Y	N	
386	PHYSICIAN SPECIALTY BONUS	Y	N	
387	PHARMACIST SPECIALTY ASSIGNMENTS	Y	N	
388	ICHS-HEALTH SERVICES INTEGRATED CORRECTIONAL HEALTH SERVICE	Y	N	
388CS	ICHS-HEALTH SERVICES CRITICAL SHORTAGE	Y	N	
389	AOA PSYCHIATRY SPECIALTY BOARD CERT 2.75%	Y	N	
390	BOOKMOBILE BONUS	Y	Y	
391	LIBRARIAN DIFFICULT TO RECRUIT ASSIGN (CLM)	Y	N	
392	LIBRARIAN BONUS	Y	N	
393	OBSTETRICS, GYNECOLOGY, AND LABOR & DELIVER	Y	N	
394	MEDICAL HUB FORENSIC PEDIATRICS	Y	N	
395	PHYSICIAN SPECIALTY BONUS - 5.75%	Y	N	
396	PHYSICIAN ADDITIONAL COMPENSATION	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
397	PHYSICIAN FORENSIC PATHOLOGY BONUS	Y	N	
398	HOSPITAL ADMINISTRATOR - ADDITIONAL COMPENSATION	Y	N	
399	DETECTIVE DIVISION	Y	Y	
400	DEPUTY COURT ADMINISTRATOR - OPINION/ADVISOR	Y	N	
401	DEPUTY MARSHALL - LEVEL I BONUS	Y	N	
402	DEPUTY MARSHALL - LEVEL II BONUS	Y	N	Obsolete
403	DEPUTY MARSHALL TRAINEE	Y	N	Obsolete
404	ELECTRONIC RECORDING EQUIPMENT	Y	N	
405	MARSHALL SUPERVISING BONUS	Y	N	Obsolete
406	DEPUTY MARSHAL SPECIAL TRAINING - 6TH STEP	Y	N	
407	COURT REPORTER NEW HIRE - LUMP SUM SUPERIOR COURT	N	N	
408	DEPUTY CLERK III OUT OF CLASS BONUS	Y	N	
409	COURT REPORTER FLOATING ASSIGN	Y	N	
410	SUPERVISING DEPUTY CLERK	Y	N	Obsolete
411	ADVISOR-COURT ADMINISTRATOR AND JUDGES	Y	N	Obsolete
412	NIGHT SHIFT AND WEEKEND BONUS	Y	N	Obsolete
413	DEPUTY CLERK IV - GREATER SKILLS	Y	N	
414	RECORDING EQUIPMENT-DEPUTY CLERK IV M.C.	Y	N	
415	AERO BUREAU- AVIONICS SHOP ASSIGNMENT	Y	N	
416	CHIEF OPERATOR WATER SYSTEMS - SH	Y	N	
417	SHIFT OPERATOR WATER SYSTEMS - SH	Y	N	
418	ISD - ENERGY MANAGEMENT SYSTEM SECTION (BEAS)	Y	N	
419	BACKGROUND INVESTIGATORS	Y	Y	
420	CATALINA ISLAND LIVING PARKS AND RECREATION	Y	Y	
421	LAKE AQUATICS - EMT CERTIFICATE	Y	Y	
422	LAKE LIFEGUARD - EMT CERTIFIED	Y	Y	
423	UNDERWATER RECOVERY - PARKS AN RECREATION	Y	Y	
424	BASIC ABMDI REGISTRY CERTIFICATION	Y	N	
425	ABMDI BOARD CERTIFICATION	Y	N	
426	ASSESSOR REPRESENTATIVE	Y	Y	
427	AUDITOR APPRAISER	Y	Y	
428	APPRAISER FIELD TRAINER	Y	Y	
429	SPECIAL VICTIMS BUREAU	Y	N	
430	ASST. DIRECTOR - PUBLIC SOCIAL SERVICES	Y	N	
431	LEGISLATION CONSULTANT - DPSS	Y	Y	
432	DEPUTY DISTRICT DIRECTOR TRAINEE	Y	N	
433	TWELVE LEVEL BONUS	Y	Y	
434	DEPUTY SHERIFF FIELD TRAINING OFFICER	Y	Y	
435	SENIOR FIELD TRAINING OFFICER, 12 MONTHS	Y	Y	
436	MASTER FIELD TRAINING OFFICER LEVEL 1, 18 MONTHS	Y	Y	
437	MASTER FIELD TRAINING OFFICER LEVEL 2, 30 MONTHS	Y	Y	
438	PATROL AND CUSTODY TRAINING - 8TH STEP	Y	Y	
439	DEPUTY SHERIFF CUSTODY TRAINING OFFICER	Y	N	
440	TACTICAL FLIGHT DEPUTY	Y	Y	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
441	CATALINA ISLAND LIVING - SHERIFF	Y	N	
442	COOKS, BAKERS, BUTCHERS BONUS	Y	Y	
443	DEPUTY SHERIFF-LEVEL I BONUS	Y	Y	
444	DEPUTY SHERIFF - LEVEL II BONUS	Y	Y	
444A	DEPUTY SHERIFF LEVEL II BONUS AT FIRST APPOINTMENT	Y	Y	
444B	DEPUTY SHERIFF LEVEL II BONUS AFTER ONE YEAR	Y	Y	
444C	DEPUTY SHERIFF LEVEL II BONUS AFTER TWO YEARS	Y	Y	
444D	DEPUTY SHERIFF LEVEL II BONUS AFTER THREE YEARS MAXIMUM	Y	Y	
445	DEPUTY SHERIFF SPECIAL ENFORCEMENT/CANINE DETAIL	Y	N	
446	EXPLOSIVES DETAIL BONUS	Y	Y	
447	HELICOPTER DETAIL	Y	Y	
449	SENIOR COOK BONUS - SHERIFF	Y	Y	
450	SHERIFF OUT OF CLASS BONUS	Y	N	
451	UNDERWATER RECOVERY - SHERIFF	Y	Y	
452	SUPERVISORY BONUS	Y	Y	
453	SERGEANT-AT-ARMS BOARD OF SUPERVISOR	Y	N	
454	SHERIFF INTERNAL EQUITY	Y	Y	
455	MOTORCYCLE PATROL UNIT BONUS	Y	Y	
456	TRAINING OFFC/INVESTIGATOR/K-9 BONUS	Y	N	
457	PATROL STATION RETENTION BONUS	Y	Y	
458	ACTING CAPACITY BONUS	Y	N	
459	SHERIFF'S STATION JAILER BONUS	Y	Y	
460	SHERIFF - MAINTENANCE WORKER	Y	Y	
461	SHERIFF BUSINESS MACHINE TECHNICIAN	Y	N	Obsolete
462	MANPOWER SHORTAGE-SHERIFF CATALINA ISLAND	Y	Y	
463	DRINKING WATER TREATMENT & DISTRIBUTION	Y	Y	
464	STATE OF CALIF STRUCTURAL ENGINEER LICENSE BONUS	Y	N	
465	REHABILITATION INSPECTOR-PUBLIC WORKS	Y	N	Obsolete
466	SEWER MAINTENANCE ASSIGNMENT	Y	Y	
467	UNDERGROUND STORM DRAIN ASSIGNMENT	Y	Y	
468	LICENSED LAND SURVEYOR BONUS	Y	N	
469	LICENSED REGISTERED TRAFFIC ENGINEER BONUS	Y	N	
470	BUSINESS LICENSE LIAISON	Y	N	Obsolete
471	LAW ENFORCEMENT TECH (LET) DISPATCHER	Y	N	
472	FIELD RESPONSE RETENTION	Y	N	
473	PILOT / ADVANCE FLIGHT INSTRUCTOR	Y	N	
474	PILOT / BASIC FLIGHT INSTRUCTOR/FIXED WING PILOT	Y	N	
475	CERTIFICATION BONUS - LACERA	Y	N	
476	PHYSICIAN CALL BACK TIER I	N	N	
477	PHYSICIAN CALL BACK TIER II	N	N	
480	SUPERIOR COURT CLERK BONUS	Y	N	Obsolete
481	COURT REPORTERS REALTIME CERTIFICATION	Y	N	
482	JUDICIAL ASSISTANT BONUS	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
483	REALTIME WRITING BONUS	Y	N	
484	GEOTECHNICAL LICENSE BONUS	Y	N	
485	SUP CRT EXEC OFFICER ADDITIONAL COMPENSATION	Y	N	
486	PLANS EXAMINER CERTIFICATION	Y	N	
487	REGISTRATION - LICENSE BONUS	Y	N	
488	BUILDING ENGINEERING INSPECTOR BONUS	Y	N	
489	ORAL SURGERY NON-STANDARD SHIFT ASSIGNMENT BONUS	Y	N	
490	SENIOR COOK - PROBATION	Y	Y	
491	GROUP SUPERVISOR - PROBATION	Y	Y	
492	HEAD COOK - PROBATION	Y	Y	
493	SENIOR PROBATION DIRECTOR-JUVENILE HALL ASSIGNMENT	Y	N	
494	BUREAU CHIEF, PROBATION -DETENTION SERVICES BUREAU	Y	N	
495	PROBATION DIRECTOR-ADMIN RESP./FOOTHILL JUV AREA	Y	N	
496	PROBATION ADDITIONAL ASSIGNMENT	Y	Y	
497	INSTITUTIONS ASSIGNMENT	Y	Y	
498	PROBATION DIRECTOR-CHALLENGER YOUTH CENTER	Y	N	
499	SPECIAL ENFORCEMENT OPERATIONS	Y	N	
500	RELOCATION REIMBURSEMENT - NONTAXABLE	N	N	12/31/2017
501	BOARD OF RETIREMENT CASE REVIEW	Y	N	
502	RELOCATION ALLOWANCE	N	N	
503	UNIFORM ALLOWANCE	Y	N	
504	NIGHT SHIFT DIFFERENTIAL	Y	N	
504MH	NIGHT SHIFT DIFFERENTIAL MENTAL HEALTH	Y	N	
504NH	NIGHT SHIFT DIFFERENTIAL- RELIEF NURSE HOLIDAY NITE	Y	N	
505	CORONER'S INQUEST REPORTER	Y	N	
506	ALLOWANCE IN LIEU OF VEHICLE USE	Y	N	
507	CO-GENERATION MAINTENANCE	Y	N	
508	HENNINGER FLATS WATCHMAN	Y	N	
509	FREEZER WORK	Y	N	
510	DEPARTMENT HEAD MERIT	Y	N	
511	BOARD OF SUPERVISORS PERFORMANCE LUMP SUM	Y	N	
512	FIRE SUPPRESSION TRANSPORTATION TRUCK DRIVER	Y	N	
513	BARG UNIT 201 MOU LUMP SUM BONUS	Y	N	
514	BACKHOE OPERATOR	Y	N	
515	WEEKEND BONUS	Y	N	
515HS	WEEKEND BONUS- HS EMPLOYEES ONLY	Y	N	
516	EXPLOSIVES WORK	Y	N	
517	EVENING SHIFT DIFFERENTIAL	Y	N	
517MH	EVENING SHIFT DIFFERENTIAL MENTAL HEALTH	Y	N	
517NH	EVENING SHIFT DIFFERENTIAL-RELIEF NURSE HOLIDAY EVENING	Y	N	
518	POWER EQUIPMENT REPAIR, SNOW CONDITIONS	Y	N	
519	ENGINEERING EMPLOYEES, HAZARD PAY	Y	N	
520	HOME CARE COMPENSATION	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
521	TAX PENALTY REIMBURSEMENT	N	N	
522	CUSTODIAN ACTING AS WATCHMAN	Y	N	
523	HYDROELECTRIC OPERATIONS	Y	N	
524	ON CALL FOR COURT APPEARANCE	N	N	
525	CONTRACTING & PRODUCTIVITY IMPROVE INCNTV FOR MNGR	Y	N	
526	ENVIRONMENTAL EMERGENCY REPSONSE TEAM ASSIGNMENT	N	N	
527	RELIEF DAM OPERATOR, ON CALL	N	N	
528	WEBCOM PRESS OPERATOR	Y	N	
529	POWER EQUIPMENT OPERATOR, FIRE SUPPRESSION	Y	N	
530	EMS CLASS A LICENSE	N	N	
531	STANDBY (*Pensionable prior to 1/1/2013)	N*	N	
531CC	STANDBY CRITICAL CARE	N	N	
531MF	STANDBY- MAXILLOFACIAL	N	N	
531SP	STANDBY AUTH FOR SHERIFF & PUBLIC WRKS DEPTS ONLY BU 411/412 (*Pensionable prior to 1/1/2013)	N*	N	
532	ADDITIONAL RESPONSIBILITIES AND EXCEPTNL PERFORMNC	Y	N	
533	POWER SWEEPER OPERATOR IN EMERGENCY CONDITIONS	Y	N	
534	POWER PLANT RELIEF ENGINEER	Y	N	
535	CLINIC PHYSICIAN FIRST 90 MINUTE RATE (SUPPLEMENT TO 099)	Y	N	
536	CONSULTING SPEC, MD & MNLT HEALTH CONSLT, 1ST&5TH	Y	N	
537	HOMELESS ENCAMPMENT ASSIGN	N	N	
538	RN ASSIGNED AS ACTING OR RELIEF CHARGE NURSE	Y	N	
539	RN WEEKEND DIFFERENTIAL	Y	N	
540	RELIEF NURSE HOLIDAY DIFFERENTIAL	Y	N	
541	RELIEF NURSE WEEKEND DIFFERENTIAL	Y	N	
542	EMERGENCY WORKPLACE DIFFERENTIAL	N	N	
543	CALL BACK EXTRA COMPENSATION	N	N	
544	APPRAISERS LAUNDRY AND DRY CLEANING ALLOWANCE	Y	N	
545	HEAVY DUTY TOW TRUCK DRIVER	Y	N	
546	SLURRY SEAL TRUCK_DRIVER	Y	N	
547	MOU LUMP SUM (INC IN REG OT)	Y	N	
547HS	DHS MISC LUMP SUM (INC IN REG OT)	Y	N	
548	LIFEGUARD PARAMEDIC - RELIEF	Y	N	
549	HANDLING OF HAZARD CHEMICALS	Y	N	
550	INCENTIVE AWARDS FOR MEDI-CAL REIMBRMNTS/HEALTH SR	Y	N	Obsolete
551	GROUP INCENTIVE AWARD, TREASURER TAX COLLECTOR	Y	N	Obsolete
552	STANDBY - EMERGENCY ROLL OUT PROGRAM (*Pensionable prior to 1/1/2013)	N*	N	
553	PIONEER EXCAVTN, TUNNEL OPERATNS, FIRE SUPP, SNOW	Y	N	
554	PIONEER EXCAVTN, TUNNEL OPERATNS, FIRE SUPP, SNOW	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
555	SCAFFOLD OR SWING STAGE, 30 FEET ABOVE GRADE	Y	N	
556	HIGH SCALE AND RIGGING OPERATIONS, GENERAL	Y	N	
557	EVENING SHIFT, MED TECH	Y	N	
558	NIGHT SHIFT, MED TECH	Y	N	
559	MISCELLANEOUS LUMP SUM INCLUDED IN REG OT	N	N	
560	MISCELLANEOUS LUMP SUM NOT INCLUDED IN REG OT	N	N	
561	HOURS PAID BUT NOT WORKED	N	N	
562	MENTAL HEALTH ALERT & PSYCH MOB RESP TEAM STDBY	N	N	
563	RELIEF DAM OPERATIONS STANDBY	N	N	
564	TUITION REIMBURSEMENT	N	N	
565	PARAMEDIC RECERTIFICATION BONUS	Y	N	
565A	PARAMEDIC RECERTIFICATION BONUS-ELIGIBILITY INDICATOR	Y	N	
566	QUALIFIED FOR HAZARD MATERIAL OVERTIME CALC	N	N	
566A	QUALIFIED FOR HAZARD MATERIAL OT CALC-ELIGIBILITY INDICATOR	N	N	
567	DEPUTY SHERIFF RESERVE ANNUAL COMPENSATION	Y	N	
568	ASSESSMENT APPEALS 2ND SESSION PAY	Y	N	
568A	ASSESSMENT APPEALS 3RD SESSION PAY	Y	N	
569	PHYSICIANS LOAN REPAYMENT PROGRAM	N	N	
570	HOME CARE PROGRAM STANDBY (*Pensionable prior to 1/1/2013)	N*	N	
571	CSW LICENSURE SUPERVISION	Y	N	
572	MOU LUMP SUM BONUS	Y	N	
572CR	MOU LUMP SUM - CHIEF RESIDENT BONUS	N	N	
572ED	MOU LUMP SUM EDUCATIONAL BONUS	N	N	
572HA	MOU LUMP SUM HOUSING ALLOWANCE	N	N	
572WI	MOU LUMP SUM 1115 WAIVER INCENTIVE	N	N	
573	TUITION REIMBURSEMENT - NONTAXABLE	N	N	
574	STANDBY - INS WITNESS PROGRAM (*Pensionable prior to 1/1/2013)	N*	N	
575	WASTEWATER PLANT RELIEF BONUS	Y	N	
576	SOLO DAILY EARNINGS	Y	N	
577	INTERPRETER HALF DAY BONUS - SUP CT	Y	N	
578	ER ATTENDING PHYSICIAN - DAY RATE	Y	N	
579	ER ATTENDING PHY/-WKDY EVE/WKND HOL DAY	Y	N	
580	ER ATTENDING PHY/-WKDY NITE/WKND HOL EVE NITE	Y	N	
581	SWIM PROFICIENCY BONUS	Y	N	
582	INTERPRETER REGULAR MULTIPLE LANGUAGE SAME DAY	Y	N	
583	INTERPRETER-HOURLY/DAILY MULT LANG SAME DAY	Y	N	
584	PHYSICIAN STIPENDS	Y	N	
585	ISA TREE WORKER CERTIFICATION	Y	N	
586	ISA ARBORIST CREDENTIAL	Y	N	
587	ISA QUALIFIED TREE RISK ASSESSOR CREDENTIAL	Y	N	
588	ISA MUNICIPAL SPECIALIST CREDENTIAL	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
589	DMH SPECIALTY FIELD BASED BONUS	Y	N	
590	CONTINUING EDUCATION/ EQUIPMENT/TRAINING	Y	N	
591	LICENSE-CERTIFICATION REIMBURSEMENT	N	N	
592	SC RETENTION BONUS	Y	N	
593	SUPERIOR COURT COURT REPORTER - EQUIP (SB 154)	N	N	
594	SUPERIOR COURT SIGNING BONUS (COURT REPORTER - SB 154)	N	N	
595	SUPERIOR COURT - STUDENT LOAN	N	N	
596	SUPERIOR COURT FINDERS FEE (COURT REPORTER - (SB 154)	N	N	
597	CLINICAL PHARMACIST ASSIGNMENT/RESPONSIBILITIES	Y	N	
598	ELECTION WORKER STIPEND	N	N	
599	ON-CALL PAY, SC	N	N	
600	RN MOBILE INTENSIVE CARE CERT-SUB D	Y	N	
601	SPECIALTY CARE BONUS	Y	N	
602	DISPATCHER ASSIGNMENT	Y	N	
603	AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATE	Y	N	
604	RN MOBILE INTENSIVE CARE CERTIFICATION	Y	N	
605	CUSTODIAN FLOOR WAXING BONUS	Y	N	
606	FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTY (†Under review as of 10/1/2018)	Y	N†	
606A	FIRE EQPMNT MCHNC ASSGND FIELD RPR DTY-ELIGIBILITY INDICATOR (†Under review as of 10/1/2018)	Y	N†	
607	SDPO ASSIGNED ACTING DIRECTOR IN A CAMP	Y	N	
608	BILINGUAL BONUS	Y	N	
609	RN ASSIGNED TO EMERGENCY ROOM	Y	N	
610	ANTELOPE VALLEY FIREFIGHTING CREW	Y	N	Obsolete
611	TREE TRIMMER SUPERVISOR, POWER OPERATIONS	Y	N	Obsolete
612	SHOOTING BONUS, EXPERT	Y	N	
613	SHOOTING BONUS, DISTINGUISHED EXPERT	Y	N	
614	SHOOTING BONUS, MARKSMAN	Y	N	
615	SHOOTING BONUS, SHARPSHOOTER	Y	N	
616	ANTELOPE VALLEY QUARTERS, ON FIRE CALL	Y	N	Obsolete
617	CLINIC NURSE ASSIGNED TO PROBATION CAMP	Y	N	
618	TRANSPORTATION BUS DRIVER, SHERIFF	Y	N	
619	CERTIFIED ACCESS SPECIALIST CERTIFICATION	Y	N	
620	SAN GABRIEL DAM OPERATOR	Y	N	
621	NURSE RETENTION INCENTIVE	Y	N	
622	ADVANCED APPRAISER CERTIFICATION	Y	N	
623	ANIMAL CARE CONTROL ASSIGNMENT BONUS	Y	Y	
624	BILINGUAL ADDITIONAL BONUS, CHILDREN'S SOCIAL WORK	Y	N	
625	AGRICULTURE INSPECTORS ASSIGNED TO STANDARDIZATION	Y	N	
626	FIREFIGHTER PARAM. NOT ASSGND TO PARAM.	Y	Y	
627	DETENTION & TRANSPORTATION EXTRA SUPERVISION BONUS	Y	N	
628	BILINGUAL BONUS FOR OTHER THAN MONTHLY	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
628A	BILINGUAL BONUS FOR OTHER THAN MONTHLY-ELIGIBILITY INDICATOR	Y	N	
629	MORTUARY ATTENDANT AT LAC+USCMC	Y	N	
630	FIELD ASSIGNMENT BONUS	Y	N	
631	BILINGUAL BONUS-SUB D	Y	N	
632	MENTAL HEALTH WORKERS ASSIGNED SH, PB, CORR DETENTON FACL	Y	N	
633	RN ASSIGNED TO EMERGENCY ROOM SUB D- OBOLETE AS OF 4/1/2007	Y	N	4/1/2007
634	SUPERVISING DETENTION SERVICES OFFICER OF THE DAY	Y	N	
635	TRANSPORTATION DEPUTY BUS DRIVER, PROBATION	Y	N	
636	INCIDENTAL EXPENSE ALLOWANCE	Y	N	
637	PROFESSIONAL DEVELOPMENT EXPENSES	Y	N	
638	PROBATION TELECOM EQUIPMENT BONUS- OBSOLETE SINCE PRE- e HR	Y	N	3/31/2012
639A	NON-STANDARD SHIFT ASSIGNMENT BONUS L&D, INPATIENT FACILITY	Y	N	
639B	NON-STANDARD SHIFT ASSIGNMENT BONUS RADIOLOGY	Y	N	
640	CHILDRENS SERVICES ERCP RETENTION	Y	N	
641	SHOOTING BONUS, EXPERT - RESERVE	Y	N	
642	SHOOTING BONUS, DISTINGUISHED EXPERT - RESERVE	Y	N	
643	SHOOTING BONUS, MARKSMAN - RESERVE	Y	N	
644	SHOOTING BONUS, SHARPSHOOTER - RESERVE	Y	N	
645	EMERGENCY ROOM PREMIUM	Y	N	
646	EMERGENCY ROLL OUT PROGRAM & SHIFT BONUS	Y	N	
647	BILINGUAL ADDITIONAL BONUS, PSYCH SOCIAL WORK	Y	N	
648	DEFIBRILLATION AIRWAY BONUS	Y	N	
649	MAMMOGRAPHY BONUS	Y	N	
650	JUDGE:PRESIDING JUDGE 4%	N	N	
651	MEAL REIMBURSEMENT-RESIDENTS	N	N	
652	MEAL REIMBURSEMENT-PLANT ENGINEERS	N	N	
653	ANIMAL CARE PAY/ CARE & MAINTENANCE	Y	N	
654	INTERMEDIATE POST, CORONER INVESTIGATORS	Y	N	
655	ADVANCED POST, CORONER INVESTIGATORS	Y	N	
657	SECURITY OPERATIONS UNIT BONUS	Y	Y	
660	DHS PRIMARY CARE BONUS	Y	N	
690	CELL PHONE STIPEND VOICE ONLY	N	N	
691	CELL PHONE STIPEND DATA ONLY	N	N	
692	CELL PHONE STIPEND VOICE AND DATA	N	N	
694	CIVIC CENTER COMMUTER ALLOWANCE	Y	N	
694SC	SUP COURT CIVIC CENTER STIPEND	Y	N	
695	DEPARTMENT HEAD TRANSPORTATION ALLOWANCE	Y	N	
696	DEPARTMENT HEAD TRAFFIC MITIGATION ALLOWANCE	Y	N	
699W	FLEXIBLE WORK TIME EARNED	N	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
700	PENSIONABLE OVERTIME	Y	N	
701	PAID OVERTIME	N	N	
702	PAID DOUBLE OVERTIME	N	N	
703	FLSA COMP TIME EARNED - ACCRUE FLSA PREMIUM	N	N	
704	FLSA COMP TIME - ACCRUE STRAIGHT PAY PREMIUM	N	N	
705	COMPENSATORY TIME EARNED	N	N	
710	DISASTER RELATED PAID OVERTIME	N	N	
711	DISASTER COMP TIME EARNED (ACCRUED)	N	N	
712	CONTRACT RELATED PAID OVERTIME	N	N	
713	ER PHYSICIAN OT - DAY RATE	N	N	
714	ER PHYSICIAN OT - WKDY EVE/WKND HOL DAY	N	N	
715	ER PHYSICIAN OT - WKDY NITE/WKND HOL EVE NITE	N	N	
720	SPECIAL EVENTS OVERTIME	N	N	
720F	SPECIAL EVENTS OVERTIME FLORES	N	N	
730	PREMIUM OVERTIME - SYSTEM PENSIONABLE	Y	N	
730F	PREMIUM FLORES OVERTIME - SYSTEM PENSIONABLE	Y	N	
731	PREMIUM OVERTIME - SYSTEM	N	N	
731F	PREMIUM FLORES OVERTIME - SYSTEM	N	N	
732	PREMIUM DOUBLE OVERTIME - SYSTEM	N	N	
732D	PREMIUM DOUBLE OVERTIME - SYSTEM	N	N	
733	PREMIUM OVERTIME - MANUAL	N	N	
733F	PREMIUM OVERTIME MANUAL FLORES	N	N	
746	CALL BACK ACTUAL	N	N	
746F	CALL BACK ACTUAL FLORES	N	N	
747	CALL BACK GUARANTEED	N	N	
747F	CALL BACK GUARANTEED FLORES	N	N	
775	SECONDARY OVERTIME	N	N	
776	ALTERNATE OVERTIME	N	N	
777	SECONDARY ASSIGNMENT OVERTIME	N	N	
778	OVERTIME - FIRE DEPT 56 HOUR	N	N	
779	SECONDARY OVERTIME - FIRE DEPT 56 HR	N	N	
780	WORKDOWN OVERTIME - FIRE DEPT	N	N	
781	OVERTIME - FIRE DEPT_40 HR	N	N	
782	PLATOON/40 HR/DISPATCHER SCHED PREMIUM - SYSTEM	Y	Y	
782F	PLATOON/40 HR/DISPATCHER SCHED FLORES PREMIUM - SYSTEM	Y	Y	
783	DISPATCHER BRIEFING TIME	N	N	
784	40 HOUR CAMP - GUARANTEED PREMIUM	N	N	
78C	40 HOUR CAMP - GUARANTEED PREMIUM	N	N	
791	ORDERED OVERTIME	N	N	
793	COMPENSATED BRIEFING TIME - SYSTEM	N	N	
796	ORDERED FLSA COMP TIME EARN - ACCR FLSA PREM	N	N	
799	FLEX REG HOURS BETWEEN 181 AND 192 FOR 40HR FIRE FIGHTERS	N	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL §31461	PEPRA §7522.34	Expiration Date/Notes
79C	FLEX REG HOURS BETWEEN 181 AND 192 FOR 40HR FIRE FIGHTERS	N	N	
804F	EXCESS PREMIUM - FLSA COMP TIME TAKEN FLORES	N	N	
ADJPY	EADJ Adjust Regular Pay	N	N	
DMPPE	DUMMY FRINGE FOR PENSIONABLE EARNINGS IN SUPP SYS	Y	N	
EEC	ESTIMATED EARNINGS CORRECTION-NONTAX-NONPENS	N	N	
ML043	ACTIVE MILITARY PAY	N	N	
OP001	SECTION 170 OVERTIME	N	N	
OP002	BASERATE OVERTIME	N	N	
OP003	PREMIUM OVERTIME	N	N	
OP004	SHOOTING BONUS	Y	N	
OP005	NON-PENSIONABLE STANDBY PAY (*Pensionable prior to 1/1/2013)	N*	N	
OP006	BILINGUAL BONUS	Y	N	
OP007	HAZARD PAY	Y	N	
OP008	PENSIONABLE MISCELLANEOUS EARNINGS	Y	N	
OP009	NON-PENSIONABLE MISCELLANEOUS EARNINGS	N	N	
OP013	TIME CERTIFICATE LUMP SUM	N	N	
OP014	LUMP SUM COMP TIME OFF	N	N	
OP017	NIGHT BONUS	Y	N	
OP018	CALL BACK	N	N	
OP028	MILEAGE	N	N	
OP029	PARKING REIMBURSEMENT	N	N	
OP030	UNIFORM ALLOWANCE	Y	N	
OP038	AUTO REIMBURSEMENT	Y	N	
OP040	SICK BUYBACK	Y	N	
OP044	TIME CERTIFICATE VACATION	N	N	
OP046	EMPLOYEE SUGGESTION	Y	N	
OP047	LUMP SUM 56-HOUR	N	N	
OP048	LUMP SUM VACATION 56-HOUR	N	N	
OP050	TRANSPORTATION ALLOWANCE	Y	N	
OP051	TRAFFIC MITIGATION	Y	N	
OP052	PROFESSIONAL DEVELOPMENT ALLOWANCE	Y	N	
OP053	TAXABLE PARKING ALLOWANCE	Y	N	
OP055	BUYBACK COMP TIME OFF	N	N	
OP056	FLSA PREMIUM OVERTIME	Y	Y	
OP057	HOLIDAY BUYBACK	Y	N	
OP058	MERIT BONUS	Y	N	
OP059	NON-PENSIONABLE STANDBY PAY	N	N	
OP060	TAXABLE TUITION REIMBURSEMENT	N	N	
OP067	ADVANCE DISABILITY RETIREMENT	N	N	
OP075	VACATION/HOLIDAY	N	N	
OP077	VACATION IN-LIEU-OF-PAY	N	N	
OP078	56-HOUR VACATION IN LEIU OF PAY	N	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
OP098	REGULAR EARNINGS - NURSES	Y	N	
OP100	BACK AWARDS AND JUDGEMENTS - HZN EXCESS OF LMT-GROSS UP AMT	N	N	
OP101	ERRORS AND OMISSIONS - HZN EXCESS OF LIMIT - GROSS UP AMT	N	N	
OP102	BACK AWARDS AND JUDGEMENTS - SVG EXCESS OF LMT-GROSS UP AMT	N	N	
OP103	ERRORS AND OMISSIONS - SVG EXCESS OF LIMIT - GROSS UP AMT	N	N	
OP104	BACK AWARDS AND JUDGEMENTS - PSP EXCESS OF LMT-GROSS UP AMT	N	N	
OP105	ERRORS AND OMISSIONS - PSP EXCESS OF LIMIT - GROSS UP AMT	N	N	
OP110	NON-TAXABLE TUITION REIMBURSEMENT	N	N	
OP135	LUMP SUM SEVERANCE	N	N	
OP651	MEAL REIMBURSEMENT	N	N	
OP653	ANIMAL CARE PAY	Y	N	
OP700	PENSIONABLE OVERTIME	Y	N	
OP730	PENSIONABLE PREMIUM OVERTIME	Y	N	
OP904	ELECTIVE ANNUAL LEAVE BUYBACK	N	N	
OP911	VACATION BUYBACK	Y	N	
PC010	010 EARNED SALARY ADVANCE CONVERSION	N	N	
PC011	011 VACATION PAY ADVANCE CONVERSION	N	N	
PC019	PART PAY SICK - CONVERSION	N	N	
PC025	025 UNDERPAYMENT ADVANCE CONVERSION	N	N	
PC036	036 FLEX EARNINGS CONVERSION	N	N	
PE803	EXCESS STRAIGHT - FLSA COMP TIME TAKEN	N	N	
PE804	EXCESS PREMIUM - FLSA COMP TIME TAKEN	N	N	
PE806	EXCESS STRAIGHT - FY93 FLSA COMP TIME TAKEN	N	N	
PE807	EXCESS PREMIUM - FY93 FLSA COMP TIME TAKEN	N	N	
PE813	CAPE - EXCESS STRAIGHT - FY93 FLSA COMP TIME TAKEN	N	N	
PE814	CAPE - EXCESS PREMIUM - FY93 FLSA COMP TIME TAKEN	N	N	
PF004	MEGAFLEX PENSIONABLE CONTRIBUTION	Y	N	
PF007	FLEX PENSIONABLE CONTRIBUTION	Y	N	
PF010	CHOICES PENSIONABLE CONTRIBUTION	Y	N	
PF013	OPTIONS PENSIONABLE CONTRIBUTION	Y	N	
PFA36	FLEX EARNINGS ADVANCE	N	N	
PG720	SPECIAL EVENTS OVERTIME - PREMIUM PORTION	N	N	
PG746	CALL BACK ACTUAL - PREMIUM PORTION	N	N	
PG747	CALL BACK GUARANTEED - PREMIUM PORTION	N	N	
PK003	NON-ELECTIVE LEAVE	Y	N	
PK011	SICK - 100%	Y	N	
PK012	HOLIDAY	Y	N	
PK021	VACATION	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
PK030	SPECIAL PAID LEAVE	Y	N	
PK031	APPRAISERS LEAVE	Y	N	
PK032	INTERN/RESIDENT LEAVE	Y	N	
PK061	PAID FAMILY LEAVE BUY BACK - END OF 2 YEAR PAYOUT	N	N	
PK094	VACATION IN LIEU OF PAY	N	N	
PK096	SUPERIOR COURT VACATION IN LIEU OF PAY	N	N	
PK113	SICK PRE-71	Y	N	
PK801	COMPENSATORY TIME TAKEN	N	N	
PK802	PROTECTED COMPENSATORY TIME TAKEN	N	N	
PK803	FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PK804	FLSA COMP TIME TAKEN - PREMIUM	N	N	
PK805	FY93 COMPENSATORY TIME TAKEN	N	N	
PK806	FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PK807	FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PK808	DISASTER COMP TIME TAKEN	N	N	
PK810	CALL BACK ACCRUE - STRAIGHT TAKEN	N	N	
PK811	CALL BACK GUARANTEED CTO - BUY BACK	N	N	
PK812	DFR 1 YR - NON-FLSA COMPENSATORY STRT TIME - USAGE	N	N	
PK813	CAPE-FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PK814	CAPE-FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PK815	DFR 1 YR-FLSA COMPENSATORY STRT TIME- USAGE	N	N	
PK816	DFR 2 YRS-FLSA COMPENSATORY STRT TIME - USAGE	N	N	
PK818	DFR 1 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PK819	DFR 2 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PK821	DFR 1 YR- CALL BACK - STRAIGHT USAGE	N	N	
PK918	FY93-FIRE 56 HR-FLSA PREMIUM OVERTIME-BUY BACK	N	N	
PK919	FY93-FIRE 40 HR-FLSA PREMIUM OVERTIME-BUY BACK	N	N	
PKN03	SC ADDITIONAL NON-ELECTIVE LEAVE - YEAREND NON-PENSIONABLE	N	N	
PKN21	SC ADDITIONAL VACATION YEAREND PAYOUT NON-PENSIONABLE	N	N	
PKP11	SICK - 100% BUYBACK FOR 56 HOUR PROBATION EMPLOYEES	Y	N	
PKP21	VACATION BUYBACK FOR 56 HOUR PROBATION EMPLOYEES	Y	N	
PO002	ELECTIVE LEAVE TERM PAY OFFSET	N	N	
PO699	FLEXIBLE WORK SCHEDULE	N	N	
PO703	STRAIGHT PAY OFFSET-FLSA COMP TIME EARNED - ACCRUE FLSA PREM	N	N	
PO704	STRAIGHT PAY OFFSET-FLSA COMP TIME - ACCRUE STR PAY PREM	N	N	
PO705	STRAIGHT PAY OFFSET-COMPENSATORY TIME EARNED	N	N	
PO711	STRAIGHT PAY OFFSET-DISASTER COMP TIME EARNED (ACCRUED)	N	N	
PO796	STRAIGHT PAY OFFSET-ORDERD FLSA COMP TM EARN-ACCR FLSA PREM	N	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
PP001	SECTION 170 OVERTIME	N	N	
PP002	BASERATE OVERTIME	N	N	
PP003	PREMIUM OVERTIME	N	N	
PP004	SHOOTING BONUS	Y	N	
PP005	STANDBY PAY- NON PENSIONABLE (*Pensionable prior to 1/1/2013)	N*	N	
PP006	BILINGUAL BONUS	Y	N	
PP007	HAZARD PAY	Y	N	
PP008	MISCELLANEOUS EARNINGS-PENSIONABLE	Y	N	
PP009	MISCELLANEOUS EARNINGS-NON-PENSIONABLE	N	N	
PP013	TIME CERTIFICATE LUMPSUM	N	N	
PP014	LUMPSUM COMP TIME OFF	N	N	
PP017	NIGHT BONUS	Y	N	
PP018	CALL BACK	N	N	
PP028	MILEAGE REIMBURSEMENT	N	N	
PP029	PARKING REIMBURSEMENT	N	N	
PP030	UNIFORM ALLOWANCE	Y	N	
PP032	EARNINGS - DECEASED EMPLOYEE	N	N	
PP038	AUTO REIMBURSEMENT	Y	N	
PP040	SICK BUYBACK	Y	N	
PP044	TIME CERTIFICATE VACATION	N	N	
PP046	EMPLOYEE SUGGESTION	Y	N	
PP047	LUMPSUM 56-HOUR	N	N	
PP048	LUMPSUM VACATION 56-HOUR	N	N	
PP050	TRANSPORTATION ALLOWANCE	Y	N	
PP051	TRAFFIC MITIGATION	Y	N	
PP052	PROFESSIONAL DEVELOPMENT ALLOWANCE	Y	N	
PP053	TAXABLE PARKING ALLOWANCE	Y	N	
PP055	BUYBACK COMP TIME OFF	N	N	
PP056	FLSA PREMIUM OVERTIME	Y	Y	
PP057	HOLIDAY BUYBACK	Y	N	
PP058	MERIT BONUS	Y	N	
PP059	STANDBY PAY-NON-PENSIONABLE	N	N	
PP060	TAXABLE TUITION REIMBURSEMENT	N	N	
PP067	ADVANCE DISABILITY RETIREMENT	N	N	
PP075	VACATION/HOLIDAY	N	N	
PP077	VACATION IN-LIEU-OF-PAY	N	N	
PP078	56-HOUR VACATION IN LEIU OF PAY	N	N	
PP098	REGULAR EARNINGS - NURSES	Y	N	
PP110	NON-TAXABLE TUITION REIMBURSEMENT	N	N	
PP651	MEAL REIMBURSEMENT	N	N	
PP653	ANIMAL CARE PAY	Y	N	
PP700	PENSIONABLE OVERTIME	Y	N	
PP730	PENSIONSABLE PREMIUM OVERTIME	Y	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
PP904	ELECTIVE ANNUAL LEAVE BUYBACK	N	N	
PP911	VACATION BUYBACK	Y	N	
PPC36	FLEX EARNINGS - CHOICES	N	N	
PPF36	FLEX EARNINGS - FLEX	N	N	
PPM36	FLEX EARNINGS - MEGAFLEX	N	N	
PPO36	FLEX EARNINGS - OPTIONS	N	N	
PPRB2	RETIREE - REPLACEMENT BENEFITS PLAN (LACERA) - NO HIT	N	N	
PPRBP	RETIREE - REPLACEMENT BENEFITS PLAN (LACERA)	N	N	
PS720	SPECIAL EVENTS OVERTIME - STRAIGHT PORTION	N	N	
PS746	CALL BACK ACTUAL - STRAIGHT PORTION	N	N	
PS747	CALL BACK GUARANTEED - STRAIGHT PORTION	N	N	
PT002	ELECTIVE LEAVE	N	N	
PT003	NON-ELECTIVE LEAVE	N	N	
PT006	DONATED SICK 100% LEAVE - USAGE	N	N	
PT008	SICK LEAVE EARNED AT MTA/ATTORNEY	N	N	
PT011	SICK - 100%	N	N	
PT012	HOLIDAY	N	N	
PT021	VACATION	N	N	
PT030	SPECIAL PAID LEAVE	N	N	
PT031	APPRAISERS LEAVE	N	N	
PT032	INTERN/RESIDENT LEAVE	N	N	
PT046	JUDICIAL ASSISTANT SPECIAL PAID LEAVE	N	N	
PT061	PAID FAMILY LEAVE TERMINATION/MID YEAR PAYOUTS	N	N	
PT081	BANK HOLIDAY	N	N	
PT082	BANK VACATION	N	N	
PT094	VACATION IN LIEU OF PAY	N	N	
PT096	SUPERIOR COURT VACATION IN LIEU OF PAY	N	N	
PT113	SICK PRE-71	N	N	
PT699	FLEXIBLE WORK TIME EARNED	N	N	
PT801	COMPENSATORY TIME TAKEN	N	N	
PT802	PROTECTED COMPENSATORY TIME TAKEN	N	N	
PT803	FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PT804	FLSA COMP TIME TAKEN - PREMIUM	N	N	
PT805	FY93 COMPENSATORY TIME TAKEN	N	N	
PT806	FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PT807	FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PT808	DISASTER COMP TIME TAKEN	N	N	
PT810	CALL BACK ACCRUE - STRAIGHT TAKEN	N	N	
PT811	CALL BACK GUARANTEED CTO - TERMINATION	N	N	
PT812	DFR 1 YR - NON-FLSA COMPENSATORY STRT TIME - USAGE	N	N	
PT813	CAPE-FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PT814	CAPE-FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PT815	DFR 1 YR-FLSA COMPENSATORY STRT TIME- USAGE	N	N	
PT816	DFR 2 YRS-FLSA COMPENSATORY STRT TIME - USAGE	N	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
PT817	YTD-FLSA PREMIUM OVERTIME USAGE	N	N	
PT818	DFR 1 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PT819	DFR 2 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PT820	YTD- CALL BACK - STRAIGHT USAGE	N	N	
PT821	DFR 1 YR- CALL BACK - STRAIGHT USAGE	N	N	
PTNHT	HOLD CURRENT ACCRL-NON-ELECTIVE LVE-TERMINATION USAGE	N	N	
PTVAT	SUPERIOR COURT, RESERVE VACATION -TERMINATION USAGE	N	N	
PTVPT	SUPERIOR CT, PRIOR YR RSRV VACATION-TERMINATION USAGE	N	N	
RP001	SECTION 170 OVERTIME - OFFSET	N	N	
RP002	BASERATE OVERTIME - OFFSET	N	N	
RP003	PREMIUM OVERTIME - OFFSET	N	N	
RP004	SHOOTING BONUS - OFFSET	Y	N	
RP005	NON-PENSIONABLE STANDBY PAY - OFFSET (*Pensionable prior to 1/1/2013)	N*	N	
RP006	BILINGUAL BONUS - OFFSET	Y	N	
RP007	HAZARD PAY - OFFSET	Y	N	
RP008	PENSIONABLE MISCELLANEOUS EARNINGS - OFFSET	Y	N	
RP009	NON-PENSIONABLE MISCELLANEOUS EARNINGS - OFFSET	N	N	
RP013	TIME CERTIFICATE LUMP SUM - OFFSET	N	N	
RP014	LUMP SUM COMP TIME OFF - OFFSET	N	N	
RP017	NIGHT BONUS - OFFSET	Y	N	
RP018	CALL BACK - OFFSET	N	N	
RP028	MILEAGE - OFFSET	N	N	
RP029	PARKING REIMBURSEMENT - OFFSET	N	N	
RP030	UNIFORM ALLOWANCE - OFFSET	Y	N	
RP038	AUTO REIMBURSEMENT - OFFSET	Y	N	
RP03P	PREMIUM OVERTIME - SYSTEM - OFFSET	N	N	
RP040	SICK BUYBACK - OFFSET	Y	N	
RP044	TIME CERTIFICATE VACATION - OFFSET	N	N	
RP046	EMPLOYEE SUGGESTION - OFFSET	Y	N	
RP047	LUMP SUM 56-HOUR - OFFSET	N	N	
RP048	LUMP SUM VACATION 56-HOUR - OFFSET	N	N	
RP050	TRANSPORTATION ALLOWANCE - OFFSET	Y	N	
RP051	TRAFFIC MITIGATION - OFFSET	Y	N	
RP052	PROFESSIONAL DEVELOPMENT ALLOWANCE - OFFSET	Y	N	
RP053	TAXABLE PARKING ALLOWANCE - OFFSET	Y	N	
RP055	BUYBACK COMP TIME OFF - OFFSET	N	N	
RP056	FLSA PREMIUM OVERTIME - OFFSET	Y	Y	
RP057	HOLIDAY BUYBACK - OFFSET	Y	N	
RP058	MERIT BONUS - OFFSET	Y	N	
RP059	NON-PENSIONABLE STANDBY PAY - OFFSET	N	N	
RP060	TAXABLE TUITION REIMBURSEMENT - OFFSET	N	N	

