

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, JUNE 4, 2025

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

Any person may view the meeting in person at LACERA's offices or online at <https://LACERA.com/leadership/board-meetings>.

The Board may take action on any item on the agenda, and agenda items may be taken out of order.

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449, California Government Code Section 54953 (f)
 - A. Just Cause
 - B. Action on Emergency Circumstance Requests
 - C. Statement of Persons Present at AB 2449 Teleconference Locations
- IV. APPROVAL OF THE MINUTES
 - A. Approval of the Minutes of the Regular Meeting of May 7, 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. Awards
- B. LACERA All Stars
- C. Member Spotlight
- D. Chief Executive Officer's Report

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VIII. CONSENT ITEMS

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

Recommendation that the Board approve the service retirements and survivor benefit applications received as of May 27, 2025, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated May 27, 2025)

B. **Appeals for the Board of Retirement Meeting of June 4, 2025**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board grant the appeals and requests for administrative hearing received from Rhonda Garnett and Theresa A. Schell, and direct the Disability Retirement Services Manager to refer each case to a referee. (Memo dated May 22, 2025)

C. **Service Provider Invoice Approval Request – Jesse Carr, M.D.**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Jesse Carr, M.D. (Memo dated May 8, 2025 – Attachment is Non-Public and Exempt from Disclosure as

VIII. CONSENT ITEMS (Continued)

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. **Request to Ratify Labor Negotiator – Irma Rodriguez Moisa**

Recommendation as submitted by Carly Ntoya, Ph.D., Human Resources Director: That the Board ratify Irma Rodriguez Moisa to serve as LACERA's Chief Negotiator for upcoming negotiations with Service Employees International Union (SEIU) Local 721 for two Memoranda of Understanding (MOU) LACERA Administrative, Technical, Clerical, and Blue Collar Unit 850 and LACERA Supervisory Unit 851, starting in July 2025. (Memo dated May 21, 2025)

B. **Ratification of Reciprocal Disability Retirement**

Recommendation as submitted by Louis Gittens, Benefits Manager: That the Board approve the reciprocal disability retirement for deferred members, Fel M. Sarno and Tracee E. Walker, who were found to be disabled by the current reciprocal agency for the performance of their duties and have met the burden of proof. (Memo dated May 23, 2025)

C. **MOVED TO EXECUTIVE SESSION**

D. **Application of Joel Koury for Reinstatement to Active Membership Pursuant to Government Code Section 31680.4 and 31680.5**

Recommendation as submitted by Louis Gittens, Benefits Manager: That the Board 1) Determine, based upon medical evaluation conducted April 9, 2025, that Joel Koury is not incapacitated for the duties assigned to him in the position of Court Commissioner; and 2) Grant the application of Joel Koury for reinstatement to active membership. (Memo dated May 8, 2025)

XI. REPORTS

- A. **Salary Adjustments for Investment Office Staff Members**
Luis Lugo, Deputy Chief Executive Officer
Joe Rice, Managing Director, CBIZ Talent and Compensation Solutions
(Presentation) (Memo dated May 28, 2025)

- B. **Los Angeles County's Compliance with Requirements for Rehired Retirees – Fiscal Year Ended June 30, 2024**
Debbie Martin, 2024 Audit, Compliance, Risk and Ethics Committee Chair
Richard P. Bendall, Chief Audit Executive
Steven P. Rice, Chief Counsel
(For Information Only) (Memo dated May 27, 2025)

- C. **Assembly Bill 1383 – Public Employees' Retirement Benefits**
Barry W. Lew, Legislative Affairs Officer
(For Information Only) (Memo dated May 23, 2025)

- D. **Report of Revised Pay Item**
Jean J. Kim, Senior Staff Counsel
Zack Meth, Staff Counsel
(For Information Only) (Memo dated May 9, 2025)

- E. **Contract Activity Report – March 2025**
Ricki Contreras, Administrative Services Division Manager
Elsy Gutierrez, Supervising Administrative Assistant II
(For Information Only) (Memo dated May 19, 2025)

- F. **Monthly Status Report on Legislation**
Barry W. Lew, Legislative Affairs Officer
(For Information Only) (Memo dated May 21, 2025)

- G. **Monthly Trustee Travel & Education Report – April 2025**
Fiscal Year 2024-2025 3rd Quarter Trustee Travel & Education Expenditure Report
Fiscal Year 2024-2025 3rd Quarter Staff Travel Expenditure Report
Ted Granger, Chief Financial Officer
(For Information Only) (Memo dated May 22, 2025)

XI. REPORTS (Continued)

H. **May 2025 Fiduciary Counsel Contact and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated May 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

XVI. EXECUTIVE SESSION

A. **Conference Legal Counsel - Existing Litigation**

(Pursuant to Paragraph (1) of Subdivision (d) of California Government Code Section 54956.9)

1. *LACERA v. Marquez*

Los Angeles Superior Court, Case No. 25NNCV03240

B. **Conference with Labor Negotiators**

(Pursuant to California Government Code Section 54957.6)

Agency Designated Representatives:

XVI. EXECUTIVE SESSION

Chief Negotiator Irma Rodriguez Moisa, Carly Ntoya, Luis Lugo, Laura Guglielmo, JJ Popowich, Annette Cleary, and Jasmine Bath

Employee Organization: SEIU Local 721

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

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

Consultation with: LACERA Chief Executive Officer 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.

D. **Conference with Legal Counsel - Anticipated Litigation**

(Significant Exposure to Litigation Pursuant to Paragraph (2) of Subdivision (d) of California Government Code Section 54956.9)

One Item: Louis Rotar, Jr.

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

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, MAY 7, 2025

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

TRUSTEES PRESENT:

Les Robbins, Chair

Ronald Okum, Vice Chair

Shawn R. Kehoe, Secretary (Alternate Seventh Member)

Nancy Durazo

Bobbie Fesler

Jason E. Green

JP Harris (Alternate Retired)

Aleen Langton

Wayne Moore

David Ryu (Teleconference Due to Just Cause under Section 54953 (f))

TRUSTEES ABSENT: Elizabeth Ginsberg

STAFF ADVISORS AND PARTICIPANTS

Luis A. Lugo, Deputy Chief Executive Officer

STAFF ADVISORS AND PARTICIPANTS (Continued)

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

Jonathan Grabel, Chief Investment Officer

Jude Perez, Deputy Chief Investment Officer

Steven P. Rice, Chief Counsel

Dr. Glenn Ehresmann, Medical Advisor

Francis J. Boyd, Senior Staff Counsel

Allison Barrett, Senior Staff Counsel

Jean Kim, Senior Staff Counsel

Tamara Caldwell, Disability Retirement Manager

Vincent Lim, Disability Litigation Manager

Eugenia Der, Senior Staff Counsel

Ted Granger, Chief Financial Officer

Barry W. Lew, Legislative Affairs Officer

Carly Ntoya, Human Resources Director

James Beasley, Supervising Administrative Assistant

Elsy Gutierrez, Supervising Administrative Assistant

I. CALL TO ORDER

The meeting was called to order by Chair Robbins at 9:04 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Trustee Moore 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

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

IV. APPROVAL OF THE MINUTES

A. Approval of the Minutes of the Regular Meeting of April 2, 2025

Trustee Okum made a motion, Trustee Harris seconded, to approve the minutes of the Regular Meeting of April 2, 2025. The motion passed by the following roll call vote:

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

Absent: Ginsberg

V. PUBLIC COMMENT

Member, Yulanda Lampkin, addressed the Board regarding her disability retirement application.

VI. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: Laura Magallanes, Judith Cajulis, Huimin Wong, and Diana Huang. The Web Watcher was Simon Gaskill.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Deanna Hernandez.

C. Chief Executive Officer’s Report

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

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement

Service-Connected Disability Applications

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

APPLICATION NO.

NAME

622E*

MILLER, ALEXANDER W.
(DEC'D)

623E

EMCH, ANDREW W.

624E

SANCHEZ, ROBERT B.

625E

MARTINEZ, ROSA E.