List of Pay Codes with New Pay Items Under Review

Pay Code	Pay Item Description	CERL §31461	PEPRA §7522.34	Expiration Date/Notes
RP067	ADVANCE DISABILITY RETIREMENT - OFFSET	N	N	
RP075	VACATION/HOLIDAY - OFFSET	N	N	
RP077	VACATION IN-LIEU-OF-PAY - OFFSET	N	N	
RP078	56-HOUR VACATION IN LEIU OF PAY - OFFSET	N	N	
RP098	REGULAR EARNINGS - NURSES - OFFSET	Y	N	
RP110	NON-TAXABLE TUITION REIMBURSEMENT - OFFSET	N	N	
RP135	LUMP SUM SEVERANCE - OFFSET	N	N	
RP56P	PLATOON/40 HR/DISPATCHER SCHED PREMIUM - SYSTEM - OFFSET	Y	Y	
RP651	MEAL REIMBURSEMENT - OFFSET	N	N	
RP653	ANIMAL CARE PAY - OFFSET	Y	N	
RP700	PENSIONABLE OVERTIME - OFFSET	Y	N	
RP730	PENSIONSABLE PREMIUM OVERTIME - OFFSET	Y	N	
RP73P	PREMIUM OVERTIME - SYSTEM PENSIONABLE - OFFSET	Y	N	
RPFL0	PREMIUM OVERTIME - SYSTEM PENSIONABLE - FLORES 730 - OFFSET	Y	N	
RPFL1	PREMIUM OVERTIME - NON -PENSIONABLE - FLORES 731 - OFFSET	N	N	
RPFL2	PLATOON/40 HR/DISPATCH SCHED PREM -SYSTEM-FLORES 782- OFFSET	Y	Y	
RPFL3	BASERATE OVERTIME FLORES-OFFSET	N	N	
RPFL4	CALL BACK FLORES-OFFSET	N	N	
RPFL5	PREMIUM OVERTIME FLORES-OFFSET	N	N	
RP904	ELECTIVE ANNUAL LEAVE BUYBACK - OFFSET	N	N	
RP911	VACATION BUYBACK - OFFSET	Y	N	
RPP08	MISCELLANEOUS EARNINGS-PRE/POST PEPRA PENSIONABLE -OFFSET	Y	Y	

January 8, 2025

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Division Manager 
Disability Retirement Services

FOR: February 5, 2025, Board of Retirement meeting

**SUBJECT: SERVICE PROVIDER INVOICE APPROVAL REQUEST - REFEREE
DUANE BENNETT**

On January 1, 2015, the Board of Retirement adopted a policy whereby staff is authorized to approve and pay vendor invoices up to a cumulative amount of \$15,000.00 per vendor. Invoices from vendors exceeding \$15,000.00 per case shall be submitted to the Board of Retirement for approval prior to payment.

On October 28, 2024, Referee Duane Bennett completed his Initial Proposed Findings of Fact and Recommended Decision for the application regarding Billy B. Johnson (Dec'd) and is requesting approval for payment of the attached invoice. This was an extensive case with 93.4 hours of hearing officer fees. The total outstanding balance is \$18,680.00.

IT IS THEREFORE RECOMMENDED THAT the Board approve the service provider invoice for Referee Duane Bennett.

TC:rl

Confidential Attachment



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

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



January 24, 2025

TO: Trustees – Board of Retirement

FROM: Ted Granger *TG*
Chief Financial Officer

FOR: February 5, 2025– Board of Retirement Meeting

SUBJECT: COST-OF-LIVING ADJUSTMENT EFFECTIVE APRIL 1, 2025

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 2024	334.531
CPI Index for Year Ended December 2023	<u>323.456</u>
CPI Index Change	<u>11.075</u>
CPI Percentage Change	<u>3.4%</u>
BLS Annual Change (December 2023 to December 2024)	3.4%
LACERA 2025 COLA Award¹ (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 Award 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, 2025

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, 2025 depending upon retirement plan and date of retirement or death, are as follows:

PLAN A MEMBERS AND ELIGIBLE BENEFICIARIES

- ALL DATES UP TO MARCH 31, 2025: 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, 2025: 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, 2025: 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 ACCUMULATON

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 CPI Percentage Change and the maximum annual retirement allowance COLAs are determined to increase or decrease the COLA Accumulation balances. Rounding of the CPI Percentage Change is not applied when calculating increases or decreases to the COLA Accumulation accounts.

At the meeting on October 2, 2024, the Board of Retirement approved a Supplemental Targeted Adjustment for Retirees (STAR) cost-of-living adjustment (COLA), referred to as the STAR Program. When the STAR Program award was applied on a permanent basis effective January 2025, it reduced the COLA Accumulation balances for eligible members. The final COLA Accumulation balances on April 1, 2025 include both the January 2025 STAR Program and April 2025 COLA adjustments.

CHANGES TO THE COLA ACCUMULATION BALANCES

For the CPI Percentage Change of 3.4% and applicable Government Code provisions, COLA Accumulation adjustments for retired members and beneficiaries, which may be approved to be effective April 1, 2025 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, 2025: 0.4% INCREASE

As the LACERA COLA Award is 3.0%, the excess of 0.4% was added to the COLA Accumulation balance to equal the 2024 total CPI Percentage Change of 3.4%.

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

- ALL DATES UP TO MARCH 31, 2025: 1.4% INCREASE

As the LACERA COLA Award is 2.0%, the excess of 1.4% was added to the COLA Accumulation balance to equal the 2024 total CPI Percentage Change of 3.4%.

PLAN E MEMBERS AND ELIGIBLE BENEFICIARIES (ATTACHMENT 3)

- ALL DATES BEGINNING JUNE 4, 2002 TO MARCH 31, 2025: 1.4% INCREASE

As the LACERA COLA Award is 2.0%, the excess of 1.4% was added to the COLA Accumulation balance to equal the 2024 total CPI Percentage Change of 3.4%.

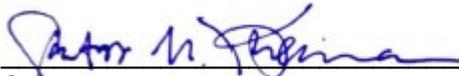
The COLA Accumulation percentages as of April 1, 2025 are shown in the Attachments and reflect the above adjustments. LACERA's Systems Division and Financial and Accounting Services Division staff reviewed and agreed on the data set presented.

THEREFORE, IT IS RECOMMENDED THAT THE BOARD OF RETIREMENT:

For the year ended December 2024, determine the Consumer Price Index changed by 3.4% (or when rounded to the nearest one-half of 1.0% as the COLA benefit rules require: the LACERA 2025 COLA Award is 3.5%), 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, 2025 in accordance with applicable California Government Code Sections.

Attachments

REVIEWED AND APPROVED:



Santos H. Kreimann
Chief Executive Officer

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, 2025

Retirement Date	General Plan A and Safety Plan A				General Plans B, C & D, and Safety Plans B & C			
	COLA % Accumulation 1-Apr-24	STAR Benefit Adjustment in 2025	COL Adjustment 1-Apr-25	COLA % Accumulation 1-Apr-25	COLA % Accumulation 1-Apr-24	STAR Benefit Adjustment in 2025	COL Adjustment 1-Apr-25	COLA % Accumulation 1-Apr-25
Before 4/1/77	11.3	-	0.4	11.7	-	-	-	-
4/1/1977 - 3/31/1978	11.3	0.0	0.4	11.7	21.5	(1.5)	1.4	21.4
4/1/1978 - 3/31/1979	11.3	0.0	0.4	11.7	21.5	(1.5)	1.4	21.4
4/1/1979 - 3/31/1980	11.3	0.0	0.4	11.7	21.5	(1.5)	1.4	21.4
4/1/1980 - 3/31/1981	11.3	0.0	0.4	11.7	21.5	(1.5)	1.4	21.4
4/1/1981 - 3/31/1982	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1982 - 3/31/1983	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1983 - 3/31/1984	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1984 - 3/31/1985	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1985 - 3/31/1986	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1986 - 3/31/1987	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1987 - 3/31/1988	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1988 - 3/31/1989	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1989 - 3/31/1990	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1990 - 3/31/1991	6.0	0.0	0.4	6.4	21.5	(1.5)	1.4	21.4
4/1/1991 - 3/31/1992	6.0	0.0	0.4	6.4	20.3	(0.3)	1.4	21.4
4/1/1992 - 3/31/1993	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/1993 - 3/31/1994	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/1994 - 3/31/1995	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/1995 - 3/31/1996	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/1996 - 3/31/1997	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/1997 - 3/31/1998	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/1998 - 3/31/1999	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/1999 - 3/31/2000	6.0	0.0	0.4	6.4	19.7	0.0	1.4	21.1
4/1/2000 - 3/31/2001	6.0	0.0	0.4	6.4	19.4	0.0	1.4	20.8
4/1/2001 - 3/31/2002	6.0	0.0	0.4	6.4	17.7	0.0	1.4	19.1
4/1/2002 - 3/31/2003	6.0	0.0	0.4	6.4	17.6	0.0	1.4	19.0
4/1/2003 - 3/31/2004	6.0	0.0	0.4	6.4	15.9	0.0	1.4	17.3
4/1/2004 - 3/31/2005	6.0	0.0	0.4	6.4	15.9	0.0	1.4	17.3
4/1/2005 - 3/31/2006	6.0	0.0	0.4	6.4	13.5	0.0	1.4	14.9
4/1/2006 - 3/31/2007	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2007 - 3/31/2008	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2008 - 3/31/2009	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2009 - 3/31/2010	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2010 - 3/31/2011	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2011 - 3/31/2012	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2012 - 3/31/2013	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2013 - 3/31/2014	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2014 - 3/31/2015	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2015 - 3/31/2016	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2016 - 3/31/2017	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2017 - 3/31/2018	6.0	0.0	0.4	6.4	12.3	0.0	1.4	13.7
4/1/2018 - 3/31/2019	6.0	0.0	0.4	6.4	10.7	0.0	1.4	12.1
4/1/2019 - 3/31/2020	6.0	0.0	0.4	6.4	9.5	0.0	1.4	10.9
4/1/2020 - 3/31/2021	6.0	0.0	0.4	6.4	9.0	0.0	1.4	10.4
4/1/2021 - 3/31/2022	6.0	0.0	0.4	6.4	9.0	0.0	1.4	10.4
4/1/2022 - 3/31/2023	2.4	0.0	0.4	2.8	4.4	0.0	1.4	5.8
4/1/2023 - 3/31/2024	0.5	0.0	0.4	0.9	1.5	0.0	1.4	2.9
4/1/2024 - 3/31/2025	0.0	0.0	0.4	0.4	0.0	0.0	1.4	1.4

Cost-of-Living Accumulation Chart
 Percentages as of April 1, 2025

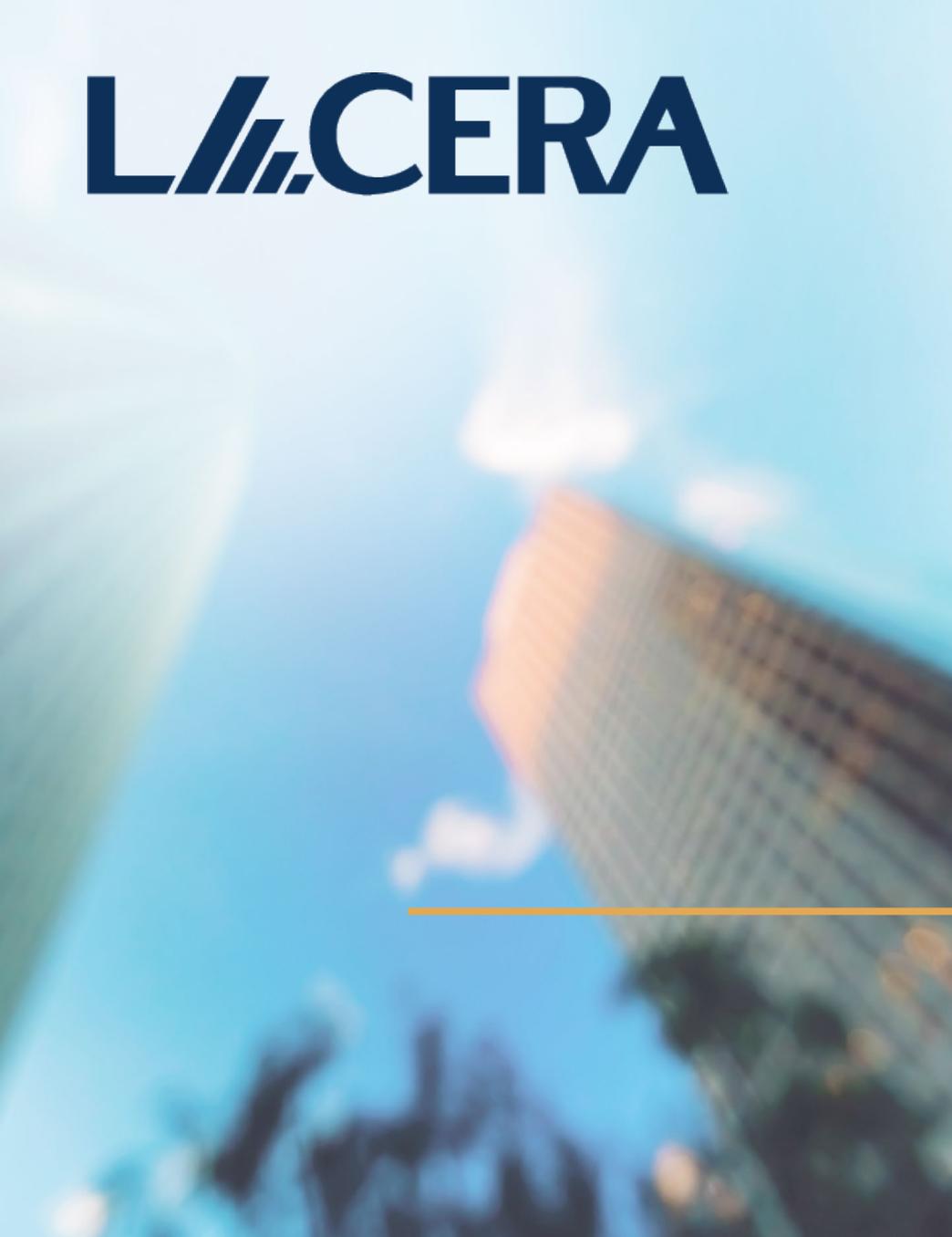
Retirement Date		[PEPRA] General Plan G and Safety Plan C			
		COLA % Accumulation 1-Apr-24	STAR Benefit Adjustment in 2025	COL Adjustment 1-Apr-25	COLA % Accumulation 1-Apr-25
1/1/2013	- 3/31/2013	12.3	0.0	1.4	13.7
4/1/2013	- 3/31/2014	12.3	0.0	1.4	13.7
4/1/2014	- 3/31/2015	12.3	0.0	1.4	13.7
4/1/2015	- 3/31/2016	12.3	0.0	1.4	13.7
4/1/2016	- 3/31/2017	12.3	0.0	1.4	13.7
4/1/2017	- 3/31/2018	12.3	0.0	1.4	13.7
4/1/2018	- 3/31/2019	10.7	0.0	1.4	12.1
4/1/2019	- 3/31/2020	9.5	0.0	1.4	10.9
4/1/2020	- 3/31/2021	9.0	0.0	1.4	10.4
4/1/2021	- 3/31/2022	9.0	0.0	1.4	10.4
4/1/2022	- 3/31/2023	4.4	0.0	1.4	5.8
4/1/2023	- 3/31/2024	1.5	0.0	1.4	2.9
4/1/2024	- 3/31/2025	0.0	0.0	1.4	1.4

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

Cost-of-Living Accumulation Chart
 Percentages as of April 1, 2025

Retirement Date			General Plan E		
			COLA % Accumulation 01-Apr-24	COL Adjustment 01-Apr-25	COLA % Accumulation 01-Apr-25
4/1/2002	-	3/31/2003	17.6	1.4	19.0
4/1/2003	-	3/31/2004	15.9	1.4	17.3
4/1/2004	-	3/31/2005	15.9	1.4	17.3
4/1/2005	-	3/31/2006	13.5	1.4	14.9
4/1/2006	-	3/31/2007	12.3	1.4	13.7
4/1/2007	-	3/31/2008	12.3	1.4	13.7
4/1/2008	-	3/31/2009	12.3	1.4	13.7
4/1/2009	-	3/31/2010	12.3	1.4	13.7
4/1/2010	-	3/31/2011	12.3	1.4	13.7
4/1/2011	-	3/31/2012	12.3	1.4	13.7
4/1/2012	-	3/31/2013	12.3	1.4	13.7
4/1/2013	-	3/31/2014	12.3	1.4	13.7
4/1/2014	-	3/31/2015	12.3	1.4	13.7
4/1/2015	-	3/31/2016	12.3	1.4	13.7
4/1/2016	-	3/31/2017	12.3	1.4	13.7
4/1/2017	-	3/31/2018	12.3	1.4	13.7
4/1/2018	-	3/31/2019	10.7	1.4	12.1
4/1/2019	-	3/31/2020	9.5	1.4	10.9
4/1/2020	-	3/31/2021	9.0	1.4	10.4
4/1/2021	-	3/31/2022	9.0	1.4	10.4
4/1/2022	-	3/31/2023	4.4	1.4	5.8
4/1/2023	-	3/31/2024	1.5	1.4	2.9
4/1/2024	-	3/31/2025	0.0	1.4	1.4

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



2025 Retiree COLA

February 5, 2025

Board of Retirement Meeting

Discussion Topics



Key Concepts

Process Outline

1. Review Consumer Price Index (CPI) Change
 - Calendar Year 2024
2. Determine COLA Award
 - Rounded to nearest one-half of 1.0%
3. 2025 COLA
4. COLA Accumulation
5. COLA Funding

Cost-of-Living Adjustments

Retirement Payments	By law, LACERA retirement and survivor allowances are subject to an annual cost-of-living adjustment (COLA). The adjustment is driven by changes in the cost of living over the previous 12-month period as of December 31.
Your Paystub	
Cost of Living	<h4>Current COLA</h4> <p>For the most recent COLA affecting your allowance, see your specific plan page:</p> <div>General Plans ABC General Plan D General Plan E</div> <div>General Plan G Safety Plans AB Safety Plan C</div>
COLA Accumulation	
STAR COLA	
Direct Deposit	
Tax Requirements	
Returning to Work	
Divorce	
Admin Appeals	

Each year, the Board of Retirement is required to review the Bureau of Labor Statistics Consumer Price Index (CPI) for all urban consumers in the Los Angeles-Long Beach-Anaheim metro area to determine whether there has been an increase or decrease in the cost of living over the prior year. The CPI is based on the price for consumer goods and services, and the year-to-year difference is reflected as a percentage.



01 Review CPI

02 Determine COLA

Calendar Year 2024 / April 1, 2025

CPI Index and COLA Award



Government Code¹ provisions require the Board of Retirement to determine whether there has been an increase or decrease in the cost-of-living as of January 1 each year:

Bureau of Labor Statistics (BLS) Consumer Price Index (CPI):
>CPI for All Urban Consumers for Los Angeles-Long Beach-Anaheim area

CPI Index for Year Ended December 2024	334.531
CPI Index for Year Ended December 2023	323.456
CPI Index Change	<u>11.075</u>
CPI Percentage Change	<u>3.4%</u>
BLS Annual Change (December 2023 to December 2024)	3.4%
LACERA 2025 COLA Award¹ (rounded to nearest one-half of 1.0%)	3.5%

NOTES

- **Monthly CPI Index email: estimate calendar year-to-date**
- **December CPI Indices**
- **CPI Percentage Change**
- **December BLS published number**

- **Round the 2025 COLA Award**

- **Hypothetical Example (if below 2.0% Plan maximum)**
 - **CPI Percentage Change is 1.3%**
 - **Round for COLA Award to 1.5%**
 - **Deduct 0.5% from COLA Accumulation (if available)**
 - **Final COLA Amount: 2.0% (Plan maximum)**

¹ Per Government Code Sections 31870, 31870.1 and 31495.5.



03 2025 COLA

Member Benefit Increases

2025 COLA Increase



Plan Maximums

All retirees and eligible payees will receive the maximum allowable COLA under their plans since the COLA Award of 3.5% is greater than all plan maximums.

Retirement Plan	2025 COLA
General Plan A and Safety Plan A	+3.0%
General Plans B, C, D and Safety B	+2.0%
General Plan E Members (retired on and after June 4, 2002)	Up to +2.0%
PEPRA General Plan G and Safety C	+2.0%

Subject to Board of Retirement approval: The increase becomes effective April 1, 2025 and will be reflected in the April 30th benefit payment.



04 COLA Accumulation

Overview and Examples

COLA Accumulation



Additions

>When the annual COLA Award is above plan maximums, excess **CPI Percentage** is added to the COLA Accumulation balance to supplement future COLA benefits.

Deductions

>When the annual COLA Award is below the plan maximums, amounts are deducted from the COLA Accumulation to fund the maximum increase allowed under each plan.

STAR COLA

>When Accumulation balance exceeds 20%, STAR COLA awards made to eligible members which reduces the COLA Accumulation balance to 20%.

COLA Accumulation Balance

>The longer since retirement, the higher the COLA Accumulation balance may have reached.

>COLA Accumulation balances greater than 20%, become eligible for STAR COLA awards.

2025 Accumulation Calculation



COLA Accumulation Explanation

CPI Percentage Change Exceeds Plan Maximums for 2025

- **CPI Percentage Change is used to determine COLA Accumulation increases**
- **Excess CPI amounts are added to COLA Accumulation**

- **3.4% CPI Percentage Change exceeds the 3.0% maximum allowed in Plan A**
 - **Difference of 0.4% will be added to the Plan A COLA Accumulation**

- **3.4% CPI Percentage Change exceeds the 2.0% maximum allowed in all other Plans**
 - **Difference of 1.4% will be added to all other Plans' COLA Accumulation**

Accumulation Examples



COLA Accumulation Examples (Board memo attachments include all Plans)

EX	Retirement Date	Plan	Maximum COLA	CPI Change	Accumulation April 2024	STAR COLA January 2025	Adjustment April 2025	Accumulation April 2025
#1	Prior to 4/1/81	A	3.0%	3.4%	11.3%	N/A	+0.4%	11.7%
#2	4/1/77 – 3/31/91	B,C,D	2.0%	3.4%	21.5%	-1.5%	+1.4%	21.4%
#3	4/1/24-3/31/25	PEPRA G,C	2.0%	3.4%	0.0%	N/A	+1.4%	1.4%



05 COLA Funding

Basic Elements



Overview

Contributions

- **Retiree COLAs are included in actuarial assumptions**
 - Member and Employer contribution rates include ½ of COLA benefit
- **Impact is \$0 and 0.00% of pay to Actuarial Accrued Liability (AAL) and Normal Cost (NC)**
 - Maximum statutory COLAs are included in actuarial assumptions

Benefit Payments

- **Increase in retirement benefits**
- **Paid the same as typical member benefits**
 - No separate Reserve account for COLAs
- **Subject to Board of Retirement approval, effective for the April 30, 2025 benefit payments**

Thank You!



2025 Retiree COLA

Questions?



January 20, 2025

TO: Each Trustee
Board of Retirement

FROM: Chait Errande 
Information Security Officer

FOR: February 5, 2025, Board of Retirement Meeting

SUBJECT: **Approval - Revision of Contract Costs for Global Relay**

RECOMMENDATION

That the Board of Retirement approve the revised costs for Global Relay:

1. The monthly costs of Global Relay will be revised from \$10,240.00 to \$11,890.00 and the set up charge is revised from \$8,480.00 to \$8,975.00; and
2. The revised total five-year (60 months) expenditure is increased from \$622,880.00 to \$722,375.00, which is \$99,495.00 over the initial contract amount. Despite the increase, the cost remains lower than that of the other finalist.

BACKGROUND

The initial costs for Global Relay were procured to ensure compliance with regulatory requirements and to enhance our information security infrastructure by offering advanced data protection and encryption features. Additionally, Global Relay's comprehensive search and retrieval capabilities will improve our efficiency in managing and accessing archived data. Global Relay will ensure we have third-party attestation on all archives of emails, Teams messages, SMS texts, and SharePoint. It will also facilitate eDiscovery, legal holds, and case management of communication evidence for the Legal Division as well as enhanced search capability for individual users of their own emails. However, the costs have been revised due to the inclusion of SharePoint, which was not accounted for in the initial cost estimate but is a large and important data set. The original proposal anticipated SharePoint as a future add on, but staff and management have determined that the purpose and efficacy of the project, and cost efficiency as well as project roll out and implementation, will be enhanced by including SharePoint from the inception.

The revised costs are as follows:

Cost Comparison

Item	Global Relay	SMARSH	Global Relay Revised
One Time Setup Cost	\$ 8,480.00	\$ 32,940.00	\$ 8,975.00
Monthly Cost:	\$ 10,240.00	NA	\$ 11,890.00
Annual Cost:	\$ 122,880.00	\$ 163,798.30	\$ 142,680.00
Total cost of Contract for 5 years	\$ 622,880.00	\$ 851,931.50	\$ 722,375.00

Note: SMARSH is an annual fee whereas Global Relay is monthly

EXECUTIVE SUMMARY

The need for retroactive approval arises due to the inclusion of SharePoint in the revised costs. If the product is to accomplish its purpose of serving as a retention and search tool for LACERA's most frequently used data streams, SharePoint should be included in the contractual scope of work. The revised costs reflect the additional services and licenses required to meet this operational need. Steps have been taken to ensure better forecasting and budgeting to avoid similar issues in the future.

IT IS THEREFORE RECOMMENDED THAT the Board of Retirement approve the following recommendations regarding LACERA's contract with Global Relay:

1. The monthly costs of Global Relay will be revised from \$10,240.00 to \$11,890.00 and the set-up charge is revised from \$8,480.00 to \$8,975.00; and
2. The revised total five-year (60 months) expenditure is increased from \$622,880.00 to \$722,375.00, which is \$99,495.00 over the initial contract amount. Despite the increase, the cost remains lower than that of the other finalist.

Noted and Reviewed:



Luis Lugo

Deputy Chief Executive Officer

Attachment

CC: Ricki Contreres

Celso Templo

Summy Voong

Jim Lyle



August 28, 2024

TO: Each Trustee,
Board of Retirement

FROM: Chait Errande 
Information Security Officer

Kathy Delino 
Chief, Information Technology

FOR: September 4, 2024, Board of Retirement Meeting

SUBJECT: Vendor Recommendation: Global Relay eDiscovery Solution

RECOMMENDATION

That the Board of Retirement authorizes staff to engage with Global Relay Archive to provide eDiscovery services for LACERA. The term of the contract is for 5 years where there would be a one-time setup fee of \$8,480 and monthly recurring cost of \$10,240. The total cost over the term of the contract of 5 years is \$622,880/-.

BACKGROUND

The Operations and Oversight Committee (OOC) meeting scheduled for August 7, 2024, was canceled due to a lack of quorum. To prevent further delays, all non-consent items have been deferred to the September Board of Retirement (BOR) meeting.

In October 2023, the Information Security Office (ISO) began to evaluate various technologies implemented at LACERA. We identified that the current procedure and systems for conducting eDiscovery were highly inadequate and non-compliant. There were several issues, including the eDiscovery process was manual, labor intensive and did not meet the standard of providing confidentiality and integrity. We approached the Information Technology Coordination Council (ITCC) to implement a robust eDiscovery solution on November 28, 2023, and the ITCC approved.

PRESENTATION INFORMATION

After the ITCC approval, ISO along with the Project Management Office (PMO) began investigating alternate vendors. Initial study involved listing all the business requirements and sending these questionnaires to potential vendors. Based on the responses to our initial questionnaire and interviews, staff invited SMARSH, Global Relay and Veritas to conduct a deeper dive into each of their offerings and conducted current client interviews. In April 2024, the evaluation team which included Steven Rice, John Harrington, Chait Errande and Celso Templo completed its assessment of the responses to the solutions provided by the firms including proof of concept

studies. Attached is a presentation that includes the scope of services, process, evaluation of finalist firms, and description of the firms being recommended – SMARSH, Global Relay and Veritas.

Vendors were evaluated on the following Criteria Organizational Background (10%), Evaluation of Approach to performances of required services (60%), Team Credentials (20%) and Fee Proposal (10%).

Chart 1 shows the weighted scores for each of the vendors based on sub criteria.

SOC Requirements Score Card					
	Criteria	Weights	Weighted Score		
			SMARSH	GlobalRelay	Veritas
Organization Background (10%)	Vendor History and Structure	3	2.40	3.00	1.80
	Vendors experience relevant to engagement	5	5.00	5.00	3.00
	Vendor Marketshare and reputation	2	1.60	1.60	1.20
Evaluation of Approach to Performance of Required Services (60%)	Platform Built for eDiscovery	5	5.00	5.00	4.00
	Provide Information Governance (Third party attestation)	5	4.00	5.00	4.00
	Fast search and robust complex querying capability	5	4.00	4.00	4.00
	Ability to manage legal holds	5	3.00	3.00	2.00
	Allow for early case assessment	5	4.00	4.00	4.00
	Maintain Confidentiality, Integrity and availability	5	5.00	5.00	5.00
	Allow for self help by legal	5	5.00	5.00	3.00
	Compliant Storage to hold and house this data for various timeframes	5	5.00	5.00	5.00
	Save on Expensive storage costs	5	5.00	5.00	5.00
	Provide access and activity logs	5	5.00	5.00	5.00
	Role based access	5	5.00	5.00	4.00
	Allow individual to quickly search their email	5	5.00	5.00	5.00
	Ability to house emails,sharepoint and text	5	4.00	5.00	5.00
	Team Credentials (20%)	Implementation Team's work experience client references	3	3.00	3.00
Integration services		2	1.60	1.60	2.00
Team's experience relevant to the engagement		3	2.40	2.40	3.00
24x7 365 help support		2	0.40	2.00	0.40
Training expertise		5	4.00	5.00	4.00
Fee Proposal (10%)	Fees and hours proposed to complete engagement	5	4.00	4.00	4.00
	Cost of Product	5	4.00	4.00	5.00
		100	87.40	92.60	82.40

Based on this evaluation we concentrated our POC efforts on the top 2 contenders SMARSH and Global Relay. Both providers were comparable in cost and functionality Global Relay was the only firm that offered 24x7 365 support and training included. SMARSH has a very hands-off approach and lacked 24x7 365 support and training. Further, the client references of Global Relay were much stronger.

Chart 2 shows the final score:

eDiscovery Provider	Phase 1 Score	Determination
SMARSH	87.40	Did not advance
GlobalRelay	92.60	Selected

Based on this staff recommends Global Relay based on their expertise and value.

Chart 3 provides the costs that we would incur to implement the solution for the term of the contract. With Global Relay we will be paying out monthly. There is also a one-time setup fee for both vendors. Clearly the Global Relay option is much more cost effective than SMARSH. SMARSH is \$229,051.50 more expensive with no added benefit.

Item	Global Relay	SMARSH
One Time Setup Cost	\$ 8,480.00	\$ 32,940.00
Monthly Cost:	\$ 10,240.00	NA
Annual Cost:	\$ 122,880.00	\$ 163,798.30
Total cost of Contract for 5 years	\$ 622,880.00	\$ 851,931.50

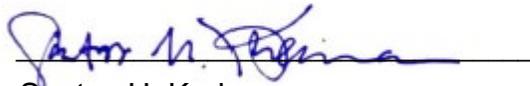
Note: SMARSH is an annual fee whereas Global Relay is monthly

Global Relay has a robust Diversity Equity & Inclusion (DEI) program in place. Their current management team of 16 has five women and five people of color. Global Relay publishes an online magazine called GRIP dedicated to compliance and regulatory issues. They have dedicated an entire section of the magazine to covering DEI.

CONCLUSION

Following a public search and multi-month evaluation process, Global Relay is the vendor of choice for eDiscovery services for LACERA.

Noted and Reviewed:



Santos H. Kreimann
Chief Executive Officer

Attachment

eDiscovery Solution Recommendation

Board of Retirement Meeting
September 4, 2024



Recommendation

That the Board of Retirement authorizes staff to engage with Global Relay Archive to provide eDiscovery services for LACERA. The term of the contract is for 5 years where there would be a one-time setup fee of \$8480 and monthly recurring cost of \$10240. The total cost over the term of 5 years the cost is \$622,880.

Overview

- This search aligns with LACERA's strategic plan for fiscal durability by exercising care in managing resources to ensure the long-term soundness of LACERA's Retirement Plan and Los Angeles County's OPEB Program.
- Five-year (5) contract, in accordance with LACERA's Policy for Purchasing Goods and Services.
- Global Relay Archive will provide eDiscovery services that will cover a major gap in our data retention and our fiduciary obligations when it comes to digital communication assets . The selection process supports the recommendation that Global Relay Archive will offer LACERA the best service when it comes to various tasks associated with eDiscovery such as a facility to have legal holds, being able to search through archives quickly while maintaining confidentiality, integrity and availability.
- Global Relay Archive is a multinational eDiscovery company that ranks very highly on the Gartner's list. The company serves over 20,000 organizations, including financial companies such as Fidelity, State Street, Prudential and BlackRock to name a few. They also serve some of the worlds larges banks such as HSBC and Société Générale.