626E

PITTACK, DAVID M.

627E

VERDUZCO, RAMON H.

628E

CARDELLA, PAUL

629E

BURGOYNE, TIFFANY D.

630E

CAMBA, CHUCK L.

*Granted SCD – Survivor Benefit

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)

Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
631E	WHITMORE, JAMES H., II
632E	GUTIERREZ, HECTOR
633E	MORALES, SAMUEL E.
634E	STANLEY, DANIEL J.
635E	LANZANO, JAMES G.
636E	CHAM, JUSTIN A.
637E	ZAHAROPOULOS, BILL
638E*	RIVERA COREANO, WILLIAM (DEC'D)
639E**	NELSON, DESTINY L.
640E	ABRAHAMS, TIMOTHY J.
641E	CALVILLO, RUBEN
642E	BERNSTEIN WOODRUFF, TERI L.
643E	TANORI, BRANDON E.
644E	JOHNSON, MICHAEL J.
645E	RODRIGUEZ, GREGORY J.
646E	RANDENBERG, MELANIE A.
647E	MATUSIK, ANNMARIE
648E	NEAL, LASHAWN
649E***	EDWARDS, TONYA P.
650E	DELGADILLO, JAMES P.
651E	KELLY, TRAVIS E. (DEC'D)

The motion passed by the following roll call vote:

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

Absent: Ginsberg

*Granted SCD – Survivor Benefit

**Granted SCD – Salary Supplement

***Granted SCD – Employer Cannot Accommodate

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards

Service-Connected Disability Applications

On a motion by Trustee Green, seconded by Trustee Okum, 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>
1941B*	BERGENTY, ROBERT M.
1942B	HANSON, CHRISTIAN
1943B	ROSENSTEIN, JOSHUA J.
1944B*	WAGONER, ANTHONY J.
1945B*	SULLIVAN, JAMES P.
1946B	COPPI, JOSEPH A.
1947B	ANDERSON, RICHARD C.
1948B	LILE, JAMES D.
1949B	BENOIT, CHRISTOPHER J.
1950B	GALINDO, DOUGLAS H.
1951B	SWARTZ, CHRISTOPHER S.
1952B*	PETERSON, JAKE T.
1953B	WELLS, BRYAN E.
1954B	DIXON, TIMOTHY P.
1955B*	VELAZQUEZ, MAURILIO R.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

* Granted SCD – Retroactive

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Service-Connected Disability Applications

On a motion by Trustee Okum, seconded by Trustee Green, 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>
2918C*	BALLESTEROS, ANGELICA M.
2919C	ARREOLA, CESAR
2920C*	WINKEY, SHAREN V.
2921C	THOMAS, MONICA T.
2922C**	WILLIAMS, VIRGIL S.
2923C***	HALES, KATHY L.
2924C	CHILDRESS, CHARLENE D.
2925C	CRAWFORD MILLER, TIFFANY
2926C****	NEAL, MICHELLE S.
2927C	DAVITIAN, WILLIAM V.
2928C***	O'GILVIEPOPE, DAWNA R.
2929C**	DUENAS, GRACIE B.
2930C****	FLORES, HECTOR
2931C***	CRUZ, JOAQUIN R.
2932C**	FIELDS, ARNOLD B.
2933C*	BAIOCCO, JOSEPH C.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

*Granted SCD – Retroactive Employer Cannot Accommodate

**Granted SCD – Employer Cannot Accommodate

***Granted SCD – Retroactive

****Granted SCD – Salary Supplement

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Nonservice-Connected Disability Applications

On a motion by Trustee Langton, seconded by Trustee Robbins, 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 and a real and measurable connection between their incapacity and employment.

APPLICATION NO.

4511

NAME

GARRETT, SCOTT W.

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

Absent: Ginsberg

VIII. CONSENT ITEMS

Trustee Kehoe made a motion, Trustee Okum seconded, to approve consent items A-E.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

A. Ratification of Service Retirement and Survivor Benefit Application Approvals

Recommendation that the Board approve the service retirements and survivor benefit applications received as of April 29, 2025, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated April 29, 2025)

B. Assembly Bill 853 – Public Employee's Retirement

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits, and Legislative Committee: That the Board adopt a "Support" position on Assembly Bill 853, which would provide clarification and

VIII. CONSENT ITEMS (Continued)

technical updates to the County Employees Retirement Law of 1937.
(Memo dated April 21, 2025)

C. **Chief Ethics and Compliance Officer and Deputy, Chief Ethics and Compliance Officer, LACERA Proposed Classification and Compensation**

Recommendation as submitted by Debbie Martin, Chair, Audit, Compliance, Risk, and Ethics (ACRE) Committee and Patrick Jones, Chair, Joint Organizational Governance Committee: That the Committee recommend to the Board of Retirement and Board of Investments approve the following:

1. Approve establishment of one (1) new non-represented classification and salary range applicable only to LACERA.

New Classification Title: Chief Ethics and Compliance Officer
Salary Schedule: LS12

2. Approve establishment of one (1) new non-represented classification and salary range applicable only to LACERA and two (2) ordinance / budgeted designated positions.

New Classification Title: Deputy, Chief Ethics and Compliance Officer
Salary Schedule: 119K

3. Direct staff to submit to the Board of Supervisors the required ordinance language to implement the new LACERA classifications and pay ranges by amending the Los Angeles County Salary Code Sections 6.28.050, 6.127.010, and 6.127.030.

(Memo dated April 24, 2025)

D. **Dismiss with Prejudice the Appeal of Jacqueline Stewart-Boute**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice Jacqueline Stewart-Boute's appeal for a service-connected disability retirement. (Memo dated April 7, 2025)

VIII. CONSENT ITEMS (Continued)

- E. **Service Provider Invoice Approval Request – Noam Drazin, M.D.**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Noam Drazin, M.D. (Memo dated April 17, 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

There were no items pulled for discussion.

X. NON-CONSENT ITEMS

- A. **Fiscal Year 2025-2026 Proposed Administrative, Retiree Healthcare and Other Post-Employment Benefits (OPEB) Trust Budgets**

Recommendation as submitted by Ricki Contreras, Administrative Services, Division Manager: That the Committee review the Fiscal Year (FY) 2025-26 Proposed Budgets for LACERA Administrative, Retiree Healthcare Benefits Program, and Other-Post Employment Benefits (OPEB) Trust, provide guidance to staff on any desired changes or amendments, and recommend that the Board of Retirement and Board of Investments approve and adopt these budgets prior to June 30, 2025.

(Presentation) (Memo dated April 24, 2025)

Mses. Guglielmo, Delino, Ntoya, and Contreras provided a presentation and answered questions from the Board.

Trustee Moore made a motion, Trustee Kehoe seconded, to approve staff's recommendation.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

X. NON-CONSENT ITEMS (Continued)

B. **LACERA Boardroom Proposal: Relocation and Expansion**

Recommendation as submitted by James Beasley, Supervising Administrative Assistant II and Lindsay Knight, Administrative Services Analyst III: That the Board considers staff's proposal to relocate and expand the LACERA Boardroom to the ground floor of Gateway Plaza and provide direction for the next steps.

(Presentation) (Memo dated April 22, 2025)

Trustee Kehoe made a motion, Trustee Okum seconded, to approve the relocation and expansion of the LACERA Boardroom.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

C. **Assembly Bill 1383 – Public Employee's Retirement Benefits**

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits, and Legislative Committee: That the Board adopt a "Watch" position on Assembly Bill 1383, which would adjust the pensionable compensation limit to be consistent with the defined benefit limitation under federal law. (Memo dated April 23, 2025)

(Supplemental memo dated April 24, 2025)

Trustee Kehoe made a motion, Trustee Green seconded, to adopt a "Support" position.

Trustee Ryu made a substitute motion, to refer back to staff to conduct an actuarial study on the fiscal impact. This motion failed due to a lack of a second.

The motion to adopt a "Support" motion failed by the following roll call vote:

Yes: Green

No: Durazo, Fesler, Langton, Moore, Okum, Robbins

Abstain: Ryu

Absent: Ginsberg

X. NON-CONSENT ITEMS (Continued)

Trustee Robbins made a motion, Trustee Green seconded, to adopt a “Watch” position.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

D. **SACRS Officer Elections**

Recommendation as submitted by Luis A. Lugo, Deputy Chief Executive Officer: That the Board provide the SACRS voting delegate direction on voting for the SACRS slate of officers.

(Memo dated April 23, 2025)

Trustee Langton made a motion, Trustee Fesler seconded, to approve staff’s recommendation.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

XI. REPORTS

A. **Salary Adjustments for Investment Office Staff Members**

Luis Lugo, Deputy Chief Executive Officer

Joe Rice, Managing Director, CBIZ Talent and Compensation Solutions

(Presentation) (Memo dated April 3, 2025)

Mr. Lugo provided a brief presentation and answered questions from the Board. This item was received and filed.

B. **Report of Revised Pay Item**

Jean J. Kim, Senior Staff Counsel

Zack Meth, Staff Counsel

XI. REPORTS (Continued)

(For Information Only) (Memo dated April 15, 2025)

This item was received and filed.

C. **Contracting Activity Report – March 2025**

Ricki Contreras, Administrative Services Division Manager

Elsy Gutierrez, Supervising Administrative Assistant II

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

This item was received and filed.

D. **Monthly Status Report on Legislation**

Barry W. Lew, Legislative Affairs Officer

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

This item was received and filed.

E. **Monthly Trustee Travel & Education Report – March 2025**

Ted Granger, Chief Financial Officer

(For Information Only) (Memo dated April 24, 2025)

This item was received and filed.

F. **2025 Quarterly Reports of Paid Invoices – 3rd Quarter**

Tamara Caldwell, Division Manager, Disability Retirement Services

(For Information Only) (Memo dated April 15, 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))

This item was received and filed.

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

Steven P. Rice, Chief Counsel

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

(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.

XII. ITEMS FOR STAFF REVIEW

In regards to Item X. A., Trustee Kehoe requested that staff look into the background process for new hires. In addition, Trustee Langton requested that staff provide the cost associated with this process.

XIII. ITEMS FOR FUTURE AGENDAS

There was nothing to report.

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

There was nothing to report.

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5452B – COURTS, SHEILA A.

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

The motion passed by the following roll call vote:

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

Absent: Ginsberg, Langton

5453B – DE LA CRUZ, VIRGINIA

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

The motion passed by the following roll call vote:

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

Absent: Ginsberg

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5454B – LAMPKIN, YULANDA T.

Trustee Kehoe made a motion, Trustee Okum seconded, to deny a nonservice-connected disability retirement and find the applicant not permanently incapacitated.

The makers of the motion amended their motion to deny a nonservice-connected disability retirement without prejudice.

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, Fesler, Green, Langton, Moore, Okum, Robbins, Ryu

Absent: Ginsberg

5455B – CHAPMAN, RALPH J. (DEC'D)

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

The motion passed by the following roll call vote:

Yes: Durazo, Fesler, Green, Okum, Robbins, Ryu

Abstain: Moore

Absent: Ginsberg, Langton

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5456B – CAMPOS, CHERYL G.

Trustee Harris made a motion, Trustee Robbins seconded, to grant a nonservice-connected disability retirement pursuant to Government Code Section 31720.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

5457B – BENTLEY, KATHY J.

Trustee Kehoe made a motion, Trustee Okum seconded, to deny a service-connected disability retirement since the employer can accommodate.

Trustee Langton made a substitute motion, Trustee Moore seconded, to grant a service-connected disability retirement.

The motion passed by the following roll call vote:

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

No: Fesler

Abstain: Okum

Absent: Ginsberg

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

2354C – REYES, ADRIAN

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

The motion passed by the following roll call vote:

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

Absent: Ginsberg

5447B – GARNETT, RHONDA

Trustee Green made a motion, Trustee Langton seconded, to deny a service-connected disability retirement and find the applicant ineligible for a nonservice-connected disability retirement.

The motion passed by the following roll call vote:

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

Absent: Ginsberg

B. Disability Retirement Appeals

APPLICATION NO. & NAME AND BOARD ACTION

PADILLA, CAMILLE – Kathy Wolf for the Applicant
Eugenia Der for the Respondent

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

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

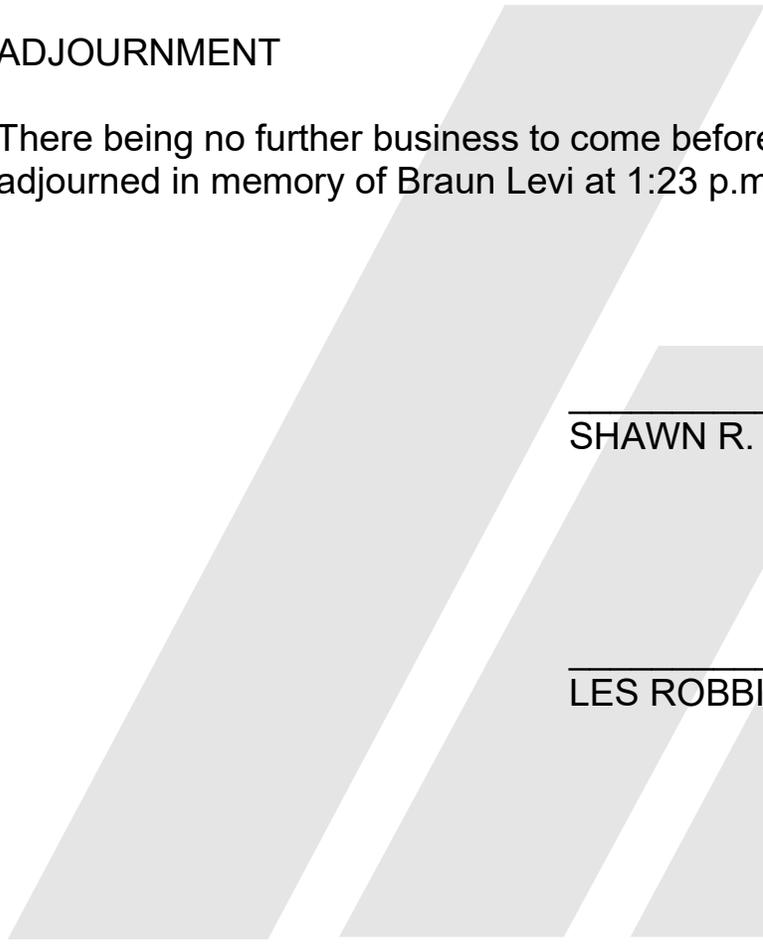
The motion passed by the following roll call vote:

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

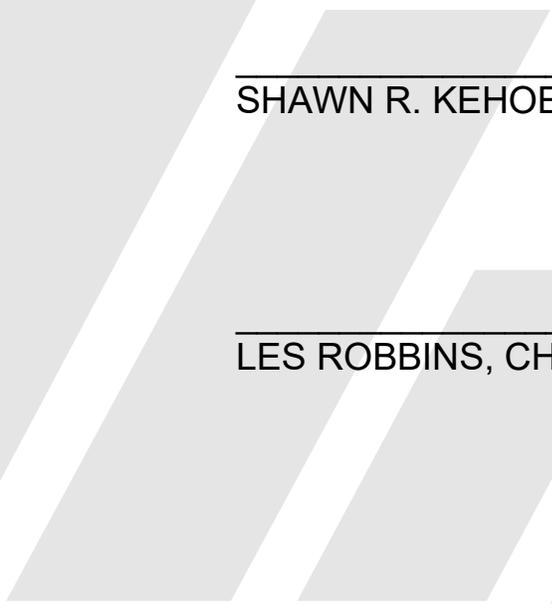
Absent: Ginsberg

XVI. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned in memory of Braun Levi at 1:23 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-Retiree Member

Michael Hedgecock

Manager II, Crafts, Department of Health Services

Years of Service: 34

MEMBER **SPOTLIGHT**

Notable Contributions: Michael Hedgecock is preparing to retire in August after 34 years of service with Los Angeles County. He serves as the Facilities Director at the Olive View Medical Center in Sylmar, where he manages the crafts that maintain the building and campus.