Scope of Services



Selected firm is to provide LACERA with the following scope of services:

eDiscovery Services

eDiscovery services:

- Serve as a repository of all digital communication assets such as email, MS Teams, Sharepoint SMS texts.
- Facilitate all eDiscovery requirements such as facilitate legal holds, early case management
- Allow the legal team to conduct their own eDiscovery and to work with ISO on complex queries
- Provide Consultation, training and 24x7x365 access to support
- Provide Third Party attestation on the Integrity of the data

Storage Repository

Storage Repository services:

- Provide WORM (Write once read many) storage for all digital communication
- Provide cost effective method to hold this data in comparison to Azure cloud storage services
- Allow for robust access control on the data
- Provide detailed access logs

Evaluation Team



Evaluation Team

Executive Office	Chait Errande Information Security Officer
-------------------------	--

PMO	Celso Templo Project Lead
------------	-------------------------------------

Legal Services	Steven Rice Chief Counsel LACERA
-----------------------	--

Legal Services	John Harrington Senior Staff Counsel
-----------------------	--

Additional Team Members

Systems	Summy Wong Information Technology Manager II
----------------	--

Systems	Jim Lyle Network Engineer
----------------	-------------------------------------

Admin Services	James Beasley Supvg Administrative Assistant II
-----------------------	---

Evaluation Criteria



The Evaluation Team scored proposals based on the following categories:

Organization Background (10%)

- Vendor history and structure
- Vendor's experience relevant to the engagement
- Vendor market share and reputation

Evaluation of Approach to Performance of Required Services (60%)

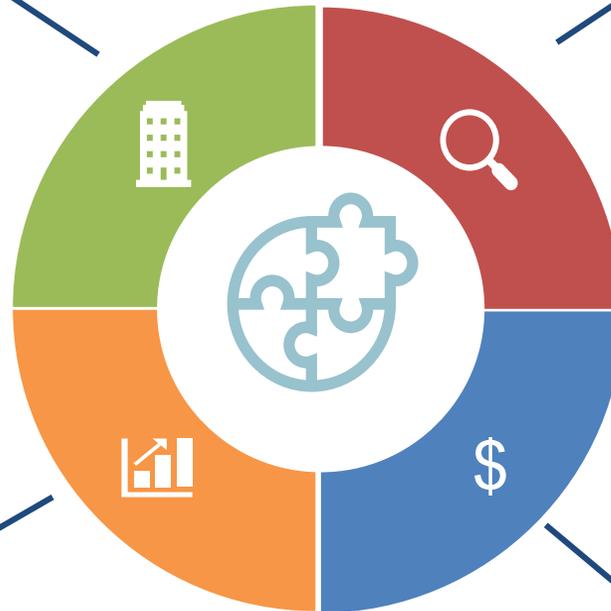
- Platform Built for eDiscovery
- Provide Information Governance (Third party attestation)
- Fast search and robust complex querying capability
- Ability to manage legal holds
- Allow for early case assessment
- Maintain Confidentiality, Integrity and availability
- Allow for self help by legal
- Compliant Storage to hold and house this data for various timeframes
- Save on Expensive storage costs
- Provide access and activity logs
- Role based access
- Allow individual to quickly search their email
- Ability to house emails, Sharepoint and text

Team Credentials (20%)

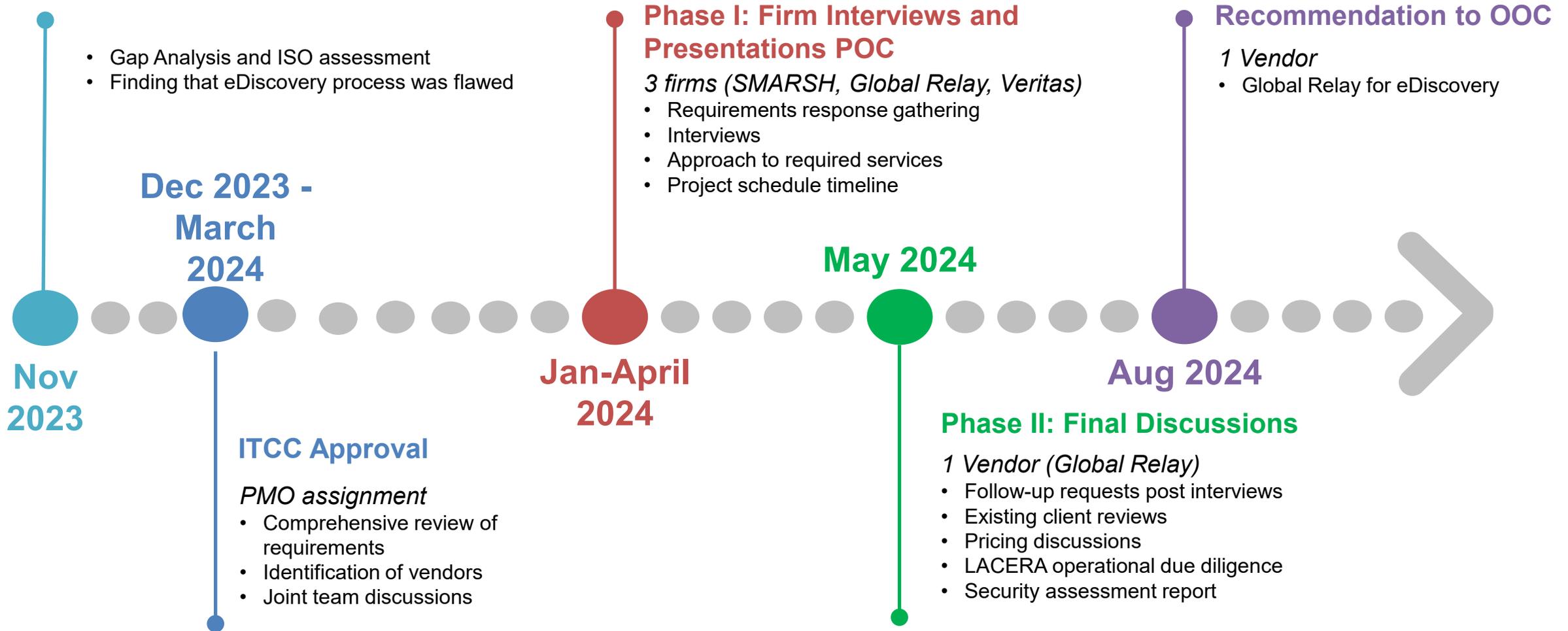
- Implementation Team's work experience client references
- Integration services
- Team's experience relevant to the engagement
- 24x7 365 help and support
- Client communications

Fee Proposal (10%)

- Fees and hours proposed to complete engagement
- Cost of Product



Evaluation Process and Timeline



Evaluations



SOC Requirements Score Card									
	Criteria	Weights	Unweighted Score			Weighted Score			
			SMARSH	GlobalRelay	Veritas	SMARSH	GlobalRelay	Veritas	
Organization Background (10%)	Vendor History and Structure	3	↗ 4	↑ 5	→ 3	2.40	3.00	1.80	
	Vendors experience relevant to engagement	5	↑ 5	↑ 5	→ 3	5.00	5.00	3.00	
	Vendor Marketshare and reputation	2	↗ 4	↗ 4	→ 3	1.60	1.60	1.20	
Evaluation of Approach to Performance of Required Services (60%)	Platform Built for eDiscovery	5	↑ 5	↑ 5	↗ 4	5.00	5.00	4.00	
	Provide Information Governance (Third party attestation)	5	↗ 4	↑ 5	↗ 4	4.00	5.00	4.00	
	Fast search and robust complex querying capability	5	↗ 4	↗ 4	↗ 4	4.00	4.00	4.00	
	Ability to manage legal holds	5	→ 3	→ 3	↓ 2	3.00	3.00	2.00	
	Allow for early case assessment	5	↗ 4	↗ 4	↗ 4	4.00	4.00	4.00	
	Maintain Confidentiality, Integrity and availability	5	↑ 5	↑ 5	↑ 5	5.00	5.00	5.00	
	Allow for self help by legal	5	↑ 5	↑ 5	→ 3	5.00	5.00	3.00	
	Compliant Storage to hold and house this data for various timeframes	5	↑ 5	↑ 5	↑ 5	5.00	5.00	5.00	
	Save on Expensive storage costs	5	↑ 5	↑ 5	↑ 5	5.00	5.00	5.00	
	Provide access and activity logs	5	↑ 5	↑ 5	↑ 5	5.00	5.00	5.00	
	Role based access	5	↑ 5	↑ 5	↗ 4	5.00	5.00	4.00	
	Allow individual to quickly search their email	5	↑ 5	↑ 5	↑ 5	5.00	5.00	5.00	
	Ability to house emails,sharepoint and text	5	↗ 4	↑ 5	↑ 5	4.00	5.00	5.00	
Team Credentials (20%)	Implementation Team's work experience client references	3	↑ 5	↑ 5	↑ 5	3.00	3.00	3.00	
	Integration services	2	↗ 4	↗ 4	↑ 5	1.60	1.60	2.00	
	Team's experience relevant to the engagement	3	↗ 4	↗ 4	↑ 5	2.40	2.40	3.00	
	24x7 365 help support	2	↓ 1	↑ 5	↓ 1	0.40	2.00	0.40	
	Training expertise	5	↗ 4	↑ 5	↗ 4	4.00	5.00	4.00	
Fee Proposal (10%)	Fees and hours proposed to complete engagement	5	↗ 4	↗ 4	↗ 4	4.00	4.00	4.00	
	Cost of Product	5	↗ 4	↗ 4	↑ 5	4.00	4.00	5.00	
		100				Score	87.40	92.60	82.40

Scoring Criteria

↑ 5	Leading
↗ 4	Strong
→ 3	Satisfactory
↘ 2	Building
↓ 1	Not meeting expectations

Evaluations – Phase I & II



eDiscovery
Services

Phase I

Based on Requirements

eDiscovery Provider	Phase 1 Score	Determination
SMARSH	87.40	Advanced to Phase II
GlobalRelay	92.60	Advanced to Phase II
Veritas	82.40	Did not advance

- Select firms have a long firm history with a substantial size and client base and proved to have high quality teams.

Phase II

Firm Interviews, Integration and Price Negotiations

eDiscovery Provider	Phase 1 Score	Determination
SMARSH	87.40	Did not advance
GlobalRelay	92.60	Selected

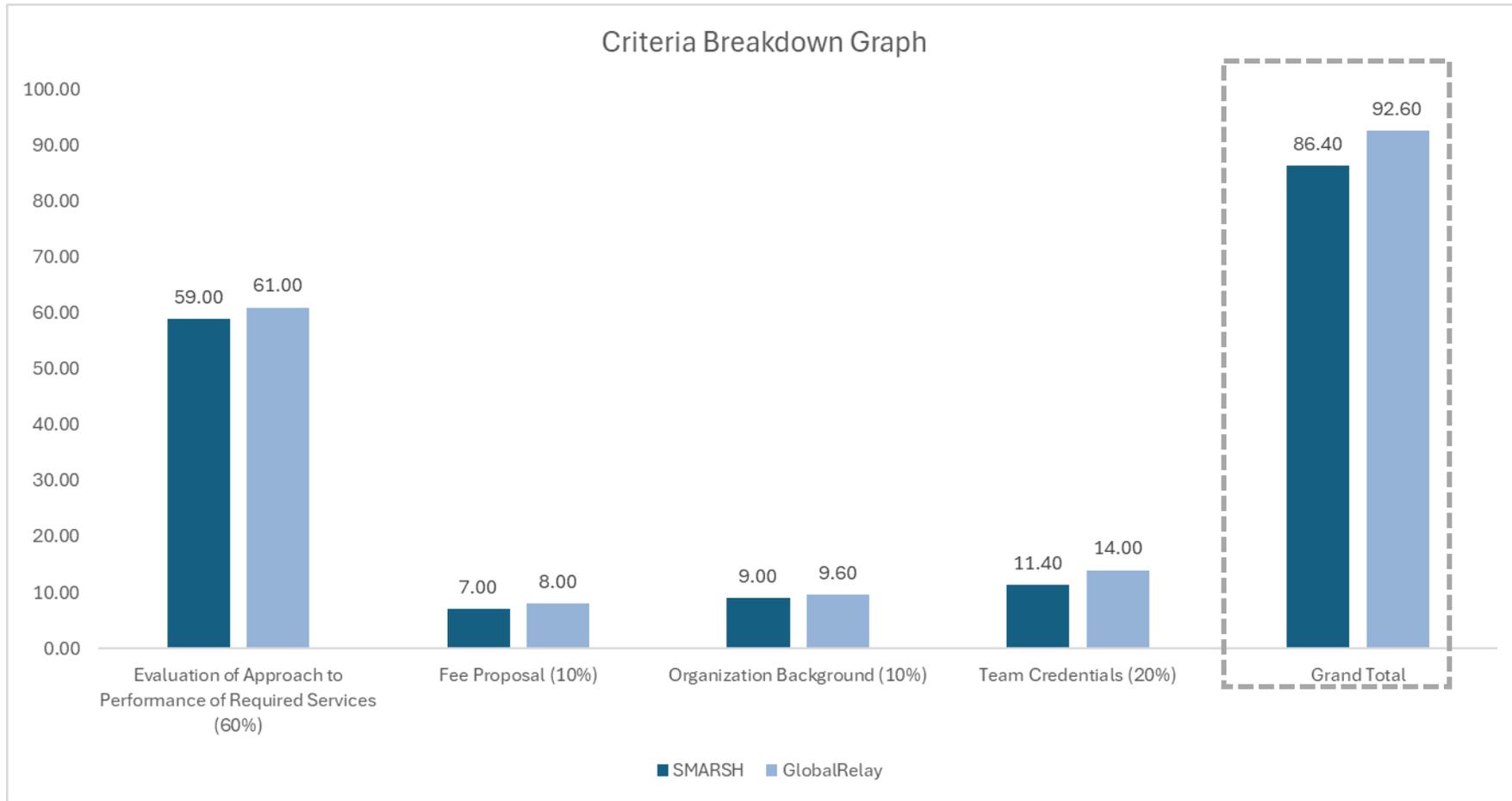
- Based on a variety of factors including presentations client reviews and consistency in quality and providing an integrated platform, offering an emergency 24x7 365 days response Global Relay emerged as the finalist.

Evaluations – Phase II Scores



eDiscovery Services: Global Relay ended up with the highest score.

eDiscovery Services





Customers include...

Over 20,000 organizations depend on Global Relay



global**RELAY**

Global Relay

Organization



Company History

- Global Relay was founded in 1999. The company serves over 20,000 organizations
- From seamless data migration and secure, unified archiving through to messaging and collaboration tools, Global Relay provides government organizations with comprehensive solutions..
- Headquartered Vancouver, BC, Canada with several offices worldwide
- Provides eDiscovery services to 22 of the world's 25 biggest banks and 61% of all US hedge funds.^{1,2} Revenue growth over the last five years has been rapid.

TRACK RECORD

- Many large institutions and regulatory bodies rely on Global Relay such as BlackRock, Fidelity, FINRA,
- Since their founding they have made it their niche to focus on compliance solutions even today they are one of the few that are able to archive ChatGPT prompts for those companies that wish to use it or will be required to do so in the future
- The GRIP ([Global Relay Intelligence & Practice – All the latest news, insights, and publications from Global Relay](#)), magazine they started covers news and articles covering regulatory and compliance issues such as DEI.



TEAM & RESOURCES

- Over **20** years of experience eDiscovery and compliance services and is the #1 player in the field of eDiscovery.
- Known for their customer service

BREADTH OF EXPERIENCE

- Having served both Public and private sectors they have dedicated resources to satisfy the wants of each sector
- Having been in the compliance and regulatory industry they are at the forefront of upcoming regulatory issues.

¹ Data as of January 2024.

Global Relay and DE&I



Policy Commitments

Policies

Equal Employment opportunity and no discrimination policies	YES
Anti-Harassment policies	YES
Number of Employees	1600

Management

People of Color	5
Women	5
Total People of Color and Women	7
Management Strength	16

Notes and Highlights:

Global Relay has a robust DEI program in place. They recently launched an online magazine called the GRIP where they have a dedicated section devoted to the latest news on regulatory and compliance issues involving DEI

Identified EEO Legal, Regulatory, or Claims in Past 12 Years:

- None.

Momentum and Analysis

Diversity and inclusion are a fundamental part of our culture.

We hire, train, compensate, and promote all employees based on business needs and individual qualifications, skills, and experience.

Our practices include:

Training hiring managers on diversity and inclusion topics like discrimination and protected classes

Objective recruitment and promotion criteria designed to avoid discrimination

Analysis of job postings to avoid wording that may discourage particular groups from applying

Actively encouraging the promotion of women

Building multicultural and diverse teams

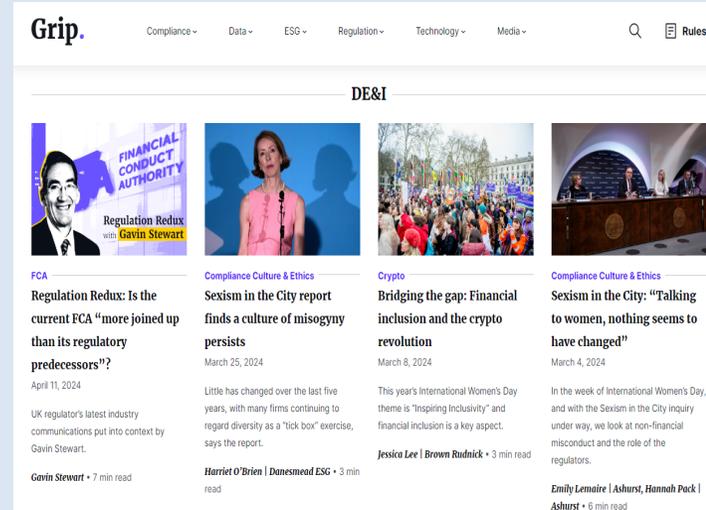
Zero tolerance of workplace harassment

Considering internal equity in salary offers and adjustments

Ethics and conduct standards based on fair dealing and mutual respect

We also try to promote diversity and inclusion outside of our organization.

As the title sponsor and operator of the Global Relay Gastown Grand Prix (a criterium-style cycling race), we have offered equal prize purses to men and women since 2014 (previously a rarity in cycling). Many other North American criteriums have since followed our lead.



Cost over 5-year term



Cost Comparison

Item	Global Relay	SMARSH
One Time Setup Cost	\$ 8,480.00	\$ 32,940.00
Monthly Cost:	\$ 10,240.00	NA
Annual Cost:	\$ 122,880.00	\$ 163,798.30
Total cost of Contract for 5 years	\$ 622,880.00	\$ 851,931.50

Note: SMARSH is an annual fee whereas Global Relay is monthly

Global Relay is also cheaper by \$229,051 over a 5-year term given they have the economies of scale in their favor



Recommendation

That the Operations Oversight Committee recommends to the Board of Retirement to authorize staff to engage with Global Relay Archive to provide eDiscovery services for LACERA. The term of the contract is for 5 years where there would be a one-time setup fee of \$8480 and monthly recurring cost of \$10240. The total cost over the term of the cost is \$622,880.

Summary

- This search aligns with LACERA's strategic plan for fiscal durability by exercising care in managing resources to ensure the long-term soundness of LACERA's Retirement Plan and Los Angeles County's OPEB Program.
- Global Relay Archive will provide eDiscovery services that will cover a major gap in our data retention and our fiduciary obligations when it comes to digital communication assets . The selection process supports the recommendation that Global Relay Archive will offer LACERA the best service when it comes to various tasks associated with eDiscovery such as a facility to have legal holds, being able to search through archives quickly while maintaining confidentiality, integrity and availability.
- This solution will also provide the option to save storage and backup costs and reduce the need of resources needed to maintain the current manual system of eDiscovery.



January 30, 2025

TO: Each Trustee,
Board of Retirement

FROM: Steven P. Rice *SPR*
Chief Counsel

FOR: February 5, 2025 Board of Retirement Meeting

SUBJECT: LACERA 2025 Election of Seventh and Alternate Seventh Members:
Review and Update of the Statement of Powers and Duties of Board of
Retirement Trustees

This report presents the current 2024 “Powers and Duties of Board of Retirement Trustees” for the Board’s annual review and offers a proposed “Summary of Responsibilities of Board of Retirement Trustees” as an alternative to enhance the information made available to potential candidates in this year’s trustee elections, members, and other stakeholders. The Powers and Duties document has had the same structure, with minor changes in content, for over twenty years. This is the first effort to comprehensively review and restate it. Review of the document is consistent with LACERA’s 2023-28 Strategic Plan, Goal 4 – Enhanced Risk Management, which includes improved document management and review to simplify and clarify language and to improve effectiveness.

Staff does not request action as this time. Staff requests the Board’s discussion and input, so that a final version can be returned to the Board at its March meeting for final approval, followed by delivery to the Executive Office of the Board of Supervisors for use in the 2025 trustee elections.

LEGAL AUTHORITY

The responsibilities of Board of Retirement trustees are set forth in 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 a Powers and Duties or Trustee Responsibilities 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 the current year's LACERA election. The Board of Retirement election this year will include the Seventh Member (an active safety member seat currently held by Jason Green) and the Alternate Seventh Member (currently held by Shawn Kehoe) for three-year terms commencing January 1, 2026. At LACERA's request, the Board of Supervisors will include in its election resolution and in Board election materials a LACERA-prepared ballot insert on trustee responsibilities to assist prospective candidates in making their decision whether to run and to aid voters in evaluating candidates. The responsibilities document is also posted on *lacera.com*, and it is available to stakeholders and the public throughout the year to communicate the responsibilities of Board trustees.

This year, staff prepared a proposed new version of the responsibilities document for consideration by the Board, renamed as "Summary of Responsibilities of Board of Retirement Trustees." A PowerPoint presentation explaining the review process, guiding principles for the review, the organization and content of the new document, and mapping the current document to the proposed new one is attached for the Board's consideration and discussion. The new version is attached as Attachment A. The current Powers and Duties is attached as Attachment B.

DISCUSSION

Staff approached preparation of the proposed Summary of Responsibilities with the goal to enhance communication and understanding of the trustees' fiduciary service. Staff applied five governing principles:

First, the Summary should provide an **accurate high-level summary** of LACERA as an organization and the trustees' roles.

Second, the Summary should have a **logical structure and ordering**. This means that the document should begin with a description of LACERA as an organization, the elected trustees' legally required qualifications, trustees' fiduciary duties under the Constitution, and then continue with the trustees' responsibilities, followed by other important issues, including Board and Committee meetings, other obligations, education, conflicts of interest and mandatory reporting, compensation and expenses, and the Board of Investments' oversight role for investments and system funding.

This approach improves upon the less well-organized structure of the Powers and Duties. For example, the Powers and Duties addresses fiduciary duties at the end of the

document, rather than at the beginning as the fundamental standard that guides all of the trustees' work.

Third, the Summary should have the **appropriate level of detail**. The responsibilities document is not itself a policy or a legal memo, but rather a high-level summary, as its name states. Too much detail regarding governing documents or the law creates a risk of conflict and a confusing partial understanding. The Summary should therefore strive to capture the essence of the trustees' responsibilities and other relevant issues and avoid detailed discussion of tasks. This approach furthers clarity and promotes better understanding. The proposed Summary includes a link to the Governing Documents page on *lacera.com* for those who wish to dig deeper.

Attention to the appropriate level of detail also suggests that the Summary elevate fiduciary governance rather than tasks or incidental matters. As stated above, the Summary attempts to order its sections to as to focus on the governance issue of duties and responsibilities up front, placing other issues further back in the document.

Another example is the approach in the Summary to trustees' commitment to their work as trustees. The Summary states that trustees are required to make a "substantial commitment" to meetings, preparation, and the other obligations that each trustee chooses to pursue in their "individual fiduciary judgment." The Powers and Duties took a different approach in describing the trustees' work in a generalized range of hours without reference to fiduciary responsibility. However, the commitment "will vary" widely by many factors, including "individual background, Board tenure, and familiarity with matters under consideration and will vary from month or month due to variations in LACERA's business activities and the length and complexity of agendas." It is difficult to accurately estimate hours, and staff is aware that potential trustees have been discouraged from seeking to serve because of the estimates in the current Powers and Duties, which do not reflect every trustee's experience. Staff proposes that the best way of addressing each trustee's commitment is to specifically state, as the Summary does, that the commitment is substantial, will vary, and is in each trustee's own fiduciary judgment. Staff will continue to support trustees in addressing any questions about the commitment required in their service to LACERA's members.

Fourth, the Summary should have **readability**. The current Powers and Duties are complex and heavy with legalistic language, and it is likely a difficult and time-consuming read for many potential trustee candidates, voters, and other stakeholders. The Summary is less complex, uses less legal jargon, and strives for plain language. For example, the "Involvement" section of the Powers and Duties is relabeled as "External -

Affairs” to capture its focus more clearly on a range of matters outside LACERA’s internal operations.

Fifth, the Summary should minimize its **length** in the interests of accessibility and comprehension and to avoid redundancy. Whereas the Powers and Duties is a dense six-page document, the Summary is a concise, but complete, two-pages. The Summary is also better formatted and branded through the use of LACERA’s logo and system watermark.

The attached PowerPoint presentation reviews the guiding principles in additional detail, discusses each section of the proposed Summary, and maps them to their counterpart in the current Powers and Duties.

CONCLUSION

Based the information provided in this memo and its attachments, staff requests that the Board provide its input on the proposed Summary so that it can be revised and returned for final action at the March meeting, in time to be included the Board of Supervisors’ 2025 election resolution and the ballot materials for this year’s active safety member election for the Seventh Member and Seventh Alternate Members seats.

Attachments

PowerPoint Presentation

A – Proposed “Summary of Responsibilities of Board of Retirement Trustees”

B – Current “Powers and Duties of Board of Retirement Trustees”

c: Santos H. Kreimann
Jonathan Grable
Luis A. Lugo
JJ Popowich
Laura Guglielmo
Cynthia Martinez
Barry Lew
Bonnie Nolley
Linda El-Farra

Review and Update of the Powers and Duties of Board of Retirement Trustees

Board of Retirement Meeting
February 5, 2025



1. Background of the “Powers and Duties”
2. Goal and Areas for Improvement/Guiding Principles for Review
3. Suggested Revised “Summary of Responsibilities”
4. Discussion

No action is requested today.

Attachments:

- Attachment A – Proposed “Summary of Responsibilities of Board of Retirement Trustees”
- Attachment B – Current “Power and Duties”



- The Powers and Duties are a public-facing document intended to provide a summary of the Board’s fiduciary responsibilities
 - For use by candidates and voters during annual trustee elections
 - 2025 – Seventh Seat and Alternate Seventh Seat by Active Safety Members
 - Inform and encourage candidates for elected and appointed trustees
 - Ongoing resource for stakeholders
 - Not itself a policy or governing document
- The same format has been used for over 20 years
 - Periodic revisions
 - This is the first comprehensive review
- Review is consistent with LACERA’s 2023-28 Strategic Plan
 - Goal 4 – Enhanced Risk Management, which includes efforts to:
 - Improve LACERA’s document management
 - Simplify and clarify language to improve effectiveness

Goal/Areas for Improvement



- Goal: Enhance communication and understanding
- Principles to guide review and improvement
 - Provide an accurate statement of LACERA and trustees' roles
 - Logical structure and ordering
 - Lead with fiduciary duty and service, then areas of core responsibility and other items
 - Change document name to emphasize fiduciary “responsibilities” rather than “powers”
 - Add required trustee Qualifications and Board Composition
 - Level of detail
 - Focus on areas of responsibility, not attempt to restate Board policies
 - Elevate fiduciary governance rather than tasks or incidental matters
 - Avoid confusion and conflict with policies
 - Reference to Board’s online Governing Documents page for more information
 - Readability
 - Plain language, avoid overly technical and legalistic wording
 - Length
 - Economy of language to improve accessibility and comprehension; avoid redundancy

Suggested Revisions/1 of 4



Organization and content of proposed new document:

- **Opening paragraph** – States purpose with a link to lacera.com **REVISED**
- **About LACERA** – Provides background on the organization **NEW**
- **Qualifications and Board Composition** – Provides requirements **NEW**
- **Fiduciary Duties** **RELOCATED AND REVISED**
 - Move from the end of the document to the top of the first page because all responsibilities flow from and are guided by fiduciary duties
 - Revise a complex legal discussion to a straightforward summary using the clear words of the Constitution



- **Board Trustee Responsibilities**

REVISED

- Order changed from an unstructured list to a list that starts with primary fiduciary responsibilities, then moves on to staff appointments and delegation, retention of vendors, compliance, claims and litigation, and joint board responsibilities
- List is simplified version of the current list
- Major changes:
 - “External Affairs” bullet added to elevate the previous “Involvement” bullet to describe LACERA’s Board-approved spokespersons, that positions may be taken by the Board on legislative and regulatory issues, and that trustees may, with approval, visit branches of state and federal government
 - “Board and Committee Meetings” moved to a separate section
 - Section added for “Service Retirement Applications”

Suggested Revisions/3 of 4



- **Board and Committee Meetings and Other Obligations**

REVISED

This section covers:

- Monthly Board and Committee meetings
- Expectation to attend and prepare for meetings
- The “substantial commitment” required to perform all aspects of Board service
- The actual commitment will continually vary based on each trustee’s individual background, tenure, and familiarity, and based on the length of meeting agendas, LACERA’s changing initiatives, and trustee’s LACERA activities
- No specific hours are mentioned because of the wide variation
- “Substantial commitment” recognizes that the work is significant and that the exact measure depends on each trustee’s separate experience and choices
- Current approach can discourage potential candidates

Information about meetings, other obligations, and the additional items on Slides 7 and 8 are at the end because they follow from fiduciary duties and responsibilities

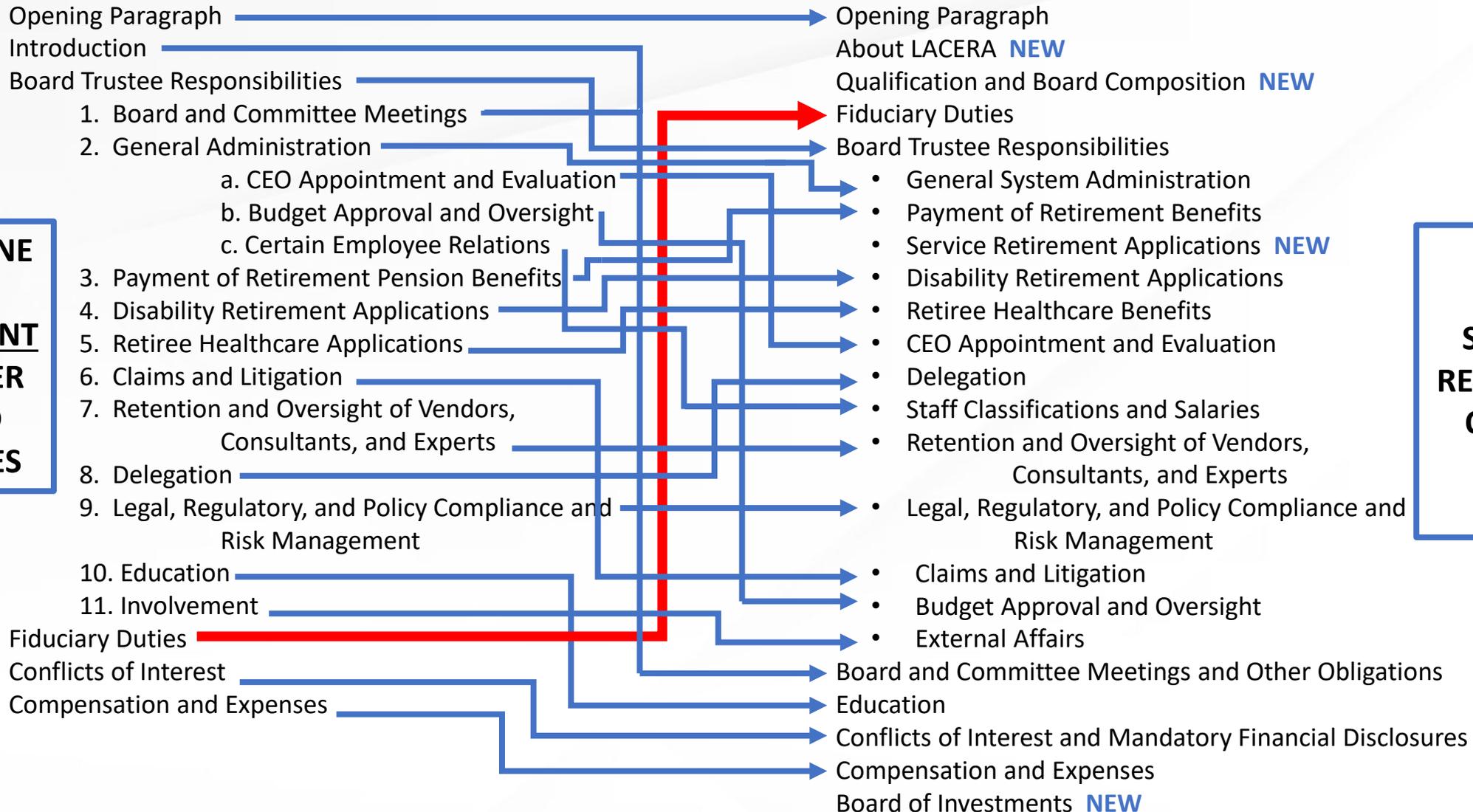
Staff will continue to support trustees when questions arise regarding the commitment necessary for Board service and trustee’s individual fiduciary decisions

Suggested Revisions/4 of 4



- **Education** **REVISED**
 - The current description is shortened to reflect the statutory requirement of education and other education available under Board policy
- **Conflicts of Interest and Mandatory Financial Disclosures** **REVISED**
 - The current section is condensed without changing the content
- **Compensation and Expenses** **REVISED**
 - Minor changes are made without changing the content
- **Board of Investments** **NEW**
 - Addition to briefly recognize the separate investment and funding responsibilities of the BOI

Mapping of Provisions



OUTLINE OF CURRENT POWER AND DUTIES

OUTLINE OF PROPOSED SUMMARY OF RESPONSIBILITIES OF BOARD OF RETIREMENT TRUSTEES

Discussion and Direction



- Staff welcomes the Board's input on the proposed "Summary of Responsibilities of Board of Retirement Trustees"
- Staff will return at the March Board meeting for final approval
- Approved version will be provided to the Executive Office of the Board of Supervisors for inclusion in this year's election resolution

ATTACHMENT A

Proposed "Summary of Responsibilities of
Board of Retirement Trustees"



SUMMARY OF RESPONSIBILITIES OF BOARD OF RETIREMENT TRUSTEES

The Board of Retirement provides the following overview to assist members, prospective trustees, and other stakeholders to understand the work of the Board. Information is drawn from Board-approved governing documents available at <https://www.lacera.com/accountability/governing-documents/>.

About LACERA

LACERA is an independent public agency serving over 195,000 current and former employees of the County of Los Angeles and other participating agencies and responsible for over \$85 billion in trust assets. Trustees commit themselves to serve LACERA's members and their beneficiaries in fulfilling LACERA's **Mission** to produce, protect, and provide the promised benefits. Trustees are guided in their service by LACERA's **Values** of Integrity, Inclusivity, Innovation, Accountability, Collaboration, and Transparency (I ACT).

Qualifications and Board Composition

The Board of Retirement has nine members, plus two alternates. Four trustees, and the alternates, are elected: two by active general members, one plus an alternate by active safety members, and one plus an alternate by retirees. Four trustees are appointed by the Board of Supervisors and must be qualified electors of the County of Los Angeles not connected with County government in any capacity, except that one may be a Supervisor. All trustees owe the same duty to all members equally and do not owe a separate duty to those who elected or appointed them. The County Treasurer and Tax Collector is an ex officio member.

Fiduciary Duties

LACERA is a trust for the benefit of members and their beneficiaries. The California Constitution requires that Board of Retirement trustees owe the following fiduciary duties:

- **Duty of Loyalty:** Trustees must act solely in the interest of participants and beneficiaries and must put the interests of members and beneficiaries above their own interests or the interests of any other person or organization.
- **Duty of Care:** Trustees must administer the system with the care, skill, prudence, and diligence that a public pension trustee with experience would apply in similar circumstances.

Trustees are expected to minimize employer contributions and defray reasonable expenses of administering the system. The duty to members and their beneficiaries takes precedence over any other duty.

Board Trustee Responsibilities

- **General System Administration:** The Board has exclusive fiduciary oversight of LACERA's pension administration, including establishing policies and governance processes.
- **Payment of Retirement Pension Benefits:** The Board ensures that benefits are provided in accordance with law, including the County Employees Retirement Law of 1937 (CERL) and the Public Employees' Pension Reform Act of 2013 (PEPRA).
- **Service Retirement Applications:** The Board approves service retirements.
- **Disability Retirement Applications:** The Board reviews and decides disability retirement applications and disability appeals.
- **Retiree Healthcare Benefits:** The Board oversees administration of the retiree healthcare benefits program.
- **CEO Appointment and Evaluation:** The Board jointly appoints and evaluates the Chief Executive Officer (CEO) with the Board of Investments.
- **Delegation:** Day-to-day LACERA fund operations are delegated to the CEO, with Board monitoring, evaluation, and accountability.
- **Staff Classifications and Salaries:** The Board approves represented and non-represented staff classifications and salaries, including approval of Memoranda of Understanding with SEIU, jointly with the Board of Investments.

- **Retention and Oversight of Vendors, Consultants, and Experts:** The Board approves and oversees the performance of external administrative service providers.
- **Legal, Regulatory, and Policy Compliance and Risk Management:** The Board ensures compliance with laws, regulations, and policies governing system administration.
- **Claims and Litigation:** The Board decides claims and oversees litigation related to benefits, personnel, and other aspects of system administration and operations.
- **Budget Approval and Oversight:** The Board reviews and adopts LACERA's annual budget jointly with the Board of Investments.
- **External Affairs:** The Boards have jointly appointed the Chief Executive Officer as LACERA's spokesperson for all matters related to administration of the pension fund and the Chief Investment Officer as spokesperson on investment matters. The Board of Retirement reviews pension- and healthcare-related legislation and issues and may vote to take a position. Subject to Board policies, trustees may participate in state and national public pension-related organizations and, with approval, engage in visits with the legislative and executive branches of state and federal government.

Board and Committee Meetings and Other Obligations

The Board meets monthly, with additional committee meetings as needed. Trustees are expected to attend Board and Committee meetings and be prepared for meetings by adequately reviewing the agenda materials to exercise their fiduciary duties in an informed manner. Service on the Board and its Committees requires a substantial commitment. The commitment required is an individual fiduciary judgment and will vary based on each trustee's individual background, Board tenure, and familiarity with matters under consideration and will vary from month to month due to variations in LACERA's business activities and the length and complexity of agendas.

Education

Trustees are legally required to further their education on relevant topics as statutorily prescribed and may pursue other education in accordance with Board policies.

Conflicts of Interest and Mandatory Financial Disclosures

Trustees must be free of conflicts of interest and comply with legal requirements and LACERA's Conflict of Interest Code and Code of Ethical Conduct, including timely filing Fair Political Practices Commission Form 700 to disclose economic interests. Trustees must disclose actual or potential conflicts when they arise and avoid participating in decisions that may impact their own economic interests or create the appearance of impropriety. See <https://www.fppc.ca.gov/> for more information.

Compensation and Expenses

Elected active general and safety member trustees do not receive compensation from LACERA because their service on the Board is part of their County employment, with LACERA responsibilities generally taking precedence. The ex officio trustee's service is also part of their County employment as Treasurer and Tax Collector.

Elected retiree trustees and the appointed trustees receive \$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, not to exceed \$147 per day, 32 hours per month (subject to adjustment in even-numbered years), for time spent on review and analysis of disability retirement cases. Required federal and state income tax and federal Health Insurance Tax (HIT) withholding is made from payments, which are reported on a Form W-2 for tax reporting purposes. Federal Social Security tax is not withheld. All trustees receive reimbursement for reasonable and necessary expenses.

Board of Investments

LACERA's Board of Investments oversees investments and funding to support LACERA's pension and retiree healthcare programs. The Boards work together on certain matters as stated above.

ATTACHMENT B
**Current "Powers and Duties of
Board of Retirement Trustees"**

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 providing its 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.

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.

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 \$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 7, 2024.

FOR INFORMATION ONLY

January 21, 2025

TO: Each Trustee
Board of Retirement

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: February 5, 2025 Board of Retirement Meeting

SUBJECT: **State Legislative Advocate: Self-Evaluation**

LEGAL AUTHORITY

LACERA's Legislative Policy provides that the legislative advocates will provide annual self-evaluations to the Board of Retirement (BOR) for review (Legislative Policy, page 17). Per the contracts for legislative advocacy services, the self-evaluations will be agendized no later than the BOR's March meeting.

Attached is the annual self-evaluation from state legislative advocate MKP Government Relations.

Reviewed and Approved:



Luis Lugo, Deputy Chief Executive Officer

Attachments

MKP Government Relations: Self-Evaluation

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

January 2025

To: LACERA Board of Retirement
From: Naomi Padron, Partner, McHugh Koepke Padron (MKP) Government Relations
Re: MKP Government Relations 2024 Self-Evaluation

To the Board of Retirement:

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 January 1, 2024, and December 31, 2024.

Legislation Sponsored by LACERA.

During the 2024 legislative session, LACERA co-sponsored Assembly Bill (AB) 2474 by Assemblymember Tom Lackey (R- Palmdale). Assemblymember Lackey serves as the Vice Chair of the Assembly Public Employment and Retirement Committee.

AB 2474 made various changes to the County Employees Retirement Law of 1937 (CERL) relating to re-employed retirees and benefit overpayments. Additionally, AB 2474 specifically allowed only LACERA to make payments to retirees through a prepaid debit card until January 1, 2028.

The issue of prepaid cards was initially met with hesitancy and reluctance by the Senate and Assembly policy consultants because of the state’s experience with prepaid cards and the California Employment Development Department (EDD). In response, MKP worked to distinguish the policy LACERA was pursuing and what had occurred at EDD. Further, MKP held several meetings with the committee staff to negotiate the language in the bill specific to LACERA and prepaid cards. MKP also lobbied for the bill in advance of committee hearings. Finally, MKP assisted with drafting and delivering letters in favor of the bill to the Legislature and the Governor’s office.

Ultimately, AB 2474 received no stakeholder opposition, garnered unanimous support in the Legislature, and was signed by the Governor on July 15, 2024.

Should LACERA decide to sponsor legislation again in the future, MKP is prepared to secure an author and work to move the bill through the legislative process.

Rating: Exceeds expectations

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 the State Association of County Retirement System (SACRS) Legislative Committee to monitor and advise on legislation. In sum, MKP tracked dozens of bills on behalf of LACERA during the 2024 legislative session.

As an example, MKP monitored AB 2770 (Committee on 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 extend the sunset date from January 1, 2025, to January 1, 2029, regarding the disability retirement presumption of post-traumatic stress disorder (PTSD) following enactment of Chapter 554, Statutes of 2023 (AB 1020, Grayson) for purposes of aligning the sunset date of the post-traumatic stress injury (PTSI) established in the Workers' Compensation body of law applicable AB 2770 to certain state and local firefighters following enactment of Chapter 621, Statutes of 2023 (SB 623, Laird). The Governor signed this bill into law. Additionally, MKP tracked AB 2284 (Grayson) related to County employees' retirement: compensation. This bill made changes to the CERL by authorizing a CERL retirement system to define "grade" for purposes of compensation and retirement. The Governor signed this bill into law as well.

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

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

Rating: Exceeds expectations

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

MKP attends the monthly 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: Meets expectations

Advise and assist with meetings with legislators and staff.

In 2024, LACERA conducted a successful Sacramento visit on March 19th and 20th. MKP arranged meetings with thirteen relevant legislative offices, as well as visits with the appropriate policy committee consultants. Additionally, MKP arranged a site visit and lunch with the CalSTRS CEO, Cassandra Lichnock, and COO Lisa Blatnick.

Beyond the in-person March visit, MKP also facilitated several meetings via Zoom when necessary.

MKP has offered an in-person visit for staff and interested trustees in 2025. Further, MKP is willing and able to schedule meetings virtually or in person, as needed.

Rating: Exceeds expectations

Attend board meetings at least quarterly.

MKP did not attend a Board of Retirement meeting in 2024 but did prepare and submit a presentation in December 2024 for the January 2025 meeting. At the January meeting, MKP provided an update on state legislative matters, including a recap of the November 2024 Presidential Election, key dates, potential bills of interest, the state budget, the year ahead, and more.

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

Rating: N/A

Conclusion

For 2025, 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 SACRS-sponsored language –that will include technical proposals LACERA supports – introduced into an omnibus bill. MKP will work with staff to support and advance the measure 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 County delegation members as well as retirement policy committee chairs and members in 2025. 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 any proposals LACERA may take a position on.

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.

**FOR INFORMATION ONLY**

January 28, 2025

TO: Trustees – Board of Retirement

FROM: Jean J. Kim 
Senior Staff Counsel

Zack Meth 
Staff Counsel

DATE: Board of Retirement Meeting of February 5, 2025

SUBJECT: **REPORT OF REVISED PAY ITEM – MOU LUMP SUM BONUS
(ITEM NO. 572)**

INTRODUCTION

This memorandum addresses an existing pay item, the MOU Lump Sum Bonus (Item No. 572), for which the Board of Retirement (the “Board”) had previously made a pensionability determination. As this pay item has been modified, staff has reviewed the revised pay item to ensure that the prior legal analysis and pensionability determination is still applicable. For the reasons discussed below, the original legal analysis and the related pensionability determination regarding the pay item remain relevant and applicable to the revised pay item. Therefore, no additional Board determination is necessary.

LEGAL AUTHORITY TO MAKE PENSIONABILITY DETERMINATIONS

The Board is charged with determining whether a pay item qualifies as pensionable earnings under the County Employees Retirement Law of 1937 (“CERL”) and the California Public Employees’ Pension Reform Act of 2013 (“PEPRA”) and is therefore includable as final compensation in calculating a member’s retirement allowance. (California Government Code (“Cal. Govt. Code”) §31461(a)(1) and §7522.34) Items of compensation are analyzed as pensionable:

- for “legacy members” under the definition of “compensation earnable” in Cal. Govt. Code §31461 and

- for “PEPRA members” under the definition of “pensionable compensation” in Cal. Govt. Code §7522.34.

A “legacy member” refers to any individual who became a member of LACERA, or a reciprocal system, prior to January 1, 2013 and a “PEPRA member” of LACERA is generally defined as anyone who first becomes a member of LACERA on or after January 1, 2013 and was not previously a member of another public retirement system prior to that date. (Cal. Govt. Code §7522.04(f))

LEGAL ANALYSIS OF REVISED PAY ITEM

1. MOU Lump Sum Bonus (Item No. 572)

The pay item at issue, MOU Lump Sum Bonus (Item No. 572), provides a one-time signing bonus of \$1,375 for full-time employees and \$700 for part-time employees of qualifying job classifications.

The original pensionability analysis of this pay item was as follows:

- (1) Determined to be compensation earnable for legacy members because it is a one-time or ad hoc payment made to all similarly situated members in the member’s grade or class, pursuant to Cal. Govt. Code §31461(b)(1)(B); and
- (2) Determined to not qualify as pensionable compensation for PEPRA members because it is a one-time or ad hoc payment, and a bonus in addition to the normal rate of pay, pursuant to Cal. Govt. Code §7522.34(c)(3) and (c)(10), respectively.

This pay item has now been modified to add an eligible class of employees who may receive the pay item. This change does not impact the original underlying pensionability analysis for this item. Therefore, the revised pay item remains (i) pensionable as compensation earnable for legacy members and (ii) not pensionable as it does not qualify as pensionable compensation for PEPRA members.

The analysis presented in support of the Board’s prior pensionability determination is attached for reference.

The complete list of pay codes that have been determined by the Board to be pensionable or not pensionable under CERL (for legacy members) and under PEPRA (for PEPRA members) is located <https://www.lacera.com/active-service/cerl-pay-codes> (for legacy members) and <https://www.lacera.com/active-service/pepra-pay-codes> (for PEPRA members).

ATTACHMENT A

Revised Pay Codes

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

Pay Event Code	Pay Event Title	Pay Event Description	Original Analysis (BOR Date)
INCLUDED under Section 31461 and EXCLUDED under 7522.34			
572	MOU LUMP SUM BONUS	<p>This pay event is being revised to extend eligibility for the one-time signing bonus to members of Bargaining Unit (BU) 702. Payment of this bonus was previously articulated in the Board of Supervisors' action of June 28, 2022, and approved for BU 702 on December 17, 2024.</p> <p><u>One-Time Payment Amount:</u></p> <ul style="list-style-type: none"> • \$1,375 for full-time employees in qualifying classifications/items with sub-titles A, D, L, M, N, and Z. • \$700 for part-time employees in qualifying classifications/items with sub-titles B, C, E, F, G, H, J, O, P, Q, R, S, T, U, V, W, X, and Y. <p>To be eligible for this payment, individuals must be employed with the County of Los Angeles on or before December 17, 2024, and remain in service on the date the payment is issued. Employees who have previously received this payment as a member of a different bargaining unit or while employed under a different classification are ineligible for this one-time payment.</p>	11/8/2012, 8/3/2022

ATTACHMENT B

Original Analysis of Pay Code 572 (Reviewed by BOR on 11/8/2012)

Attachment B: Pensionable Compensation EXCLUDED
Resolution No. 12.002 Under Government Code Section 7522.34

Event	Description	Interpretive Manual Description	7522.34 Reference	ANALYSIS
572	MOU LUMP SUM BONUS	Used to make a one-time-only lump sum payment to certain employees as required by a negotiated MOU provision.	(c)(3)	(c)(3) One time payment as required by the MOU. According to negotiated MOU provisions the bonus is a one-time lump sum payment to certain employees This meets the definition of 7522.34 (c)(3) one-time or ad hoc payments. Therefore, the recommendation is to EXCLUDE this bonus.

Original Analysis of Pay Code 572 – “Signing Bonus” (Reviewed by BOR on 8/3/2022)

Attachment: Newly Created or Newly Revised Codes
reviewed under Section 31461 and 7522.34

Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
-------	-------------	---------------------------	-----------------	-------------------	----------

INCLUDED under Section 31461

572	MOU Lump Sum Bonus	<p>One-time signing bonus of \$1,375 for full-time employees and \$700 for part-time employees as identified: Full-time employees in qualifying classifications holding a sub-title A, D, L, M, N, and Z. Part-time employees in qualifying classifications holding a sub-title B, C, E, F, G, H, J, O, P, Q, R, S, T, U, V, W, X, and Y. Eligible BUs as follows: 105, 111, 112, 121, 122, 201, 211, 222, 311, 312, 323, 341, 342, 431, 432, 611, 711, 722, 723, 729, 731, 732, 777, 811. Eligible Non-Rep Classes as follows: 002 – Non-Represented Options 022 – Non-Represented Choices 994 – Non-Represented Safety Options/Choices 995 – Non-Represented Safety Flex/MegaFlex 996 – Non-Represented MAPP 997 – County Officers (appointed department heads only) 998 – Non-Represented Management Physicians 999 – Non-Represented Employees</p> <p>Not eligible are the following:</p> <ul style="list-style-type: none"> Elected department heads Retired County employees on a 120-day assignment (FR item sub), Members of the Board of Supervisors LACERA employees Superior Court employees Union Hiring Hall W/O comp positions and positions paid in accordance with special provisions (see County Code 6.28.060) Reserve Sheriff Deputies Contractors Clerk, NC hired by the Registrar-Recorder/County Clerk for temporary election work. 	(a)	—	Although this bonus is considered a one-time or ad hoc payment made to a member, it is payable to all similarly situated members in the member’s grade or class. It was not created for the purpose of enhancing a member’s retirement benefit. Therefore, the recommendation is to INCLUDE this one-time payment in compensation earnable for LEGACY members.
-----	--------------------	--	-----	---	---

EXCLUDED under Section 7522.34

572	MOU Lump Sum Bonus	<p>One-time signing bonus of \$1,375 for full-time employees and \$700 for part-time employees as identified: Full-time employees in qualifying classifications holding a sub-title A, D, L, M, N, and Z. Part-time employees in qualifying classifications holding a sub-title B, C, E, F, G, H, J, O, P, Q, R, S, T, U, V, W, X, and Y. Eligible BUs as follows: 105, 111, 112, 121, 122, 201, 211, 222, 311, 312, 323, 341, 342, 431, 432, 611, 711, 722, 723, 729, 731, 732, 777, 811. Eligible Non-Rep Classes as follows: 002 – Non-Represented Options 022 – Non-Represented Choices 994 – Non-Represented Safety Options/Choices 995 – Non-Represented Safety Flex/MegaFlex 996 – Non-Represented MAPP 997 – County Officers (appointed department heads only) 998 – Non-Represented Management Physicians 999 – Non-Represented Employees</p> <p>Not eligible are the following:</p> <ul style="list-style-type: none"> Elected department heads Retired County employees on a 120-day assignment (FR item sub), Members of the Board of Supervisors LACERA employees Superior Court employees Union Hiring Hall W/O comp positions and positions paid in accordance with special provisions (see County Code 6.28.060) Reserve Sheriff Deputies Contractors Clerk, NC hired by the Registrar-Recorder/County Clerk for temporary election work. 	—	(c)(3) (c)(10)	This one-time bonus constitutes a one-time or ad hoc payment under 7522.34 (c)(3) and a bonus paid in addition to the normal rate of base pay under (c)(10). This one-time payment does not appear on a Public Pay Schedule. The recommendation is to EXCLUDE this one-time payment from pensionable compensation for PEPRAs members.
-----	--------------------	--	---	-------------------	--

**FOR INFORMATION ONLY**

January 13, 2025

TO: Trustees – Board of Retirement

FROM: Jean J. Kim 
Senior Staff Counsel

Zack Meth 
Staff Counsel

DATE: Board of Retirement Meeting of February 5, 2025

SUBJECT: **REPORT OF REVISED PAY ITEM**

INTRODUCTION

This memorandum addresses an existing pay item, for which a pensionability determination has previously been made by the Board of Retirement (the “Board”). Because this pay item has been modified since the previous determination, we have conducted another review, as explained below. No change is required to the prior Board determination because the prior underlying analysis and the Board’s prior determination remains applicable to the revised pay item.