Proudest accomplishment: His ability to stay with the County for 34 years and grow from Refrigeration Technician in 1991, to his current Manager II position.

Retirement Plans: Spend time with his family (including his two dogs!) and helping around with home improvement projects. He also plans to travel with his partner.





May 27, 2025

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Luis A. Lugo 
Deputy Chief Executive Officer

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

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

LACERA Continuity Exercise

On May 27, 2025, LACERA team members participated in a consultant-led tabletop exercise to strengthen our business continuity planning and response. This exercise simulated a potential business disruption, allowing us to assess our preparedness, improve coordination, and identify critical gaps in our response framework.

The session guided participants through a realistic scenario, evaluating decision-making, communication protocols, and escalation procedures. Key findings and recommendations will be documented to enhance our business continuity strategy.

A formal report from our Administrative Services division and Business Continuity team summarizing the exercise and outcomes will be presented to the Board of Retirement at a later date.

Board of Retirement Offsite

LACERA's annual Board of Retirement Offsite was held on May 20-21, 2025 at the Westin in Long Beach. The theme of the 2025 BOR Offsite was "*Empowering Success Through Shared Action.*" Over the last two to three years, LACERA's core values have and continue to be a point of emphasis in our daily operations. Specifically, putting those values into action through our collective behavior, i.e. I-ACT. These core values were embedded throughout the team presentations and are at the heart of everything we do. The team's commitment to these values enhances our effectiveness and positively impacts our work culture and member experience.

The team appreciated the engagement with Trustees present and look forward to our continued collaboration as we continue to develop our action plans.

Retiree Healthcare

Anthem Contract Negotiations Update

In November, staff reported to the Board that the contract between Anthem and Scripps Health would be terminating effective January 1, 2025. Despite the contract's termination, both parties continued to actively negotiate.

We are happy to report, on May 9, 2025, staff received notice that the ongoing discussions have resulted in a successful new contract taking effect retroactive to January 1, 2025, between Anthem and Scripps Health.

Status Update on the Kaiser Permanente NUHW Strikes

We are pleased to inform the Board that staff received notice that Kaiser Permanente has reached a new 4-year agreement with the National Union of Healthcare Workers (NUHW) on May 8, 2025. NUHW covers around 2,400 mental health and addiction medicine employees in Southern California. Trustees who were on the Board last year may recall staff informing the Board that NUHW had given notice to Kaiser in October 2024, of their plan to conduct an open-ended work stoppage at various Kaiser Permanente facilities throughout Southern California.

The newly reached agreement includes annual wage increases, guaranteed hours for administrative work, and a transition to a cash balance retirement plan effective January 1, 2027. Additionally, it allows for changes in behavioral health care to enhance patient access to mental health services.

SHK
CEO Report June 2025.doc

Attachments



May 28, 2025

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: JJ Popowich, Assistant Executive Officer 

SUBJECT: 2025 Election for the Seventh Member and Alternate Safety Member of the Board of Retirement and the Fourth Member of the Board of Investments Update

LACERA continues to work with Board of Supervisors Executive Office (BOS EO) on promoting the 2025 LACERA Safety Member election efforts.

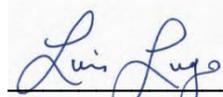
Currently, we are in the midst of the Candidate Filing period. Both the BOS EO and LACERA have sent out notices to Safety members regarding the election and how to get information about becoming a candidate and filing to be a candidate for this election. We have updated the calendar below to keep the election process in the forefront. As a reminder the Candidate Filing Period ends on June 23, 2025.

LACERA SAFETY MEMBER ELECTION CALENDAR		
DATE	EVENT	COMPLETE
04/09/2025	"Powers & Duties" LACERA.com Article & Social Media Posts	
04/15/2025	Board of Supervisors Approves Election Memo	
04/16/2025	"Meet the Trustees" LACERA.com Article & Social Media Post	
04/24/2025	"Get to Know the Committee" LACERA.com Article & Social Media Post	
04/30/2025	LACERA Safety Member Call for Candidates Postcard (Email/Mail)	
04/30/2025	EO Notifies Safety Member Department Heads About Election	
05/15/2025	EO Notifies & Trains Election Coordinators	

LACERA SAFETY MEMBER ELECTION CALENDAR		
05/23/2025	Safety Members Notified (County Email)	
05/23/2025	Candidate Filing Period Begins	
05/30/2025	LACERA Publishes Newsletter Election Announcement	
06/23/2025	Candidate Filing Period Ends	
06/27/2025	Registrar Certifies Candidate List	
07/03/2025	Registrar Determines Election Required	
07/02/2025	Ballot Order Determined (If Election is Required)	
07/31/2025	Voting Instructions Sent (LACERA Email Blast)	
07/18/2025	County Issues Safety Member Ballot Instructions (Email)	
08/01/2025	Physical Ballots Mailed	
08/04/2025	Safety Members Receive Voting Credentials Email	
08/04/2025	VOTING BEGINS	
08/21/2025	LACERA Voting Reminder (Email/Mail)	
08/29/2025	VOTING ENDS	
09/09/2025	Candidate Notification of Preliminary Election Results	
09/11/2025	LACERA Notified of Preliminary Election Results	
09/16/2025	Last Day for Candidates to File Election Protest	
10/21/2025	Board of Supervisors Certifies Election Results	

Please note there has been a slight delay in our publishing schedule for the LACERA Pathways to Retirement newsletter which was originally scheduled to be released on May 23rd and has been pushed back to May 30th.

NOTED AND REVIEWED:



Luis Lugo, Deputy Chief Executive Officer



CEO DASHBOARD



June 4, 2025

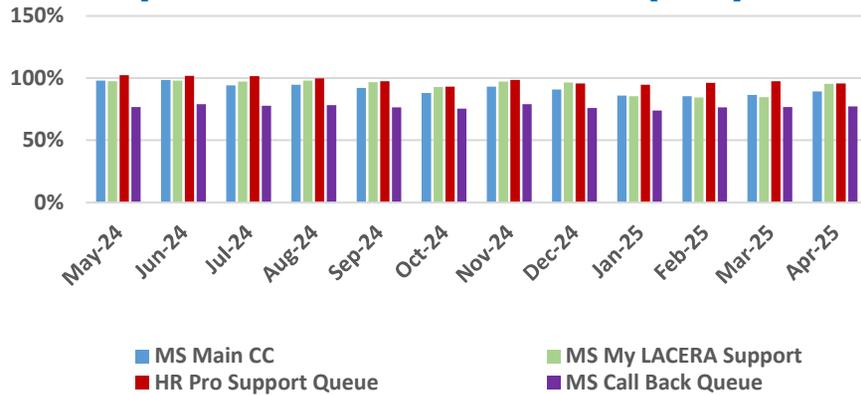


Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: April 2025

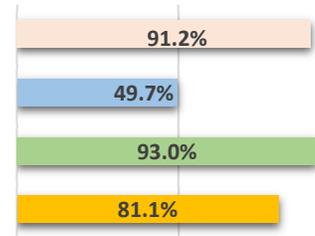
Events / Webinar Attendance Current Mo.: 1,557 Year-to-Date: 17,525	Events / Webinar Current Mo.: 24 Year-to-Date: 246	Webinar Satisfaction 1-5 Point Scale 4.5	Member Service Center Satisfaction 98.39%	MS Main Queue Total Calls Current Mo. 9,768 3 Month Avg. 8,933				
					Resp. Rate	Change	Resp. Rate	Change
					41.6%	0.10%	19.7%	1.88%

Member Service Call Center Queue Key Performance Indicators (KPI)