AUTHORITY TO MAKE PENSIONABILITY DETERMINATIONS

The Board is charged with determining which items of compensation qualify as pensionable earnings includable as final compensation in calculating a member’s retirement allowance.

Items of compensation are analyzed as pensionable (i) for “legacy members” under the definition of “compensation earnable” in California Government Code (“Cal. Govt. Code”) §31461 of the County Employees Retirement Law of 1937 (CERL), and (ii) for “new members” or “PEPRA members” under the definition of “pensionable compensation” in Cal. Govt. Code §7522.34 of the California Public Employees’ Pension Reform Act of 2013 (“PEPRA”).

A “legacy member” refers to any individual who became a member of LACERA, or a reciprocal system, prior to January 1, 2013; and a “new member” (otherwise referred to

as a “PEPRA member”) of LACERA is generally defined as anyone who first becomes a member of LACERA on or after January 1, 2013 and was not previously a member of another public retirement system prior to that date. (Cal. Govt. Code §7522.04(f)) Based on the criteria set forth in these statutes, LACERA staff reviewed and analyzed the pay items at issue to determine whether the items should be included in a member’s final compensation when calculating a retirement benefit and provided a recommendation to the Board.

ITEM OF COMPENSATION

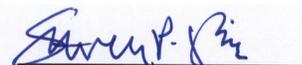
For the pay item at issue, the Board has already made a pensionability determination under both CERL, for legacy members, and PEPRA, for new members. However, as this pay item has been modified, staff has reviewed the revised pay item to ensure that the prior legal analysis and determination of pensionability is still applicable. A summary of the revised pay item, with the changes in bold, is attached as Attachment A and the applicable original analysis of pensionability for this pay item is attached as Attachment B.

Specifically, the pay item at issue has been modified to add an eligible class of employees who may receive the pay item, as indicated in Attachment A. Because this change does not impact the original pensionability analysis for this item, the original underlying analysis and the Board’s original determination remains relevant and applicable to the revised pay item.

Therefore, no additional Board determination is necessary.

For reference, the complete list of pay codes that have been determined by the Board to be pensionable or not pensionable under CERL (for legacy members) and under PEPRA (for new members) is attached as Attachment C. This information is also located at <https://www.lacera.com/active-service/cerl-pay-codes> (CERL) and <https://www.lacera.com/active-service/pepra-pay-codes> (PEPRA).

Reviewed and Approved



Steven P. Rice
Chief Counsel

JJK/ZM
Attachments

ATTACHMENT A

Revised Pay Codes

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

Pay Event Code	Pay Event Title	Pay Event Description	Original Analysis (BOR Date)
INCLUDED under Section 31461 and EXCLUDED under 7522.34			
572	MOU LUMP SUM BONUS	<p>This pay event is being revised to extend eligibility for the one-time signing bonus to members of Bargaining Unit (BU) 702. Payment of this bonus was previously articulated in the Board of Supervisors' action of June 28, 2022, and approved for BU 702 on December 17, 2024.</p> <p><u>One-Time Payment Amount:</u></p> <ul style="list-style-type: none"> • \$1,375 for full-time employees in qualifying classifications/items with sub-titles A, D, L, M, N, and Z. • \$700 for part-time employees in qualifying classifications/items with sub-titles B, C, E, F, G, H, J, O, P, Q, R, S, T, U, V, W, X, and Y. <p>To be eligible for this payment, individuals must be employed with the County of Los Angeles on or before December 17, 2024, and remain in service on the date the payment is issued. Employees who have previously received this payment as a member of a different bargaining unit or while employed under a different classification are ineligible for this one-time payment.</p>	11/8/2012, 8/3/2022

ATTACHMENT B

Original Analysis of Pay Code 572 (Reviewed by BOR on 11/8/2012)

Attachment B: Pensionable Compensation EXCLUDED
Resolution No. 12.002 Under Government Code Section 7522.34

Event	Description	Interpretive Manual Description	7522.34 Reference	ANALYSIS
572	MOU LUMP SUM BONUS	Used to make a one-time-only lump sum payment to certain employees as required by a negotiated MOU provision.	(c)(3)	(c)(3) One time payment as required by the MOU. According to negotiated MOU provisions the bonus is a one-time lump sum payment to certain employees This meets the definition of 7522.34 (c)(3) one-time or ad hoc payments. Therefore, the recommendation is to EXCLUDE this bonus.

Original Analysis of Pay Code 572 – “Signing Bonus” (Reviewed by BOR on 8/3/2022)

Attachment: Newly Created or Newly Revised Codes
reviewed under Section 31461 and 7522.34

Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
-------	-------------	---------------------------	-----------------	-------------------	----------

INCLUDED under Section 31461

572	MOU Lump Sum Bonus	<p>One-time signing bonus of \$1,375 for full-time employees and \$700 for part-time employees as identified: Full-time employees in qualifying classifications holding a sub-title A, D, L, M, N, and Z. Part-time employees in qualifying classifications holding a sub-title B, C, E, F, G, H, J, O, P, Q, R, S, T, U, V, W, X, and Y. Eligible BUs as follows: 105, 111, 112, 121, 122, 201, 211, 222, 311, 312, 323, 341, 342, 431, 432, 611, 711, 722, 723, 729, 731, 732, 777, 811. Eligible Non-Rep Classes as follows: 002 – Non-Represented Options 022 – Non-Represented Choices 994 – Non-Represented Safety Options/Choices 995 – Non-Represented Safety Flex/MegaFlex 996 – Non-Represented MAPP 997 – County Officers (appointed department heads only) 998 – Non-Represented Management Physicians 999 – Non-Represented Employees</p> <p>Not eligible are the following:</p> <ul style="list-style-type: none"> Elected department heads Retired County employees on a 120-day assignment (FR item sub), Members of the Board of Supervisors LACERA employees Superior Court employees Union Hiring Hall W/O comp positions and positions paid in accordance with special provisions (see County Code 6.28.060) Reserve Sheriff Deputies Contractors Clerk, NC hired by the Registrar-Recorder/County Clerk for temporary election work. 	(a)	—	Although this bonus is considered a one-time or ad hoc payment made to a member, it is payable to all similarly situated members in the member’s grade or class. It was not created for the purpose of enhancing a member’s retirement benefit. Therefore, the recommendation is to INCLUDE this one-time payment in compensation earnable for LEGACY members.
-----	--------------------	--	-----	---	---

EXCLUDED under Section 7522.34

572	MOU Lump Sum Bonus	<p>One-time signing bonus of \$1,375 for full-time employees and \$700 for part-time employees as identified: Full-time employees in qualifying classifications holding a sub-title A, D, L, M, N, and Z. Part-time employees in qualifying classifications holding a sub-title B, C, E, F, G, H, J, O, P, Q, R, S, T, U, V, W, X, and Y. Eligible BUs as follows: 105, 111, 112, 121, 122, 201, 211, 222, 311, 312, 323, 341, 342, 431, 432, 611, 711, 722, 723, 729, 731, 732, 777, 811. Eligible Non-Rep Classes as follows: 002 – Non-Represented Options 022 – Non-Represented Choices 994 – Non-Represented Safety Options/Choices 995 – Non-Represented Safety Flex/MegaFlex 996 – Non-Represented MAPP 997 – County Officers (appointed department heads only) 998 – Non-Represented Management Physicians 999 – Non-Represented Employees</p> <p>Not eligible are the following:</p> <ul style="list-style-type: none"> Elected department heads Retired County employees on a 120-day assignment (FR item sub), Members of the Board of Supervisors LACERA employees Superior Court employees Union Hiring Hall W/O comp positions and positions paid in accordance with special provisions (see County Code 6.28.060) Reserve Sheriff Deputies Contractors Clerk, NC hired by the Registrar-Recorder/County Clerk for temporary election work. 	—	(c)(3) (c)(10)	This one-time bonus constitutes a one-time or ad hoc payment under 7522.34 (c)(3) and a bonus paid in addition to the normal rate of base pay under (c)(10). This one-time payment does not appear on a Public Pay Schedule. The recommendation is to EXCLUDE this one-time payment from pensionable compensation for PEPR members.
-----	--------------------	--	---	-------------------	--

ATTACHMENT C

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
075	VACATION/HOLIDAY	N	N	
099E	EQUIPMENT EVNT	N	N	
099S	STATISTICAL EVENT TYPE	N	N	
128	MILEAGE REIMBURSEMENT	N	N	
129	PARKING REIMBURSEMENT	N	N	
200	76-INCH MOWER_BONUS	Y	N	
201	ACTING DEPARTMENT HEAD	Y	N	
202	ACTING MEDICAL DIRECTOR	Y	N	
203	ADDITIONAL RESPONSIBILITIES	Y	N	
204	AMERICAN MEDICAL ASSOCIATION BOARD CERT 8.25%	Y	N	
205	AMERICAN MEDICAL ASSOCIATION BOARD CERT 5.50%	Y	N	
206A	LONGEVITY BONUS 10 YEARS	Y	Y	
207A	LONGEVITY BONUS 15 YEARS	Y	Y	
208A	LONGEVITY BONUS 20 YEARS	Y	Y	
209	CRITICAL SHORTAGE RANGE	Y	N	
209P	CRITICAL SHORTAGE RANGE PROBATION JUVENILE HALLS	N	N	
210	MEDICAL DIRECTOR'S BONUS - 2.75	Y	N	
211	MEDICAL DIRECTOR'S BONUS - 5.50%	Y	N	
212	MEDICAL DIRECTOR'S BONUS - 8.25%	Y	N	
213	PSYCHIATRIC TECHNICIAN - P.E.T. SUPERVISOR	Y	Y	
214	OUT OF CLASS BONUS	Y	N	
215	POST BONUS _ ADVANCE/EXECUTIVE	Y	N	
216	POST BONUS - BASIC	Y	Y	
217	POST BONUS - INTERMEDIATE	Y	N	
218	PROBATION - TOP RANGE	Y	Y	
219	SUPERIOR SUBORDINATE PAY	Y	N	
220	WATCHMAN - CUSTODIAN	Y	N	
221	WELFARE RECIPIENT SUPERVISOR	Y	N	
222	OUT OF CLASS BONUS SCHEDULE/LEVEL/PERCENT	Y	N	
223	TEMPORARY CLERICAL & OFFICE SERVICES EMPLOYEES	Y	N	
224	PBP NON-BASE MERIT SALARY ADJUSTMENT	Y	N	
225	EXECUTIVE SECRETARY ADDED SALARY SCHEDULES	Y	N	
226A	MAPPII MANPOWER TO SALARY 10/01/2013	Y	N	
227	PBP TO SCHEDULE SALARY ADJUSTMENT	Y	N	
228	ADDITIONAL RESPONSIBILITIES - REPRESENTED	Y	N	
229	TEMPORARY SPECIAL MAP ACHIEVEMENT - FLAT	Y	N	
230	TEMPORARY SPECIAL MAP ACHIEVEMENT - PERCENT	Y	N	
231	TEMPORARY ASSIGNMENT MAP EMPLOYEE - FLAT	Y	N	
232	AW&M INSPECTOR MED/HEAVY/COMPRESSED GAS BONUS	Y	Y	
235	LONGEVITY BONUS 20 YEARS	Y	Y	
235A	LONGEVITY BONUS 20 YEARS	Y	Y	
235C	LONGEVITY BONUS 20 YEARS	Y	Y	
235D	LONGEVITY BONUS 20 YEARS	Y	Y	
235F	LONGEVITY BONUS 20 YEARS	Y	Y	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
235G	LONGEVITY BONUS 20 YEARS	Y	Y	
235H	LONGEVITY BONUS 20 YEARS	Y	Y	
235I	LONGEVITY BONUS 20 YEARS	Y	Y	
235J	LONGEVITY BONUS 20 YEARS	Y	Y	
236	LONGEVITY BONUS 25 YEARS	Y	Y	
236A	LONGEVITY BONUS 25 YEARS	Y	Y	
236C	LONGEVITY BONUS 25 YEARS	Y	Y	
236D	LONGEVITY BONUS 25 YEARS	Y	Y	
236F	LONGEVITY BONUS 25 YEARS	Y	Y	
236G	LONGEVITY BONUS 25 YEARS	Y	Y	
236H	LONGEVITY BONUS 25 YEARS	Y	Y	
236I	LONGEVITY BONUS 25 YEARS	Y	Y	
236J	LONGEVITY BONUS 25 YEARS	Y	Y	
237	LONGEVITY BONUS 30 YEARS	Y	Y	
237A	LONGEVITY BONUS 30 YEARS	Y	Y	
237C	LONGEVITY BONUS 30 YEARS	Y	Y	
237D	LONGEVITY BONUS 30 YEARS	Y	Y	
237F	LONGEVITY BONUS 30 YEARS	Y	Y	
237G	LONGEVITY BONUS 30 YEARS	Y	Y	
237H	LONGEVITY BONUS 30 YEARS	Y	Y	
237I	LONGEVITY BONUS 30 YEARS	Y	Y	
237J	LONGEVITY BONUS 30 YEARS	Y	Y	
238A	COMMAND PAY 24YR	Y	Y	
239A	COMMAND PAY 29YR	Y	Y	
240	AGRICULTURAL INSPECTOR BONUS	Y	N	
241	WEIGHTS & MEASURES INSPECTOR	Y	Y	
242	WEIGHTS & MEASURES INSPECTOR COMMERCIAL DRVRS LIC	Y	Y	
243	CAREER DEVELOPMENT INTERN BONUS	Y	N	
244A	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS	Y	Y	
244B	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS	Y	Y	
244C	LONGEVITY BONUS 20 YEARS - SOCIAL WORKERS	Y	Y	
245A	LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS	Y	Y	
245B	LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS	Y	Y	
245C	LONGEVITY BONUS 25 YEARS - SOCIAL WORKERS	Y	Y	
246A	LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS	Y	Y	
246B	LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS	Y	Y	
246C	LONGEVITY BONUS 30 YEARS - SOCIAL WORKERS	Y	Y	
247	DISPATCHER EMD CERTIFICATION BONUS	Y	Y	
248	REGIONAL PLANNING AICP CERTIFICATION BONUS	Y	N	
249	AGRICULTURAL INSP AID ROVER ASSIGNMENT BONUS	Y	N	
250	ACCOUNTING CERTIFICATE	Y	N	
251	POST BONUS -SUPERVISORY	Y	N	
251M	POST BONUS -MANAGEMENT	Y	N	
252	FINANCIAL SPECIALIST STEPS 8/9	Y	N	8/31/2020

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
252A	FINANCIAL SPECIALIST STEP 09 (NOTE 27)	Y	N	
252B	FINANCIAL SPECIALIST STEP 10 (NOTE 27)	Y	N	
253	DHS HEALTHCARE FACILITY ASSIGNMENT	Y	Y	
254	FORENSIC ATTENDANT FIELD TRAINING	Y	N	
255	BEACHES & HARBORS ASSIGNMENT	Y	Y	
256	ANIMAL CONTROL MGR-BOARD LIAISON BONUS	Y	N	
257	HALF STEP-01	Y	N	
258	HALF STEP-02	Y	N	
259	PARKS & RECREATION TRAILS UNIT ASSIGNMENT	Y	Y	
260	CATALINA ISLAND LIVING - LIFEGUARD/FIRE FIGHTER	Y	Y	
261	LIFEGUARD - EMT	Y	Y	
262	UNDERWATER RECOVERY	Y	Y	
262Y3	UNDERWATER RECOVERY - 3 CONSECUTIVE YEAR ASSIGN	Y	Y	
262Y4	UNDERWATER RECOVERY - 4 CONSECUTIVE YEAR ASSIGN	Y	Y	
263	AUDITOR-CONTROLLER MERIT - ONE SCHEDULE	Y	N	
264	AUDITOR-CONTROLLER MERIT - TWO SCHEDULES	Y	N	
265	AUDITOR-CONTROLLER MERIT - THREE SCHEDULES	Y	N	
266	AUDITOR-CONTROLLER MERIT - FOUR SCHEDULES	Y	N	
267	AUDITOR-CONTROLLER MERIT - FIVE SCHEDULES	Y	N	
268	AUDITOR-CONTROLLER MERIT - SIX SCHEDULES	Y	N	
270	BOARD OF SUPERVISOR SPECIAL ASSIGNMENT	Y	N	
271	ASSESSMENT APPEALS BOARD ASSIGNMENT	Y	N	
272	HEAD BOARD SPECIALIST ADDITIONAL STEPS	Y	N	
273	MAPP TIER II STEP 13	Y	N	
274	MAPP TIER II STEP 14	Y	N	
275	MAPP TIER II STEP 15	Y	N	
276	MAPP TIER II STEP 16	Y	N	
277	MAPP TIER II STEP 17	Y	N	
278	MAPP TIER II STEP 18	Y	N	
280	CATALINA ISLAND LIVING	Y	Y	
281	MAPP TO SCHEDULE FLAT AMOUNT	Y	N	
282	MAPP TO SCHEDULE PERCENTAGE	Y	N	
283	PERM PHYSICIAN TRANSITION RATE - PERCENT	Y	N	
285	COURT CLERK - GREATER SKILLS	Y	N	Obsolete
291	INTERGOVERNMENTAL RELATIONS	Y	N	Obsolete
293	LEGISLATIVE REPRESENTATIVE-CAO	Y	N	Obsolete
295	MANAGEMENT TRAINEE	Y	N	
299	EHR SALARY CONVERSION	Y	N	
300	CURATOR BONUS	Y	N	
301	MEDICAL HUB FORENSIC PEDIATRICS	Y	N	
302	SOUTH MAINTENANCE/MALIBU ASSIGN	Y	N	
303	ADMINISTRATIVE PROJECTS & INITIATIVES	Y	N	
310	LEGISLATIVE ADVOCATE - COUNTY COUNSEL	Y	N	
320	ACCOUNTING CERTIFICATE - DA	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
321	DISTRICT ATTORNERY - OUT OF CLASS BONUS	Y	N	
322	RECLASSIFIED INVESTIGATOR	Y	N	Obsolete
323	ANTELOPE VALLEY ASSIGN. 30 MILES FROM RESIDENCE	Y	N	
323SC	SUPERIOR COURT ANTELOPE VALLEY STIPEND	N	N	
330	NIBIN - SCIENTIFIC SERVICES BUREAU	Y	Y	
331	INMATE SUPERVISOR	Y	Y	
332	JOURNEY EMPLOYEES BONUS	Y	N	
333	REFUSE TRUCK DRIVER BONUS	Y	Y	
334	CUSTODY ASSIST - DRILL INSTR/CUSTODY TRAINING STANDARDS BUR	Y	N	
335	TRAINING OFFICER BONUS	Y	N	
336	PUBLIC RESPONSE DISPATCHER	Y	N	
337	TRANSPORTATION SUPERVISOR BONUS	Y	Y	
338	ELEVATOR ADJUSTOR	Y	N	
340	A OR B MOTOR VEHICLE LICENSE BONUS	Y	N	
341	HELICOPTER MECH IN-FLIGHT MAINTENANCE	Y	Y	
342	CALIFORNIA ACCIDENTAL RELEASE PREVENTION (CalARP) ASSIGNMENT	Y	N	
343	ABOVEGROUND PETROLEUM STORAGE ACT (APSA) CERTIFICATION	Y	N	
344	INTERNATIONAL CODE COUNCIL CERT (ICC) BONUS	Y	N	
345	LICENSED PROFESSIONAL ENGINEER/ARCHITECT BONUS	Y	N	
346	EMERGENCY OPERATIONS SECTION ASSIGNMENT BONUS 5.6468%	Y	Y	
347	WELLNESS/FITNESS FOR LIFE BONUS -1%	Y	N	
348	WELLNESS/FITNESS FOR LIFE BONUS -2%	Y	N	
349	WELLNESS/FITNESS FOR LIFE BONUS-3%	Y	N	
350	AIR OPERATIONS BONUS	Y	Y	
350A	AIR OPERATIONS-ELIGIBILITY INDICATOR	Y	Y	
351	DRIVER - COUNTY FORESTER AND FIRE WARDEN	Y	Y	
352	56 HR CLASS ASSIGNED A 40 HOUR SCHEDULE	Y	Y	
353	FIREFIGHTER - EMT	Y	Y	
354	FIRE FIGHTER - HAZARD MATERIALS	Y	Y	
355	FIREFIGHTER - PARAMEDIC	Y	Y	
355Y2	FIREFIGHTER - PARAMEDIC 2 CONSECUTIVE YEARS	Y	Y	
355Y3	FIREFIGHTER - PARAMEDIC 3 CONSECUTIVE YEARS	Y	Y	
356	FIRE SAFETY PERSONNEL BONUS	Y	N	
357	HELICOPTER INSPECTION LICENSE	Y	N	
358	TEMPORARY PROMOTION BONUS	Y	N	
359	LIFEGUARD PARAMEDIC CATALINA BONUS	Y	Y	
359Y2	LIFEGUARD PARAMEDIC CATALINA 2 CONSECUTIVE YEAR ASSIGNMENT	Y	Y	
360	URBAN SEARCH AND RESCUE	Y	Y	
360A	URBAN SEARCH AND RESCUE-ELIGIBILITY INDICATOR	Y	Y	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
361	TEMPORARY PROMOTION BONUS - NON SCHEDULE	Y	N	
362	PARAMEDIC COORDINATOR/EMS CAPTAIN	Y	Y	
363	FIRE/LIFEGUARD PEER SUPPORT PROGRAM	Y	Y	
364	DECKHAND -BOAT/RESCUE WATER CRAFT OPERATOR	Y	Y	
364A	DECKHAND -BOAT/RESCUE WC OPERATOR - ELIGIBILITY INDICATOR	Y	Y	
365	BACHELOR DEGREE BONUS	Y	N	
366	NURSING PHD/DOCTORATE DEGREE	Y	N	
367	MEDICAL STAFF CREDENTIALING ASSIGNMENT BONUS	Y	N	
368	RN ASSIGNED TO SHERIFFS DEPT	Y	N	
369	ADVANCED EDUCATIONAL DEGREE BONUS	Y	N	
370	CLINIC NURSE - STAND BY	Y	N	4/1/2007
371	CLINICAL INSTRUCTOR - GENERAL	Y	N	
372	CLINICAL INSTRUCTOR - LAC+USC MEDICAL CENTER	Y	N	
373	EMERG MEDICINE - BOARD CERTIFICATION	Y	N	Obsolete
374	EMERG MEDICINE - BOARD CERT	Y	N	
375	EMERG MEDICINE - BOARD CERTIFICATION 8.25%	Y	N	
376	HIGH DESERT HOSPITAL - PHYSICIAN BONUS- PRIOR TO 1/1/86	Y	N	
377	JOURNEY EMPLOYEES BONUS	Y	N	
378	LICENSED VOCATIONAL NURSE - INTENSIVE CARE	Y	Y	
379	SUPERVISING NURSE - ICU	Y	N	
380	SUPVGRAD TECHN - DIAGNOSTIC ULTRASOUND	Y	N	
381	DENTAL PROFESSIONAL BOARD CERT 2%	Y	N	
382	PUBLIC HEALTH INVESTIGATOR ASSIGNMENT BONUS	Y	Y	
383	VETERINARY MEDICINE- BOARD CERTIFICATION	Y	N	
384	HIGH DESERT HEALTH SYSTEM ASSIGNMENT BONUS	Y	N	
384HD	HIGH DESERT HEALTH SYSTEM ASSIGNMENT BONUS	Y	N	
384HS	HIGH DESERT HEALTH SYSTEM DUTY ASSIGNMENT BONUS	Y	N	
385	PSYCHIATRY SPECIALTY BONUS	Y	N	
386	PHYSICIAN SPECIALTY BONUS	Y	N	
387	PHARMACIST SPECIALTY ASSIGNMENTS	Y	N	
388	ICHS-HEALTH SERVICES INTEGRATED CORRECTIONAL HEALTH SERVICE	Y	N	
388CS	ICHS-HEALTH SERVICES CRITICAL SHORTAGE	Y	N	
389	AOA PSYCHIATRY SPECIALTY BOARD CERT 2.75%	Y	N	
390	BOOKMOBILE BONUS	Y	Y	
391	LIBRARIAN DIFFICULT TO RECRUIT ASSIGN (CLM)	Y	N	
392	LIBRARIAN BONUS	Y	N	
393	OBSTETRICS, GYNECOLOGY, AND LABOR & DELIVER	Y	N	
394	MEDICAL HUB FORENSIC PEDIATRICS	Y	N	
395	PHYSICIAN SPECIALTY BONUS - 5.75%	Y	N	
396	PHYSICIAN ADDITIONAL COMPENSATION	Y	N	
397	PHYSICIAN FORENSIC PATHOLOGY BONUS	Y	N	
398	HOSPITAL ADMINISTRATOR - ADDITIONAL COMPENSATION	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
399	DETECTIVE DIVISION	Y	Y	
400	DEPUTY COURT ADMINISTRATOR - OPINION/ADVISOR	Y	N	
401	DEPUTY MARSHALL - LEVEL I BONUS	Y	N	
402	DEPUTY MARSHALL - LEVEL II BONUS	Y	N	Obsolete
403	DEPUTY MARSHALL TRAINEE	Y	N	Obsolete
404	ELECTRONIC RECORDING EQUIPMENT	Y	N	
405	MARSHALL SUPERVISING BONUS	Y	N	Obsolete
406	DEPUTY MARSHAL SPECIAL TRAINING - 6TH STEP	Y	N	
407	COURT REPORTER NEW HIRE - LUMP SUM SUPERIOR COURT	N	N	
408	DEPUTY CLERK III OUT OF CLASS BONUS	Y	N	
409	COURT REPORTER FLOATING ASSIGN	Y	N	
410	SUPERVISING DEPUTY CLERK	Y	N	Obsolete
411	ADVISOR-COURT ADMINISTRATOR AND JUDGES	Y	N	Obsolete
412	NIGHT SHIFT AND WEEKEND BONUS	Y	N	Obsolete
413	DEPUTY CLERK IV - GREATER SKILLS	Y	N	
414	RECORDING EQUIPMENT-DEPUTY CLERK IV M.C.	Y	N	
415	AERO BUREAU- AVIONICS SHOP ASSIGNMENT	Y	N	
416	CHIEF OPERATOR WATER SYSTEMS - SH	Y	N	
417	SHIFT OPERATOR WATER SYSTEMS - SH	Y	N	
418	ISD - ENERGY MANAGEMENT SYSTEM SECTION (BEAS)	Y	N	
419	BACKGROUND INVESTIGATORS	Y	Y	
420	CATALINA ISLAND LIVING PARKS AND RECREATION	Y	Y	
421	LAKE AQUATICS - EMT CERTIFICATE	Y	Y	
422	LAKE LIFEGUARD - EMT CERTIFIED	Y	Y	
423	UNDERWATER RECOVERY - PARKS AN RECREATION	Y	Y	
424	BASIC ABMDI REGISTRY CERTIFICATION	Y	N	
425	ABMDI BOARD CERTIFICATION	Y	N	
426	ASSESSOR REPRESENTATIVE	Y	Y	
427	AUDITOR APPRAISER	Y	Y	
428	APPRAISER FIELD TRAINER	Y	Y	
429	SPECIAL VICTIMS BUREAU	Y	N	
430	ASST. DIRECTOR - PUBLIC SOCIAL SERVICES	Y	N	
431	LEGISLATION CONSULTANT - DPSS	Y	Y	
432	DEPUTY DISTRICT DIRECTOR TRAINEE	Y	N	
433	TWELVE LEVEL BONUS	Y	Y	
434	DEPUTY SHERIFF FIELD TRAINING OFFICER	Y	Y	
435	SENIOR FIELD TRAINING OFFICER, 12 MONTHS	Y	Y	
436	MASTER FIELD TRAINING OFFICER LEVEL 1, 18 MONTHS	Y	Y	
437	MASTER FIELD TRAINING OFFICER LEVEL 2, 30 MONTHS	Y	Y	
438	PATROL AND CUSTODY TRAINING - 8TH STEP	Y	Y	
439	DEPUTY SHERIFF CUSTODY TRAINING OFFICER	Y	N	
440	TACTICAL FLIGHT DEPUTY	Y	Y	
441	CATALINA ISLAND LIVING - SHERIFF	Y	N	
442	COOKS, BAKERS, BUTCHERS BONUS	Y	Y	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
443	DEPUTY SHERIFF-LEVEL I BONUS	Y	Y	
444	DEPUTY SHERIFF - LEVEL II BONUS	Y	Y	
444A	DEPUTY SHERIFF LEVEL II BONUS AT FIRST APPOINTMENT	Y	Y	
444B	DEPUTY SHERIFF LEVEL II BONUS AFTER ONE YEAR	Y	Y	
444C	DEPUTY SHERIFF LEVEL II BONUS AFTER TWO YEARS	Y	Y	
444D	DEPUTY SHERIFF LEVEL II BONUS AFTER THREE YEARS MAXIMUM	Y	Y	
445	DEPUTY SHERIFF SPECIAL ENFORCEMENT/CANINE DETAIL	Y	N	
446	EXPLOSIVES DETAIL BONUS	Y	Y	
447	HELICOPTER DETAIL	Y	Y	
449	SENIOR COOK BONUS - SHERIFF	Y	Y	
450	SHERIFF OUT OF CLASS BONUS	Y	N	
451	UNDERWATER RECOVERY - SHERIFF	Y	Y	
452	SUPERVISORY BONUS	Y	Y	
453	SERGEANT-AT-ARMS BOARD OF SUPERVISOR	Y	N	
454	SHERIFF INTERNAL EQUITY	Y	Y	
455	MOTORCYCLE PATROL UNIT BONUS	Y	Y	
456	TRAINING OFFC/INVESTIGATOR/K-9 BONUS	Y	N	
457	PATROL STATION RETENTION BONUS	Y	Y	
458	ACTING CAPACITY BONUS	Y	N	
459	SHERIFF'S STATION JAILER BONUS	Y	Y	
460	SHERIFF - MAINTENANCE WORKER	Y	Y	
461	SHERIFF BUSINESS MACHINE TECHNICIAN	Y	N	Obsolete
462	MANPOWER SHORTAGE-SHERIFF CATALINA ISLAND	Y	Y	
463	DRINKING WATER TREATMENT & DISTRIBUTION	Y	Y	
464	STATE OF CALIF STRUCTURAL ENGINEER LICENSE BONUS	Y	N	
465	REHABILITATION INSPECTOR-PUBLIC WORKS	Y	N	Obsolete
466	SEWER MAINTENANCE ASSIGNMENT	Y	Y	
467	UNDERGROUND STORM DRAIN ASSIGNMENT	Y	Y	
468	LICENSED LAND SURVEYOR BONUS	Y	N	
469	LICENSED REGISTERED TRAFFIC ENGINEER BONUS	Y	N	
470	BUSINESS LICENSE LIAISON	Y	N	Obsolete
471	LAW ENFORCEMENT TECH (LET) DISPATCHER	Y	N	
472	FIELD RESPONSE RETENTION	Y	N	
473	PILOT / ADVANCE FLIGHT INSTRUCTOR	Y	N	
474	PILOT / BASIC FLIGHT INSTRUCTOR/FIXED WING PILOT	Y	N	
475	CERTIFICATION BONUS - LACERA	Y	N	
476	PHYSICIAN CALL BACK TIER I	N	N	
477	PHYSICIAN CALL BACK TIER II	N	N	
480	SUPERIOR COURT CLERK BONUS	Y	N	Obsolete
481	COURT REPORTERS REALTIME CERTIFICATION	Y	N	
482	JUDICIAL ASSISTANT BONUS	Y	N	
483	REALTIME WRITING BONUS	Y	N	
484	GEOTECHNICAL LICENSE BONUS	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
485	SUP CRT EXEC OFFICER ADDITIONAL COMPENSATION	Y	N	
486	PLANS EXAMINER CERTIFICATION	Y	N	
487	REGISTRATION - LICENSE BONUS	Y	N	
488	BUILDING ENGINEERING INSPECTOR BONUS	Y	N	
489	ORAL SURGERY NON-STANDARD SHIFT ASSIGNMENT BONUS	Y	N	
490	SENIOR COOK - PROBATION	Y	Y	
491	GROUP SUPERVISOR - PROBATION	Y	Y	
492	HEAD COOK - PROBATION	Y	Y	
493	SENIOR PROBATION DIRECTOR-JUVENILE HALL ASSIGNMENT	Y	N	
494	BUREAU CHIEF, PROBATION -DETENTION SERVICES BUREAU	Y	N	
495	PROBATION DIRECTOR-ADMIN RESP./FOOTHILL JUV AREA	Y	N	
496	PROBATION ADDITIONAL ASSIGNMENT	Y	Y	
497	INSTITUTIONS ASSIGNMENT	Y	Y	
498	PROBATION DIRECTOR-CHALLENGER YOUTH CENTER	Y	N	
499	SPECIAL ENFORCEMENT OPERATIONS	Y	N	
500	RELOCATION REIMBURSEMENT - NONTAXABLE	N	N	12/31/2017
501	BOARD OF RETIREMENT CASE REVIEW	Y	N	
502	RELOCATION ALLOWANCE	N	N	
503	UNIFORM ALLOWANCE	Y	N	
504	NIGHT SHIFT DIFFERENTIAL	Y	N	
504MH	NIGHT SHIFT DIFFERENTIAL MENTAL HEALTH	Y	N	
504NH	NIGHT SHIFT DIFFERENTIAL- RELIEF NURSE HOLIDAY NITE	Y	N	
505	CORONER'S INQUEST REPORTER	Y	N	
506	ALLOWANCE IN LIEU OF VEHICLE USE	Y	N	
507	CO-GENERATION MAINTENANCE	Y	N	
508	HENNINGER FLATS WATCHMAN	Y	N	
509	FREEZER WORK	Y	N	
510	DEPARTMENT HEAD MERIT	Y	N	
511	BOARD OF SUPERVISORS PERFORMANCE LUMP SUM	Y	N	
512	FIRE SUPPRESSION TRANSPORTATION TRUCK DRIVER	Y	N	
513	BARG UNIT 201 MOU LUMP SUM BONUS	Y	N	
514	BACKHOE OPERATOR	Y	N	
515	WEEKEND BONUS	Y	N	
515HS	WEEKEND BONUS- HS EMPLOYEES ONLY	Y	N	
516	EXPLOSIVES WORK	Y	N	
517	EVENING SHIFT DIFFERENTIAL	Y	N	
517MH	EVENING SHIFT DIFFERENTIAL MENTAL HEALTH	Y	N	
517NH	EVENING SHIFT DIFFERENTIAL-RELIEF NURSE HOLIDAY EVENING	Y	N	
518	POWER EQUIPMENT REPAIR, SNOW CONDITIONS	Y	N	
519	ENGINEERING EMPLOYEES, HAZARD PAY	Y	N	
520	HOME CARE COMPENSATION	Y	N	
521	TAX PENALTY REIMBURSEMENT	N	N	
522	CUSTODIAN ACTING AS WATCHMAN	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
523	HYDOELECTRIC OPERATIONS	Y	N	
524	ON CALL FOR COURT APPEARANCE	N	N	
525	CONTRACTING & PRODUCTIVITY IMPROVE INCNTV FOR MNGR	Y	N	
526	ENVIRONMENTAL EMERGENCY REPSONSE TEAM ASSIGNMENT	N	N	
527	RELIEF DAM OPERATOR, ON CALL	N	N	
528	WEBCOM PRESS OPERATOR	Y	N	
529	POWER EQUIPMENT OPERATOR, FIRE SUPPRESSION	Y	N	
530	EMS CLASS A LICENSE	N	N	
531	STANDBY (*Pensionable prior to 1/1/2013)	N*	N	
531CC	STANDBY CRITICAL CARE	N	N	
531MF	STANDBY- MAXILLOFACIAL	N	N	
531SP	STANDBY AUTH FOR SHERIFF & PUBLIC WRKS DEPTS ONLY BU 411/412 (*Pensionable prior to 1/1/2013)	N*	N	
532	ADDITIONAL RESPONSIBILITIES AND EXCEPTNL PERFORMNC	Y	N	
533	POWER SWEEPER OPERATOR IN EMERGENCY CONDITIONS	Y	N	
534	POWER PLANT RELIEF ENGINEER	Y	N	
535	CLINIC PHYSICIAN FIRST 90 MINUTE RATE (SUPPLEMENT TO 099)	Y	N	
536	CONSULTING SPEC, MD & MNTL HEALTH CONSLT, 1ST&5TH	Y	N	
537	HOMELESS ENCAMPMENT ASSIGN	N	N	
538	RN ASSIGNED AS ACTING OR RELIEF CHARGE NURSE	Y	N	
539	RN WEEKEND DIFFERENTIAL	Y	N	
540	RELIEF NURSE HOLIDAY DIFFERENTIAL	Y	N	
541	RELIEF NURSE WEEKEND DIFFERENTIAL	Y	N	
542	EMERGENCY WORKPLACE DIFFERENTIAL	N	N	
543	CALL BACK EXTRA COMPENSATION	N	N	
544	APPRAISERS LAUNDRY AND DRY CLEANING ALLOWANCE	Y	N	
545	HEAVY DUTY TOW TRUCK DRIVER	Y	N	
546	SLURRY SEAL TRUCK_DRIVER	Y	N	
547	MOU LUMP SUM (INC IN REG OT)	Y	N	
547HS	DHS MISC LUMP SUM (INC IN REG OT)	Y	N	
548	LIFEGUARD PARAMEDIC - RELIEF	Y	N	
549	HANDLING OF HAZARD CHEMICALS	Y	N	
550	INCENTIVE AWARDS FOR MEDI-CAL REIMBRMNTS/HEALTH SR	Y	N	Obsolete
551	GROUP INCENTIVE AWARD, TREASURER TAX COLLECTOR	Y	N	Obsolete
552	STANDBY - EMERGENCY ROLL OUT PROGRAM (*Pensionable prior to 1/1/2013)	N*	N	
553	PIONEER EXCAVTN, TUNNEL OPERATNS, FIRE SUPP, SNOW	Y	N	
554	PIONEER EXCAVTN, TUNNEL OPERATNS, FIRE SUPP, SNOW	Y	N	
555	SCAFFOLD OR SWING STAGE, 30 FEET ABOVE GRADE	Y	N	
556	HIGH SCALE AND RIGGING OPERATIONS, GENERAL	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
557	EVENING SHIFT, MED TECH	Y	N	
558	NIGHT SHIFT, MED TECH	Y	N	
559	MISCELLANEOUS LUMP SUM INCLUDED IN REG OT	N	N	
560	MISCELLANEOUS LUMP SUM NOT INCLUDED IN REG OT	N	N	
561	HOURS PAID BUT NOT WORKED	N	N	
562	MENTAL HEALTH ALERT & PSYCH MOB RESP TEAM STDBY	N	N	
563	RELIEF DAM OPERATIONS STANDBY	N	N	
564	TUITION REIMBURSEMENT	N	N	
565	PARAMEDIC RECERTIFICATION BONUS	Y	N	
565A	PARAMEDIC RECERTIFICATION BONUS-ELIGIBILITY INDICATOR	Y	N	
566	QUALIFIED FOR HAZARD MATERIAL OVERTIME CALC	N	N	
566A	QUALIFIED FOR HAZARD MATERIAL OT CALC-ELIGIBILITY INDICATOR	N	N	
567	DEPUTY SHERIFF RESERVE ANNUAL COMPENSATION	Y	N	
568	ASSESMENT APPEALS 2ND SESSION PAY	Y	N	
568A	ASSESMENT APPEALS 3RD SESSION PAY	Y	N	
569	PHYSICIANS LOAN REPAYMENT PROGRAM	N	N	
570	HOME CARE PROGRAM STANDBY (*Pensionable prior to 1/1/2013)	N*	N	
571	CSW LICENSURE SUPERVISION	Y	N	
572	MOU LUMP SUM BONUS	Y	N	
572CR	MOU LUMP SUM - CHIEF RESIDENT BONUS	N	N	
572ED	MOU LUMP SUM EDUCATIONAL BONUS	N	N	
572HA	MOU LUMP SUM HOUSING ALLOWANCE	N	N	
572WI	MOU LUMP SUM 1115 WAIVER INCENTIVE	N	N	
573	TUITION REIMBURSEMENT - NONTAXABLE	N	N	
574	STANDBY - INS WITNESS PROGRAM (*Pensionable prior to 1/1/2013)	N*	N	
575	WASTEWATER PLANT RELIEF BONUS	Y	N	
576	SOLO DAILY EARNINGS	Y	N	
577	INTERPRETER HALF DAY BONUS - SUP CT	Y	N	
578	ER ATTENDING PHYSICIAN - DAY RATE	Y	N	
579	ER ATTENDING PHY/-WKDY EVE/WKND HOL DAY	Y	N	
580	ER ATTENDING PHY/-WKDY NITE/WKND HOL EVE NITE	Y	N	
581	SWIM PROFICIENCY BONUS	Y	N	
582	INTERPRETER REGULAR MULTIPLE LANGUAGE SAME DAY	Y	N	
583	INTERPRETER-HOURLY/DAILY MULT LANG SAME DAY	Y	N	
584	PHYSICIAN STIPENDS	Y	N	
585	ISA TREE WORKER CERTIFICATION	Y	N	
586	ISA ARBORIST CREDENTIAL	Y	N	
587	ISA QUALIFIED TREE RISK ASSESSOR CREDENTIAL	Y	N	
588	ISA MUNICIPAL SPECIALIST CREDENTIAL	Y	N	
589	DMH SPECIALTY FIELD BASED BONUS	Y	N	
590	CONTINUING EDUCATION/ EQUIPMENT/TRAINING	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
591	LICENSE-CERTIFICATION REIMBURSEMENT	N	N	
592	SC RETENTION BONUS	Y	N	
593	SUPERIOR COURT COURT REPORTER - EQUIP (SB 154)	N	N	
594	SUPERIOR COURT SIGNING BONUS (COURT REPORTER - SB 154)	N	N	
595	SUPERIOR COURT - STUDENT LOAN	N	N	
596	SUPERIOR COURT FINDERS FEE (COURT REPORTER - (SB 154)	N	N	
597	CLINICAL PHARMACIST ASSIGNMENT/RESPONSIBILITIES	Y	N	
598	ELECTION WORKER STIPEND	N	N	
599	ON-CALL PAY, SC	N	N	
600	RN MOBILE INTENSIVE CARE CERT-SUB D	Y	N	
601	SPECIALTY CARE BONUS	Y	N	
602	DISPATCHER ASSIGNMENT	Y	N	
603	AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATE	Y	N	
604	RN MOBILE INTENSIVE CARE CERTIFICATION	Y	N	
605	CUSTODIAN FLOOR WAXING BONUS	Y	N	
606	FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTY (†Under review as of 10/1/2018)	Y	N†	
606A	FIRE EQPMNT MCHNC ASSGND FIELD RPR DTY-ELIGIBILITY INDICATOR (†Under review as of 10/1/2018)	Y	N†	
607	SDPO ASSIGNED ACTING DIRECTOR IN A CAMP	Y	N	
608	BILINGUAL BONUS	Y	N	
609	RN ASSIGNED TO EMERGENCY ROOM	Y	N	
610	ANTELOPE VALLEY FIREFIGHTING CREW	Y	N	Obsolete
611	TREE TRIMMER SUPERVISOR, POWER OPERATIONS	Y	N	Obsolete
612	SHOOTING BONUS, EXPERT	Y	N	
613	SHOOTING BONUS, DISTINGUISHED EXPERT	Y	N	
614	SHOOTING BONUS, MARKSMAN	Y	N	
615	SHOOTING BONUS, SHARPSHOOTER	Y	N	
616	ANTELOPE VALLEY QUARTERS, ON FIRE CALL	Y	N	Obsolete
617	CLINIC NURSE ASSIGNED TO PROBATION CAMP	Y	N	
618	TRANSPORTATION BUS DRIVER, SHERIFF	Y	N	
619	CERTIFIED ACCESS SPECIALIST CERTIFICATION	Y	N	
620	SAN GABRIEL DAM OPERATOR	Y	N	
621	NURSE RETENTION INCENTIVE	Y	N	
622	ADVANCED APPRAISER CERTIFICATION	Y	N	
623	ANIMAL CARE CONTROL ASSIGNMENT BONUS	Y	Y	
624	BILINGUAL ADDITIONAL BONUS, CHILDREN'S SOCIAL WORK	Y	N	
625	AGRICULTURE INSPECTORS ASSIGNED TO STANDARDIZATION	Y	N	
626	FIREFIGHTER PARAM. NOT ASSGND TO PARAM.	Y	Y	
627	DETENTION & TRANSPORTATION EXTRA SUPERVISION BONUS	Y	N	
628	BILINGUAL BONUS FOR OTHER THAN MONTHLY	Y	N	
628A	BILINGUAL BONUS FOR OTHER THAN MONTHLY-ELIGIBILITY INDICATOR	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
629	MORTUARY ATTENDANT AT LAC+USCMC	Y	N	
630	FIELD ASSIGNMENT BONUS	Y	N	
631	BILINGUAL BONUS-SUB D	Y	N	
632	MENTAL HEALTH WORKERS ASSIGNED SH, PB, CORR DETENTON FACL	Y	N	
633	RN ASSIGNED TO EMERGENCY ROOM SUB D- OBOLETE AS OF 4/1/2007	Y	N	4/1/2007
634	SUPERVISING DETENTION SERVICES OFFICER OF THE DAY	Y	N	
635	TRANSPORTATION DEPUTY BUS DRIVER, PROBATION	Y	N	
636	INCIDENTAL EXPENSE ALLOWANCE	Y	N	
637	PROFESSIONAL DEVELOPMENT EXPENSES	Y	N	
638	PROBATION TELECOM EQUIPMENT BONUS- OBSOLETE SINCE PRE- e HR	Y	N	3/31/2012
639A	NON-STANDARD SHIFT ASSIGNMENT BONUS L&D, INPATIENT FACILITY	Y	N	
639B	NON-STANDARD SHIFT ASSIGNMENT BONUS RADIOLOGY	Y	N	
640	CHILDRENS SERVICES ERCP RETENTION	Y	N	
641	SHOOTING BONUS, EXPERT - RESERVE	Y	N	
642	SHOOTING BONUS, DISTINGUISHED EXPERT - RESERVE	Y	N	
643	SHOOTING BONUS, MARKSMAN - RESERVE	Y	N	
644	SHOOTING BONUS, SHARPSHOOTER - RESERVE	Y	N	
645	EMERGENCY ROOM PREMIUM	Y	N	
646	EMERGENCY ROLL OUT PROGRAM & SHIFT BONUS	Y	N	
647	BILINGUAL ADDITIONAL BONUS, PSYCH SOCIAL WORK	Y	N	
648	DEFIBRILLATION AIRWAY BONUS	Y	N	
649	MAMMOGRAPHY BONUS	Y	N	
650	JUDGE:PRESIDING JUDGE 4%	N	N	
651	MEAL REIMBURSEMENT-RESIDENTS	N	N	
652	MEAL REIMBURSEMENT-PLANT ENGINEERS	N	N	
653	ANIMAL CARE PAY/ CARE & MAINTENANCE	Y	N	
654	INTERMEDIATE POST, CORONER INVESTIGATORS	Y	N	
655	ADVANCED POST, CORONER INVESTIGATORS	Y	N	
657	SECURITY OPERATIONS UNIT BONUS	Y	Y	
660	DHS PRIMARY CARE BONUS	Y	N	
690	CELL PHONE STIPEND VOICE ONLY	N	N	
691	CELL PHONE STIPEND DATA ONLY	N	N	
692	CELL PHONE STIPEND VOICE AND DATA	N	N	
694	CIVIC CENTER COMMUTER ALLOWANCE	Y	N	
694SC	SUP COURT CIVIC CENTER STIPEND	Y	N	
695	DEPARTMENT HEAD TRANSPORTATION ALLOWANCE	Y	N	
696	DEPARTMENT HEAD TRAFFIC MITIGATION ALLOWANCE	Y	N	
699W	FLEXIBLE WORK TIME EARNED	N	N	
700	PENSIONABLE OVERTIME	Y	N	
701	PAID OVERTIME	N	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
702	PAID DOUBLE OVERTIME	N	N	
703	FLSA COMP TIME EARNED - ACCRUE FLSA PREMIUM	N	N	
704	FLSA COMP TIME - ACCRUE STRAIGHT PAY PREMIUM	N	N	
705	COMPENSATORY TIME EARNED	N	N	
710	DISASTER RELATED PAID OVERTIME	N	N	
711	DISASTER COMP TIME EARNED (ACCRUED)	N	N	
712	CONTRACT RELATED PAID OVERTIME	N	N	
713	ER PHYSICIAN OT - DAY RATE	N	N	
714	ER PHYSICIAN OT - WKDY EVE/WKND HOL DAY	N	N	
715	ER PHYSICIAN OT - WKDY NITE/WKND HOL EVE NITE	N	N	
720	SPECIAL EVENTS OVERTIME	N	N	
720F	SPECIAL EVENTS OVERTIME FLORES	N	N	
730	PREMIUM OVERTIME - SYSTEM PENSIONABLE	Y	N	
730F	PREMIUM FLORES OVERTIME - SYSTEM PENSIONABLE	Y	N	
731	PREMIUM OVERTIME - SYSTEM	N	N	
731F	PREMIUM FLORES OVERTIME - SYSTEM	N	N	
732	PREMIUM DOUBLE OVERTIME - SYSTEM	N	N	
732D	PREMIUM DOUBLE OVERTIME - SYSTEM	N	N	
733	PREMIUM OVERTIME - MANUAL	N	N	
733F	PREMIUM OVERTIME MANUAL FLORES	N	N	
746	CALL BACK ACTUAL	N	N	
746F	CALL BACK ACTUAL FLORES	N	N	
747	CALL BACK GUARANTEED	N	N	
747F	CALL BACK GUARANTEED FLORES	N	N	
775	SECONDARY OVERTIME	N	N	
776	ALTERNATE OVERTIME	N	N	
777	SECONDARY ASSIGNMENT OVERTIME	N	N	
778	OVERTIME - FIRE DEPT 56 HOUR	N	N	
779	SECONDARY OVERTIME - FIRE DEPT 56 HR	N	N	
780	WORKDOWN OVERTIME - FIRE DEPT	N	N	
781	OVERTIME - FIRE DEPT 40 HR	N	N	
782	PLATOON/40 HR/DISPATCHER SCHED PREMIUM - SYSTEM	Y	Y	
782F	PLATOON/40 HR/DISPATCHER SCHED FLORES PREMIUM - SYSTEM	Y	Y	
783	DISPATCHER BRIEFING TIME	N	N	
784	40 HOUR CAMP - GUARANTEED PREMIUM	N	N	
78C	40 HOUR CAMP - GUARANTEED PREMIUM	N	N	
791	ORDERED OVERTIME	N	N	
793	COMPENSATED BRIEFING TIME - SYSTEM	N	N	
796	ORDERED FLSA COMP TIME EARN - ACCR FLSA PREM	N	N	
799	FLEX REG HOURS BETWEEN 181 AND 192 FOR 40HR FIRE FIGHTERS	N	N	
79C	FLEX REG HOURS BETWEEN 181 AND 192 FOR 40HR FIRE FIGHTERS	N	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL §31461	PEPRA §7522.34	Expiration Date/Notes
804F	EXCESS PREMIUM - FLSA COMP TIME TAKEN FLORES	N	N	
ADJPY	EADJ Adjust Regular Pay	N	N	
DMPPE	DUMMY FRINGE FOR PENSIONABLE EARNINGS IN SUPP SYS	Y	N	
EEC	ESTIMATED EARNINGS CORRECTION-NONTAX-NONPENS	N	N	
ML043	ACTIVE MILITARY PAY	N	N	
OP001	SECTION 170 OVERTIME	N	N	
OP002	BASERATE OVERTIME	N	N	
OP003	PREMIUM OVERTIME	N	N	
OP004	SHOOTING BONUS	Y	N	
OP005	NON-PENSIONABLE STANDBY PAY (*Pensionable prior to 1/1/2013)	N*	N	
OP006	BILINGUAL BONUS	Y	N	
OP007	HAZARD PAY	Y	N	
OP008	PENSIONABLE MISCELLANEOUS EARNINGS	Y	N	
OP009	NON-PENSIONABLE MISCELLANEOUS EARNINGS	N	N	
OP013	TIME CERTIFICATE LUMP SUM	N	N	
OP014	LUMP SUM COMP TIME OFF	N	N	
OP017	NIGHT BONUS	Y	N	
OP018	CALL BACK	N	N	
OP028	MILEAGE	N	N	
OP029	PARKING REIMBURSEMENT	N	N	
OP030	UNIFORM ALLOWANCE	Y	N	
OP038	AUTO REIMBURSEMENT	Y	N	
OP040	SICK BUYBACK	Y	N	
OP044	TIME CERTIFICATE VACATION	N	N	
OP046	EMPLOYEE SUGGESTION	Y	N	
OP047	LUMP SUM 56-HOUR	N	N	
OP048	LUMP SUM VACATION 56-HOUR	N	N	
OP050	TRANSPORTATION ALLOWANCE	Y	N	
OP051	TRAFFIC MITIGATION	Y	N	
OP052	PROFESSIONAL DEVELOPMENT ALLOWANCE	Y	N	
OP053	TAXABLE PARKING ALLOWANCE	Y	N	
OP055	BUYBACK COMP TIME OFF	N	N	
OP056	FLSA PREMIUM OVERTIME	Y	Y	
OP057	HOLIDAY BUYBACK	Y	N	
OP058	MERIT BONUS	Y	N	
OP059	NON-PENSIONABLE STANDBY PAY	N	N	
OP060	TAXABLE TUITION REIMBURSEMENT	N	N	
OP067	ADVANCE DISABILITY RETIREMENT	N	N	
OP075	VACATION/HOLIDAY	N	N	
OP077	VACATION IN-LIEU-OF-PAY	N	N	
OP078	56-HOUR VACATION IN LEIU OF PAY	N	N	
OP098	REGULAR EARNINGS - NURSES	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
OP100	BACK AWARDS AND JUDGEMENTS - HZN EXCESS OF LMT-GROSS UP AMT	N	N	
OP101	ERRORS AND OMISSIONS - HZN EXCESS OF LIMIT - GROSS UP AMT	N	N	
OP102	BACK AWARDS AND JUDGEMENTS - SVG EXCESS OF LMT-GROSS UP AMT	N	N	
OP103	ERRORS AND OMISSIONS - SVG EXCESS OF LIMIT - GROSS UP AMT	N	N	
OP104	BACK AWARDS AND JUDGEMENTS - PSP EXCESS OF LMT-GROSS UP AMT	N	N	
OP105	ERRORS AND OMISSIONS - PSP EXCESS OF LIMIT - GROSS UP AMT	N	N	
OP110	NON-TAXABLE TUITION REIMBURSEMENT	N	N	
OP135	LUMP SUM SEVERANCE	N	N	
OP651	MEAL REIMBURSEMENT	N	N	
OP653	ANIMAL CARE PAY	Y	N	
OP700	PENSIONABLE OVERTIME	Y	N	
OP730	PENSIONABLE PREMIUM OVERTIME	Y	N	
OP904	ELECTIVE ANNUAL LEAVE BUYBACK	N	N	
OP911	VACATION BUYBACK	Y	N	
PC010	010 EARNED SALARY ADVANCE CONVERSION	N	N	
PC011	011 VACATION PAY ADVANCE CONVERSION	N	N	
PC019	PART PAY SICK - CONVERSION	N	N	
PC025	025 UNDERPAYMENT ADVANCE CONVERSION	N	N	
PC036	036 FLEX EARNINGS CONVERSION	N	N	
PE803	EXCESS STRAIGHT - FLSA COMP TIME TAKEN	N	N	
PE804	EXCESS PREMIUM - FLSA COMP TIME TAKEN	N	N	
PE806	EXCESS STRAIGHT - FY93 FLSA COMP TIME TAKEN	N	N	
PE807	EXCESS PREMIUM - FY93 FLSA COMP TIME TAKEN	N	N	
PE813	CAPE - EXCESS STRAIGHT - FY93 FLSA COMP TIME TAKEN	N	N	
PE814	CAPE - EXCESS PREMIUM - FY93 FLSA COMP TIME TAKEN	N	N	
PF004	MEGAFLEX PENSIONABLE CONTRIBUTION	Y	N	
PF007	FLEX PENSIONABLE CONTRIBUTION	Y	N	
PF010	CHOICES PENSIONABLE CONTRIBUTION	Y	N	
PF013	OPTIONS PENSIONABLE CONTRIBUTION	Y	N	
PFA36	FLEX EARNINGS ADVANCE	N	N	
PG720	SPECIAL EVENTS OVERTIME - PREMIUM PORTION	N	N	
PG746	CALL BACK ACTUAL - PREMIUM PORTION	N	N	
PG747	CALL BACK GUARANTEED - PREMIUM PORTION	N	N	
PK003	NON-ELECTIVE LEAVE	Y	N	
PK011	SICK - 100%	Y	N	
PK012	HOLIDAY	Y	N	
PK021	VACATION	Y	N	
PK030	SPECIAL PAID LEAVE	Y	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
PK031	APPRAISERS LEAVE	Y	N	
PK032	INTERN/RESIDENT LEAVE	Y	N	
PK061	PAID FAMILY LEAVE BUY BACK - END OF 2 YEAR PAYOUT	N	N	
PK094	VACATION IN LIEU OF PAY	N	N	
PK096	SUPERIOR COURT VACATION IN LIEU OF PAY	N	N	
PK113	SICK PRE-71	Y	N	
PK801	COMPENSATORY TIME TAKEN	N	N	
PK802	PROTECTED COMPENSATORY TIME TAKEN	N	N	
PK803	FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PK804	FLSA COMP TIME TAKEN - PREMIUM	N	N	
PK805	FY93 COMPENSATORY TIME TAKEN	N	N	
PK806	FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PK807	FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PK808	DISASTER COMP TIME TAKEN	N	N	
PK810	CALL BACK ACCRUE - STRAIGHT TAKEN	N	N	
PK811	CALL BACK GUARANTEED CTO - BUY BACK	N	N	
PK812	DFR 1 YR - NON-FLSA COMPENSATORY STRT TIME - USAGE	N	N	
PK813	CAPE-FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PK814	CAPE-FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PK815	DFR 1 YR-FLSA COMPENSATORY STRT TIME- USAGE	N	N	
PK816	DFR 2 YRS-FLSA COMPENSATORY STRT TIME - USAGE	N	N	
PK818	DFR 1 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PK819	DFR 2 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PK821	DFR 1 YR- CALL BACK - STRAIGHT USAGE	N	N	
PK918	FY93-FIRE 56 HR-FLSA PREMIUM OVERTIME-BUY BACK	N	N	
PK919	FY93-FIRE 40 HR-FLSA PREMIUM OVERTIME-BUY BACK	N	N	
PKN03	SC ADDITIONAL NON-ELECTIVE LEAVE - YEAREND NON-PENSIONABLE	N	N	
PKN21	SC ADDITIONAL VACATION YEAREND PAYOUT NON-PENSIONABLE	N	N	
PKP11	SICK - 100% BUYBACK FOR 56 HOUR PROBATION EMPLOYEES	Y	N	
PKP21	VACATION BUYBACK FOR 56 HOUR PROBATION EMPLOYEES	Y	N	
PO002	ELECTIVE LEAVE TERM PAY OFFSET	N	N	
PO699	FLEXIBLE WORK SCHEDULE	N	N	
PO703	STRAIGHT PAY OFFSET-FLSA COMP TIME EARNED - ACCRUE FLSA PREM	N	N	
PO704	STRAIGHT PAY OFFSET-FLSA COMP TIME - ACCRUE STR PAY PREM	N	N	
PO705	STRAIGHT PAY OFFSET-COMPENSATORY TIME EARNED	N	N	
PO711	STRAIGHT PAY OFFSET-DISASTER COMP TIME EARNED (ACCRUED)	N	N	
PO796	STRAIGHT PAY OFFSET-ORDERD FLSA COMP TM EARN-ACCR FLSA PREM	N	N	
PP001	SECTION 170 OVERTIME	N	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL §31461	PEPRA §7522.34	Expiration Date/Notes
PP002	BASERATE OVERTIME	N	N	
PP003	PREMIUM OVERTIME	N	N	
PP004	SHOOTING BONUS	Y	N	
PP005	STANDBY PAY- NON PENSIONABLE (*Pensionable prior to 1/1/2013)	N*	N	
PP006	BILINGUAL BONUS	Y	N	
PP007	HAZARD PAY	Y	N	
PP008	MISCELLANEOUS EARNINGS-PENSIONABLE	Y	N	
PP009	MISCELLANEOUS EARNINGS-NON-PENSIONABLE	N	N	
PP013	TIME CERTIFICATE LUMPSUM	N	N	
PP014	LUMPSUM COMP TIME OFF	N	N	
PP017	NIGHT BONUS	Y	N	
PP018	CALL BACK	N	N	
PP028	MILEAGE REIMBURSEMENT	N	N	
PP029	PARKING REIMBURSEMENT	N	N	
PP030	UNIFORM ALLOWANCE	Y	N	
PP032	EARNINGS - DECEASED EMPLOYEE	N	N	
PP038	AUTO REIMBURSEMENT	Y	N	
PP040	SICK BUYBACK	Y	N	
PP044	TIME CERTIFICATE VACATION	N	N	
PP046	EMPLOYEE SUGGESTION	Y	N	
PP047	LUMPSUM 56-HOUR	N	N	
PP048	LUMPSUM VACATION 56-HOUR	N	N	
PP050	TRANSPORTATION ALLOWANCE	Y	N	
PP051	TRAFFIC MITIGATION	Y	N	
PP052	PROFESSIONAL DEVELOPMENT ALLOWANCE	Y	N	
PP053	TAXABLE PARKING ALLOWANCE	Y	N	
PP055	BUYBACK COMP TIME OFF	N	N	
PP056	FLSA PREMIUM OVERTIME	Y	Y	
PP057	HOLIDAY BUYBACK	Y	N	
PP058	MERIT BONUS	Y	N	
PP059	STANDBY PAY-NON-PENSIONABLE	N	N	
PP060	TAXABLE TUITION REIMBURSEMENT	N	N	
PP067	ADVANCE DISABILITY RETIREMENT	N	N	
PP075	VACATION/HOLIDAY	N	N	
PP077	VACATION IN-LIEU-OF-PAY	N	N	
PP078	56-HOUR VACATION IN LIEU OF PAY	N	N	
PP098	REGULAR EARNINGS - NURSES	Y	N	
PP110	NON-TAXABLE TUITION REIMBURSEMENT	N	N	
PP651	MEAL REIMBURSEMENT	N	N	
PP653	ANIMAL CARE PAY	Y	N	
PP700	PENSIONABLE OVERTIME	Y	N	
PP730	PENSIONABLE PREMIUM OVERTIME	Y	N	
PP904	ELECTIVE ANNUAL LEAVE BUYBACK	N	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
PP911	VACATION BUYBACK	Y	N	
PPC36	FLEX EARNINGS - CHOICES	N	N	
PPF36	FLEX EARNINGS - FLEX	N	N	
PPM36	FLEX EARNINGS - MEGAFLEX	N	N	
PPO36	FLEX EARNINGS - OPTIONS	N	N	
PPRB2	RETIREE - REPLACEMENT BENEFITS PLAN (LACERA) - NO HIT	N	N	
PPRBP	RETIREE - REPLACEMENT BENEFITS PLAN (LACERA)	N	N	
PS720	SPECIAL EVENTS OVERTIME - STRAIGHT PORTION	N	N	
PS746	CALL BACK ACTUAL - STRAIGHT PORTION	N	N	
PS747	CALL BACK GUARANTEED - STRAIGHT PORTION	N	N	
PT002	ELECTIVE LEAVE	N	N	
PT003	NON-ELECTIVE LEAVE	N	N	
PT006	DONATED SICK 100% LEAVE - USAGE	N	N	
PT008	SICK LEAVE EARNED AT MTA/ATTORNEY	N	N	
PT011	SICK - 100%	N	N	
PT012	HOLIDAY	N	N	
PT021	VACATION	N	N	
PT030	SPECIAL PAID LEAVE	N	N	
PT031	APPRAISERS LEAVE	N	N	
PT032	INTERN/RESIDENT LEAVE	N	N	
PT046	JUDICIAL ASSISTANT SPECIAL PAID LEAVE	N	N	
PT061	PAID FAMILY LEAVE TERMINATION/MID YEAR PAYOUTS	N	N	
PT081	BANK HOLIDAY	N	N	
PT082	BANK VACATION	N	N	
PT094	VACATION IN LIEU OF PAY	N	N	
PT096	SUPERIOR COURT VACATION IN LIEU OF PAY	N	N	
PT113	SICK PRE-71	N	N	
PT699	FLEXIBLE WORK TIME EARNED	N	N	
PT801	COMPENSATORY TIME TAKEN	N	N	
PT802	PROTECTED COMPENSATORY TIME TAKEN	N	N	
PT803	FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PT804	FLSA COMP TIME TAKEN - PREMIUM	N	N	
PT805	FY93 COMPENSATORY TIME TAKEN	N	N	
PT806	FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PT807	FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PT808	DISASTER COMP TIME TAKEN	N	N	
PT810	CALL BACK ACCRUE - STRAIGHT TAKEN	N	N	
PT811	CALL BACK GUARANTEED CTO - TERMINATION	N	N	
PT812	DFR 1 YR - NON-FLSA COMPENSATORY STRT TIME - USAGE	N	N	
PT813	CAPE-FY93 FLSA COMP TIME TAKEN - STRAIGHT	N	N	
PT814	CAPE-FY93 FLSA COMP TIME TAKEN - PREMIUM	N	N	
PT815	DFR 1 YR-FLSA COMPENSATORY STRT TIME- USAGE	N	N	
PT816	DFR 2 YRS-FLSA COMPENSATORY STRT TIME - USAGE	N	N	
PT817	YTD-FLSA PREMIUM OVERTIME USAGE	N	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL \$31461	PEPRA \$7522.34	Expiration Date/Notes
PT818	DFR 1 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PT819	DFR 2 YR-FLSA PREMIUM OVERTIME USAGE	N	N	
PT820	YTD- CALL BACK - STRAIGHT USAGE	N	N	
PT821	DFR 1 YR- CALL BACK - STRAIGHT USAGE	N	N	
PTNHT	HOLD CURRENT ACCRL-NON-ELECTIVE LVE-TERMINATION USAGE	N	N	
PTVAT	SUPERIOR COURT, RESERVE VACATION -TERMINATION USAGE	N	N	
PTVPT	SUPERIOR CT, PRIOR YR RSRV VACATION-TERMINATION USAGE	N	N	
RP001	SECTION 170 OVERTIME - OFFSET	N	N	
RP002	BASERATE OVERTIME - OFFSET	N	N	
RP003	PREMIUM OVERTIME - OFFSET	N	N	
RP004	SHOOTING BONUS - OFFSET	Y	N	
RP005	NON-PENSIONABLE STANDBY PAY - OFFSET (*Pensionable prior to 1/1/2013)	N*	N	
RP006	BILINGUAL BONUS - OFFSET	Y	N	
RP007	HAZARD PAY - OFFSET	Y	N	
RP008	PENSIONABLE MISCELLANEOUS EARNINGS - OFFSET	Y	N	
RP009	NON-PENSIONABLE MISCELLANEOUS EARNINGS - OFFSET	N	N	
RP013	TIME CERTIFICATE LUMP SUM - OFFSET	N	N	
RP014	LUMP SUM COMP TIME OFF - OFFSET	N	N	
RP017	NIGHT BONUS - OFFSET	Y	N	
RP018	CALL BACK - OFFSET	N	N	
RP028	MILEAGE - OFFSET	N	N	
RP029	PARKING REIMBURSEMENT - OFFSET	N	N	
RP030	UNIFORM ALLOWANCE - OFFSET	Y	N	
RP038	AUTO REIMBURSEMENT - OFFSET	Y	N	
RP03P	PREMIUM OVERTIME - SYSTEM - OFFSET	N	N	
RP040	SICK BUYBACK - OFFSET	Y	N	
RP044	TIME CERTIFICATE VACATION - OFFSET	N	N	
RP046	EMPLOYEE SUGGESTION - OFFSET	Y	N	
RP047	LUMP SUM 56-HOUR - OFFSET	N	N	
RP048	LUMP SUM VACATION 56-HOUR - OFFSET	N	N	
RP050	TRANSPORTATION ALLOWANCE - OFFSET	Y	N	
RP051	TRAFFIC MITIGATION - OFFSET	Y	N	
RP052	PROFESSIONAL DEVELOPMENT ALLOWANCE - OFFSET	Y	N	
RP053	TAXABLE PARKING ALLOWANCE - OFFSET	Y	N	
RP055	BUYBACK COMP TIME OFF - OFFSET	N	N	
RP056	FLSA PREMIUM OVERTIME - OFFSET	Y	Y	
RP057	HOLIDAY BUYBACK - OFFSET	Y	N	
RP058	MERIT BONUS - OFFSET	Y	N	
RP059	NON-PENSIONABLE STANDBY PAY - OFFSET	N	N	
RP060	TAXABLE TUITION REIMBURSEMENT - OFFSET	N	N	
RP067	ADVANCE DISABILITY RETIREMENT - OFFSET	N	N	