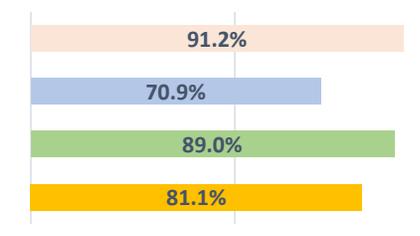


Key Performance Indicator (Components by Queue)

MSCC Main Queue



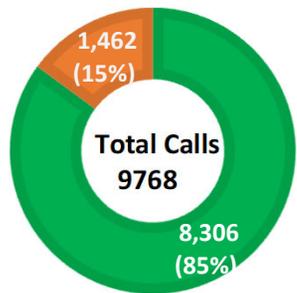
My LACERA Support Queue



Member Services

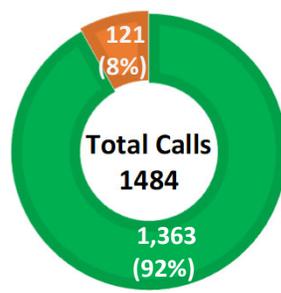
MSCC MAIN OUEUE

■ Calls Answered ■ Calls Abandoned



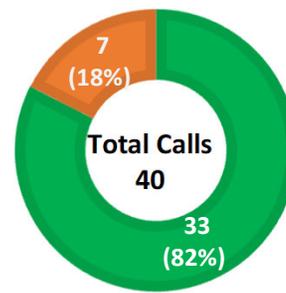
MY LACERA SUPPORT

■ Calls Answered ■ Calls Abandoned



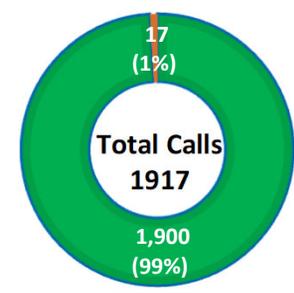
HR PRO SUPPORT

■ Calls Answered ■ Calls Abandoned



MS CALL BACK OUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	89.20%	Queue KPI:	95.40%	Queue KPI:	95.50%	Queue KPI:	77.10%
Avg. Speed of Answer	Average Duration						
0:07:24	0:16:25	0:01:50	0:13:51	0:00:50	0:12:48	0:19:11	0:14:05



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: April 2025

TOP REASONS MEMBERS CONTACT MEMBER SERVICES

Member Services Call Center

Member Service Center (Outreach)

1. Retirement Counseling

1. Retirement Counseling

2. Taxes

2. RHC

3. Benefit Payments

3. Workshops/Appointments

Contact Center Email/Secure Message Performance



Emails (welcome@lacera.com):

404

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA)

1,209

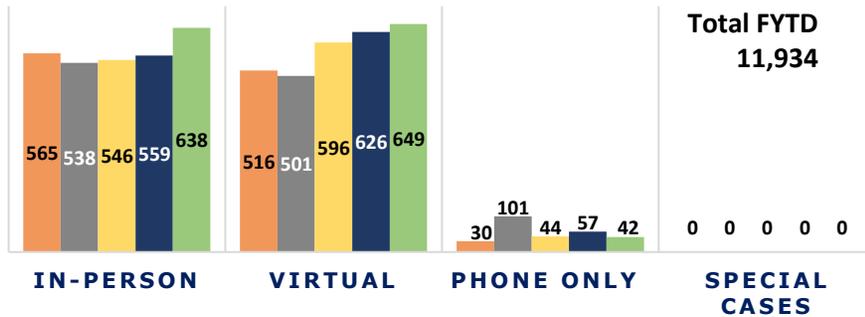
Service Level: 24 Bus. Hours

On Target

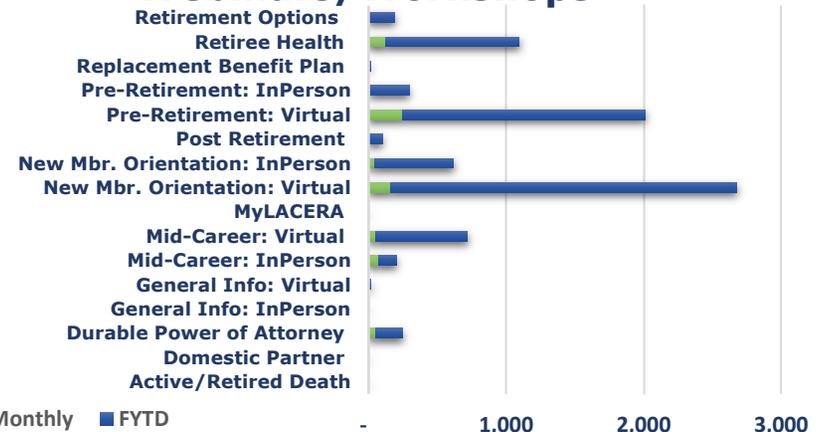
Member Service Center (Outreach)

Member Service Center Appointments

December January February March April



Members Served in Webinars/Workshops



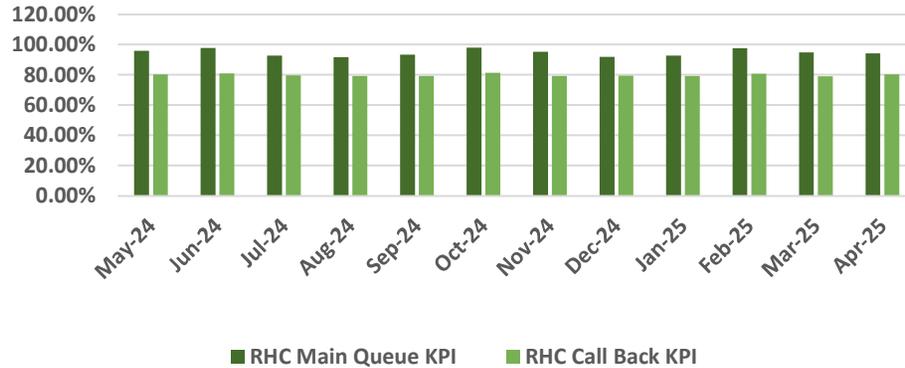
Member Services



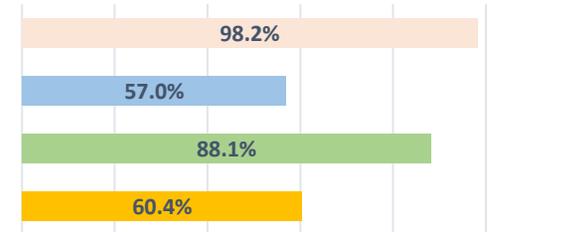
Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: April 2025

RHC Call Center Queue Key Performance Indicator (KPI)



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

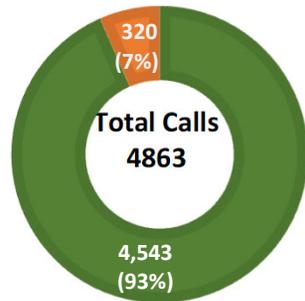


Agent Utilization (Goal:65%)	Grade of Service (Goal: 80% in 60 sec)
After Call Survey (Goal: 90%)	Call Monitoring (Goal: 95%)

Retiree Healthcare

RHC MAIN QUEUE

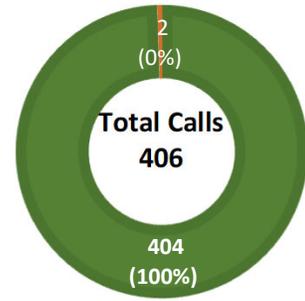
■ Calls Answered ■ Calls Abandoned



Queue KPI:	94.10%
Avg. Speed of Answer	Average Duration
0:04:18	0:13:23

RHC CALL BACK QUEUE

■ Calls Answered ■ Calls Abandoned



Queue KPI:	80.20%
Avg. Speed of Answer	Average Duration
0:12:12	0:10:20

TOP RHC CALL TOPICS

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

RHC Email/Secure Message Performance



Emails (healthcare@lacera.com): 542

Service Level: 24 Bus. Hours

On Target



Secure Message (My LACERA) 686

Service Level: 24 Bus. Hours

On Target



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: April 2025

Disability

Applications

1,006

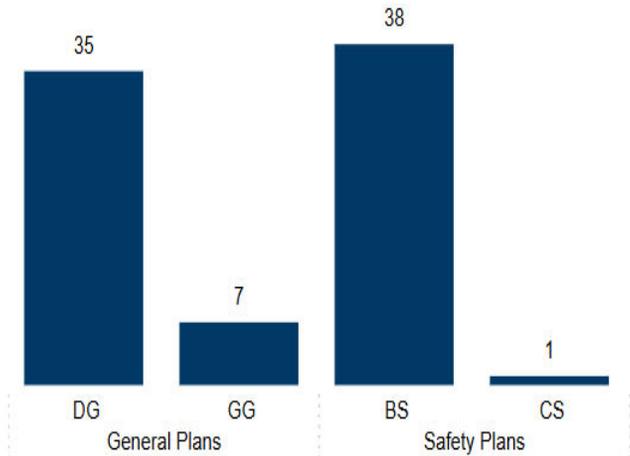
81	Received: New Applications
773	Received Year-to-Date
55	Pending: Applications in Process
55	To Board - Initial (Presented to BOR)
489	To Board - Initial Year-to-Date
25	Closed (Incomplete/Withdrawn)
169	Closed Year-to-Date

Appeals

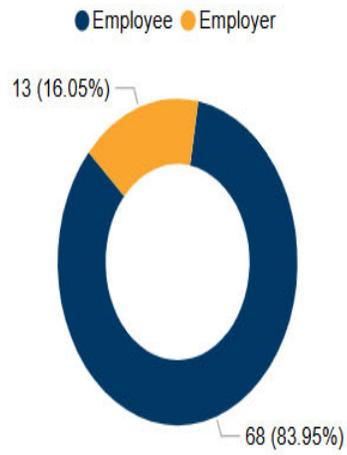
58

1	Received: New Appeals
13	Received Year-to-Date
1	Pending: Appeals in Process
1	Admin Closed
13	Admin Closed Year-to-Date
0	Referee Recommendations
8	Referee Recommendations Year-to-Date
0	DLO Recommendations
0	DLO Recommendations Year-to-Date

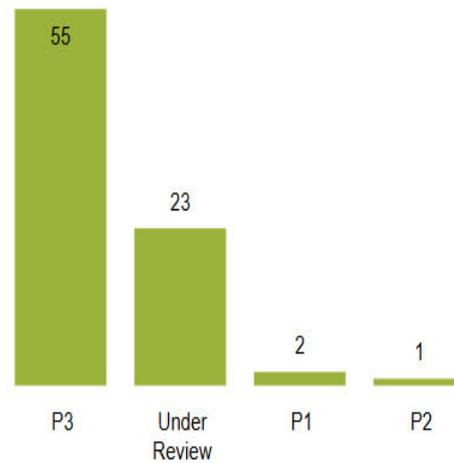
Applications Filed by Plan



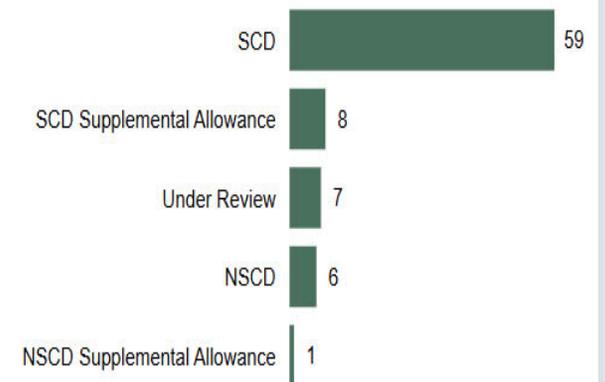
Applications Filed by Source



Applications Filed by Priority Level

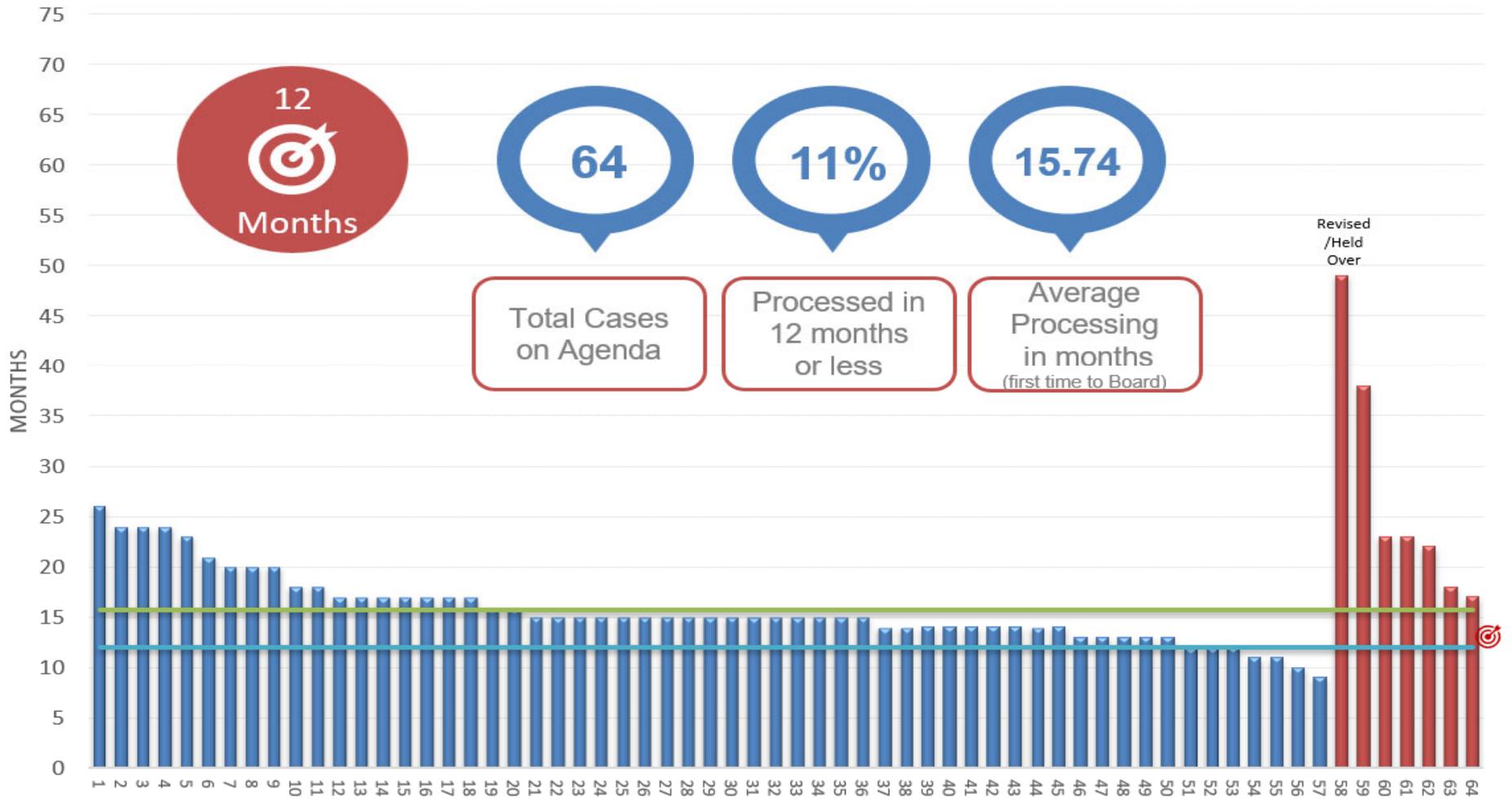


Applications Filed by Type





DISABILITY RETIREMENT SERVICES Application Processing Time



Total Cases on Agenda

Processed in 12 months or less

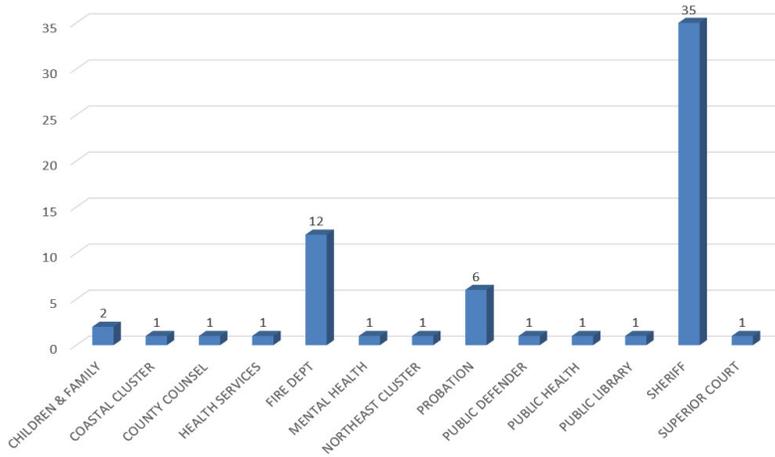
Average Processing in months (first time to Board)