Current List of Pay Codes

Pay Code	Pay Item Description	CERL §31461	PEPRA §7522.34	Expiration Date/Notes
RP075	VACATION/HOLIDAY - OFFSET	N	N	
RP077	VACATION IN-LIEU-OF-PAY - OFFSET	N	N	
RP078	56-HOUR VACATION IN LEIU OF PAY - OFFSET	N	N	
RP098	REGULAR EARNINGS - NURSES - OFFSET	Y	N	
RP110	NON-TAXABLE TUITION REIMBURSEMENT - OFFSET	N	N	
RP135	LUMP SUM SEVERANCE - OFFSET	N	N	
RP56P	PLATOON/40 HR/DISPATCHER SCHED PREMIUM - SYSTEM - OFFSET	Y	Y	
RP651	MEAL REIMBURSEMENT - OFFSET	N	N	
RP653	ANIMAL CARE PAY - OFFSET	Y	N	
RP700	PENSIONABLE OVERTIME - OFFSET	Y	N	
RP730	PENSIONSABLE PREMIUM OVERTIME - OFFSET	Y	N	
RP73P	PREMIUM OVERTIME - SYSTEM PENSIONABLE - OFFSET	Y	N	
RPFL0	PREMIUM OVERTIME - SYSTEM PENSIONABLE - FLORES 730 - OFFSET	Y	N	
RPFL1	PREMIUM OVERTIME - NON -PENSIONABLE - FLORES 731 - OFFSET	N	N	
RPFL2	PLATOON/40 HR/DISPATCH SCHED PREM -SYSTEM-FLORES 782- OFFSET	Y	Y	
RPFL3	BASERATE OVERTIME FLORES-OFFSET	N	N	
RPFL4	CALL BACK FLORES-OFFSET	N	N	
RPFL5	PREMIUM OVERTIME FLORES-OFFSET	N	N	
RP904	ELECTIVE ANNUAL LEAVE BUYBACK - OFFSET	N	N	
RP911	VACATION BUYBACK - OFFSET	Y	N	
RPP08	MISCELLANEOUS EARNINGS-PRE/POST PEPRA PENSIONABLE -OFFSET	Y	Y	

**FOR INFORMATION ONLY**

January 23, 2025

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger 
Chief Financial Officer

FOR: February 5, 2025 Board of Retirement Meeting
February 12, 2025 Board of Investments Meeting

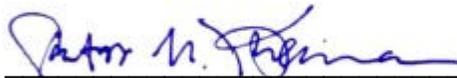
SUBJECT: MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – DECEMBER 2024

Attached for your review is the monthly Trustee Travel & Education Report. This report includes all events (i.e., attended and canceled) from the beginning of the fiscal year through December 2024.

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 expenditure 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 2024 - 2025
DECEMBER 2024

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Nancy Durazo			
A	1 Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA	10/14/2024 - 10/18/2024	Attended
V	- Edu - Southern New Hampshire University: Principles of Finance & Public Fiscal Management Weekly Course - VIRTUAL	07/01/2024 - 08/25/2024	Attended
	- Edu - Southern New Hampshire University: Policy Analysis and the Role of the Public Weekly Course - VIRTUAL	09/02/2024 - 10/27/2024	Attended
	- Edu - Southern New Hampshire University: Program Accountability and Driving Business Opportunities (Weekly Course) - VIRTUAL	10/28/2024 - 12/22/2024	Attended
Trevor Fay			
A	1 Edu - Infrastructure Investor: North America Forum - New York City NY	12/04/2024 - 12/05/2024	Attended
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	- Edu - Toigo Foundation 35th Anniversary Gala - Los Angeles CA	11/20/2024 - 11/20/2024	Attended
Mike Gatto			
A	1 Edu - 2024 SACRS UC Berkeley Public Pension Investment Management Program - Berkeley CA	07/14/2024 - 07/17/2024	Attended
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA	07/10/2024 - 07/11/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	- Edu - IFEBP Annual Employee Benefits Conference - San Diego CA	11/10/2024 - 11/13/2024	Attended
Elizabeth Ginsberg			
A	1 Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA	10/14/2024 - 10/18/2024	Attended
B	- Edu - Pathways for Women Conference 2024 - Anaheim CA	08/26/2024 - 08/27/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	- Edu - IFEBP New Trustees Institute - Level I: Core Concepts - San Diego CA	11/09/2024 - 11/11/2024	Attended
Vivian Gray			
A	1 Edu - 2024 Korie Global Summit: What Matters Now in 2024: Trends and Insights for Tomorrow - Coral Gables FL	07/17/2024 - 07/19/2024	Attended
	2 Edu - CII 2024 Fall Conference - Brooklyn NY	09/09/2024 - 09/11/2024	Attended
	3 Edu - New America Alliance International Symposium - Mexico City, Mexico	09/25/2024 - 09/26/2024	Attended
	4 Edu - PRI in Person 2024 - Toronto, Canada	10/08/2024 - 10/10/2024	Attended
B	- Admin - SACRS Board of Directors - Sacramento CA	09/16/2024 - 09/16/2024	Attended
	- Edu - CALAPRS Intermediate Course in Retirement Plan Administration - San Jose CA	11/06/2024 - 11/08/2024	Attended
	- Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
	- Admin - 28th Annual NASP Symposium - Queens NY	11/20/2024 - 11/21/2024	Attended

**TRUSTEE TRAVEL AND EDUCATION REPORT
FOR FISCAL YEAR 2024 - 2025
DECEMBER 2024**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Jason Green			
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
V	- Edu - NCPERS 2024 Webinar - State and Federal Legislative Outlook for Public Pensions - VIRTUAL	12/05/2024 - 12/05/2024	Attended
Patrick Jones			
A	1 Edu - IDAC 2024 Annual Summit - Broomfield CO	09/24/2024 - 09/26/2024	Attended
	2 Edu - NACD Directors Summit 2024 - Washington, DC	10/06/2024 - 10/09/2024	Attended
	3 Edu - Goldman Sachs the Garland Summit: Enduring Legacy - New York City NY	10/09/2024 - 10/10/2024	Attended
	4 Edu - Infrastructure Investor: North America Forum - New York City NY	12/04/2024 - 12/05/2024	Attended
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA	07/10/2024 - 07/11/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	- Edu - NACD PSW Corporate Directors Symposium - Los Angeles CA	11/15/2024 - 11/15/2024	Attended
V	- Edu - NACD Workforce Challenges and Future Strategy - Why Directors Should Be Engaged - VIRTUAL	11/04/2024 - 11/04/2024	Attended
Aleen Langton			
B	- Edu - NCPERS Accredited Fiduciary Program Modules 1 & 2: Governance & Finance - Palm Springs CA	10/26/2024 - 10/27/2024	Attended
V	- Edu - TLF Virtual Discussion for Pension Trustees - VIRTUAL	12/05/2024 - 12/05/2024	Attended
	- Edu - NCPERS 2024 Webinar - State and Federal Legislative Outlook for Public Pensions - VIRTUAL	12/05/2024 - 12/05/2024	Attended
	- Edu - Understanding Buffett's \$80B Apple Windfall: Inside the Greatest Value Investment of Our Time - VIRTUAL	12/16/2024 - 12/16/2024	Attended
Debbie Martin			
A	1 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA	07/17/2024 - 07/19/2024	Attended
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
X	- Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA	10/14/2024 - 10/18/2024	Canceled

TRUSTEE TRAVEL AND EDUCATION REPORT
FOR FISCAL YEAR 2024 - 2025
DECEMBER 2024

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Nicole Mi			
A	1 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA	07/17/2024 - 07/19/2024	Attended
	2 Edu - New America Alliance International Symposium - Mexico City, Mexico	09/25/2024 - 09/26/2024	Attended
	3 Edu - 2024 PPI Executive Seminar and Asia Roundtable - Hong Kong	10/20/2024 - 10/25/2024	Attended
	4 Edu - CII NYU Corporate Governance Bootcamp - New York City NY	11/14/2024 - 11/15/2024	Attended
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA	07/10/2024 - 07/11/2024	Attended
	- Edu - Pathways for Women Conference 2024 - Anaheim CA	08/26/2024 - 08/27/2024	Attended
	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	- Edu - Saxena White Women's Alliance Luncheon - Los Angeles CA	09/30/2024 - 09/30/2024	Attended
	- Edu - WIIN 10th Anniversary Event - Los Angeles CA	10/02/2024 - 10/02/2024	Attended
	- Edu - AAAIM Elevate 2024 - Los Angeles CA	10/08/2024 - 10/10/2024	Attended
Wayne Moore			
A	1 Edu - CII 2024 Fall Conference - Brooklyn NY	09/09/2024 - 09/11/2024	Attended
	2 Edu - Harvard Business School - Audit Committees in a New Era of Governance - Boston MA	11/20/2024 - 11/22/2024	Attended
B	- Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
V	- Edu - NCPERS 2024 Webinar - State and Federal Legislative Outlook for Public Pensions - VIRTUAL	12/05/2024 - 12/05/2024	Attended
David Ryu			
A	1 Edu - 2024 PPI Executive Seminar and Asia Roundtable - Hong Kong	10/20/2024 - 10/25/2024	Attended
B	- Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	- Edu - AAAIM Elevate 2024 - Los Angeles CA	10/08/2024 - 10/10/2024	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, 2025

TO: Each Trustee
Board of Retirement

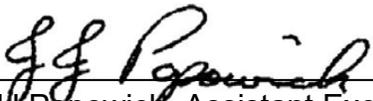
FROM: Tamara Caldwell, Manager 
Disability Retirement Services Division

FOR: February 5, 2025 Board of Retirement Meeting

SUBJECT: **2025 Quarterly Reports of Paid Invoices**
2nd Quarter – October 1, 2024 to December 31, 2024

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

Confidential Attachments



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

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



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

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



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

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



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

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



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

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



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

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