June 4, 2025 - Disability Agenda

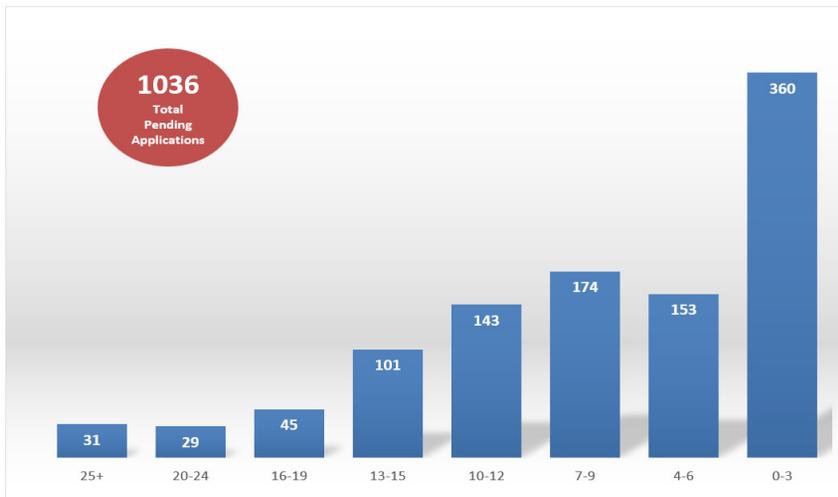
Disability



DISABILITY RETIREMENT SERVICES
Total Applications by Department on June 4, 2025 Agenda



DISABILITY RETIREMENT SERVICES
Pending Applications/Months



As of May 21, 2025
*Cases on the June 4, 2025 agenda are not included

Disability Retirement Services
Applications by Department

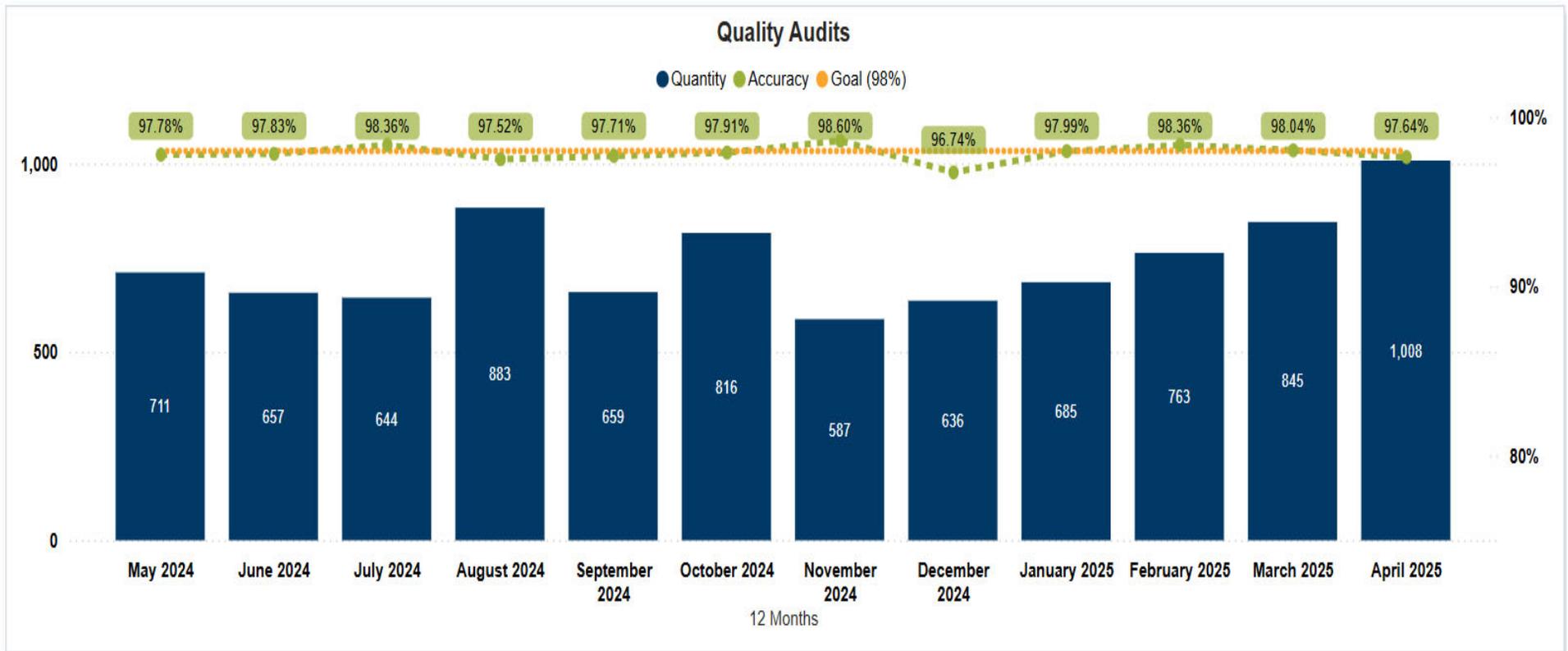
DEPARTMENT	No. of Applications	% of Inventory
SHERIFF	466	44.98%
L A COUNTY FIRE DEPT	191	18.44%
PROBATION DEPARTMENT	167	16.12%
DEPT OF PUBLIC SOCIAL SERVICES	25	2.41%
CHILDREN & FAMILY SERVICES	22	2.12%
PUBLIC HEALTH PROGRAM	18	1.74%
NORTHEAST CLUSTER (LAC+USC)	17	1.64%
PUBLIC WORKS	14	1.35%
SUPERIOR COURT/COUNTY CLERK	14	1.35%
MENTAL HEALTH	12	1.16%
DISTRICT ATTORNEY	12	1.16%
CORRECTIONAL HEALTH	11	1.06%
COASTAL CLUSTER-HARBOR/UCLA MC	8	0.77%
AMBULATORY CARE NETWORK	7	0.68%
HEALTH SERVICES ADMINISTRATION	7	0.68%
INTERNAL SERVICES	7	0.68%
PUBLIC DEFENDER	6	0.58%
PARKS AND RECREATION	5	0.48%
MEDICAL EXAMINER	4	0.39%
RANCHO LOS AMIGOS HOSPITAL	4	0.39%
SFV CLUSTER-OLIVE VIEW/UCLA MC	3	0.29%
AUDITOR - CONTROLLER	2	0.19%
ASSESSOR	2	0.19%
CHILD SUPPORT SERVICES	2	0.19%
CHIEF EXECUTIVE OFFICE	2	0.19%
REGIONAL PLANNING	1	0.10%
ANIMAL CONTROL	1	0.10%
REG-RECORDER/COUNTY CLERK	1	0.10%
BEACHES & HARBORS	1	0.10%
PUBLIC LIBRARY	1	0.10%
BOARD OF SUPERVISORS	1	0.10%
AGING DEPARTMENT	1	0.10%
COUNTY COUNSEL	1	0.10%
Grand Total	1012	100.00%



Striving for Excellence in Quality

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: April 2025

Quality Assurance



Monthly Recap

April 2025

	Samples	Accuracy
Data Entry	120	98.29%
Payment Contract	446	97.18%
Retirement Election	442	97.93%
Total	1008	97.64%

Prior audit values may update due to updated data.

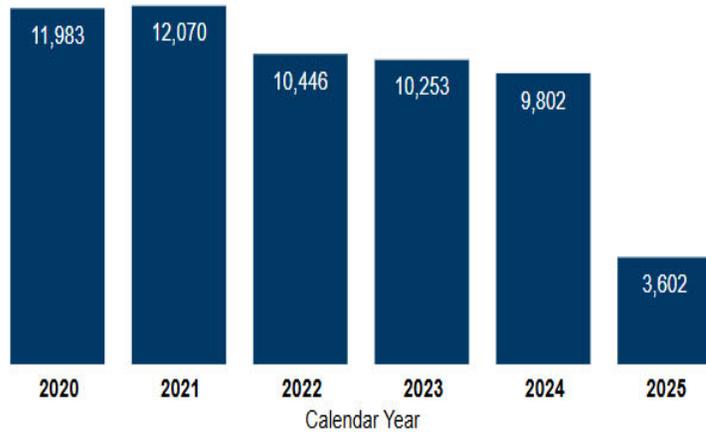


Service Online For All

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: April 2025

Serving Members Through LACERA.com and MyLACERA

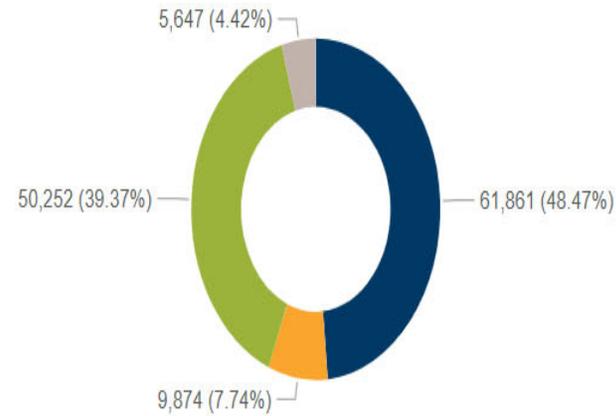
Annual New MyLACERA Accounts*



Data labels may not appear for all values

Total Accounts by Member Type*

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



Total Member Accounts
121,987

% of Total Members
62%

Excludes Non-Members

*Data as of May 15, 2025

Non-Members include legal split payees and withdrawn members.

LACERA.com User Traffic

● First Time Visitors ● Average Per Day



Top Five LACERA.com Page Views



Busiest Day

04/23/2025

Home Page Tile	Views	% of Change
Investments	3,273	1.77%
Sign Up for My LACERA!	11,658	-1.98%
Careers	3,935	-5.59%
Board Meetings and Agendas	3,369	-7.95%
Ready to Retire	5,488	-10.58%
Resource Center	3,785	-13.53%



Member Snapshot

Metrics reported based on May 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	65,369	21,867	7,883	12,405	49,714	3,119	589	8,395	169,341
AG	34		9	30	10,585	800	131	4,099	15,688
BG	8		5	3	545	33	5	77	676
CG	8		5	7	341	36	6	67	470
DG	30,273	114	3,716	3,639	21,464	2,183	435	2,278	64,102
EG	11,240	4	2,248	336	16,341			1,835	32,004
GG	23,806	21,749	1,900	8,390	438	67	12	40	56,402
Safety Plans	10,054	2,125	543	992	5,255	7,482	77	2,207	28,735
AS			1	2	1,680	2,202	23	1,709	5,617
BS	6,481	48	388	347	3,557	5,240	53	493	16,607
CS	3,573	2,077	154	643	18	40	1	5	6,511
Total	75,423	23,992	8,426	13,397	54,969	10,601	666	10,602	198,076

Membership Count vesting status excludes reciprocal service credit.

Fire and Sheriff Retirements

● General Plans ● Safety Plans ● Total

L.A. COUNTY FIRE DEPT

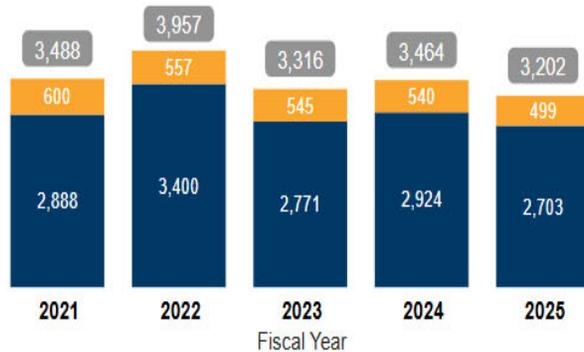


SHERIFF



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	35,928	1,441	37,369
\$4,000 to \$7,999	17,589	4,470	22,059
\$8,000 to \$11,999	5,429	4,668	10,097
\$12,000 to \$15,999	1,600	3,153	4,753
\$16,000 to \$19,999	564	834	1,398
\$20,000 to \$23,999	173	227	400
\$24,000 to \$27,999	61	94	155
> \$28,000	39	22	61
Total	61,383	14,909	76,292

Member Average Monthly Benefit

▲ Plan Type Gross Average Benefit

General Plans	\$4,487.80
Safety Plans	\$9,908.99
All Plans	\$5,536.38

Survivor Average Monthly Benefit

\$3,816.76

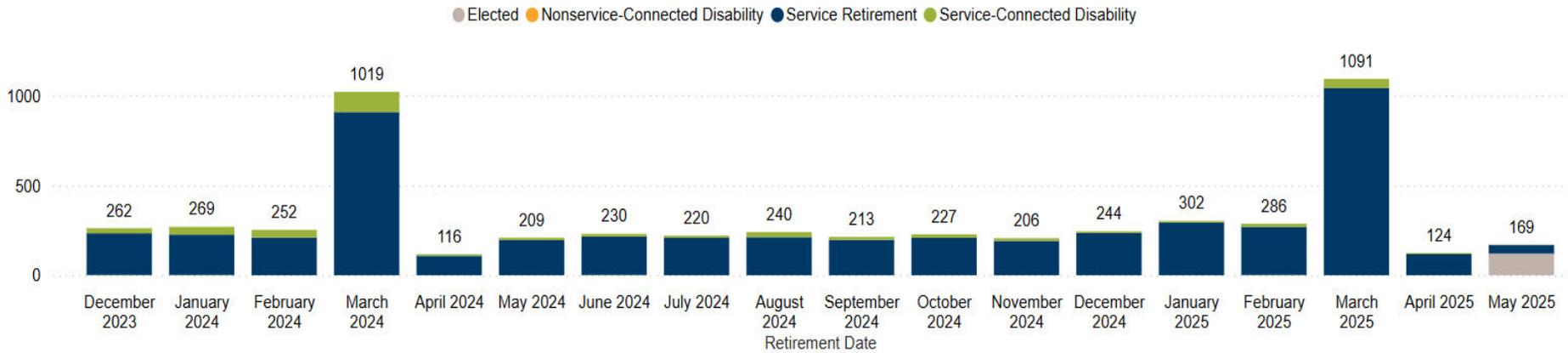
Data labels may not appear for all values

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 May 16, 2025

Monthly Retirements

Retirement Type	May 2025
Elected	120
Service Retirement	48
Service-Connected Disability	1
Total	169

Retired Members Payroll

(As of 4/30/2025)

Monthly Payroll	\$418.23m
Payroll YTD	\$4.0b
New Retired Payees Added	1,169
Seamless %	98.80%
New Seamless Payees Added	4,241
Seamless YTD	97.71%
By Check %	2.00%
By Direct Deposit %	98.00%

Healthcare Program

(Mo. Ending: 4/30/2025)

	Employer	Member
Medical	\$585.9	\$40.6
Dental	\$43.4	\$3.9
Part B	\$85.9	\$0.0
Total	\$715.2	\$44.5

Health Care Enrollments

(Mo. Ending: 4/30/2025)

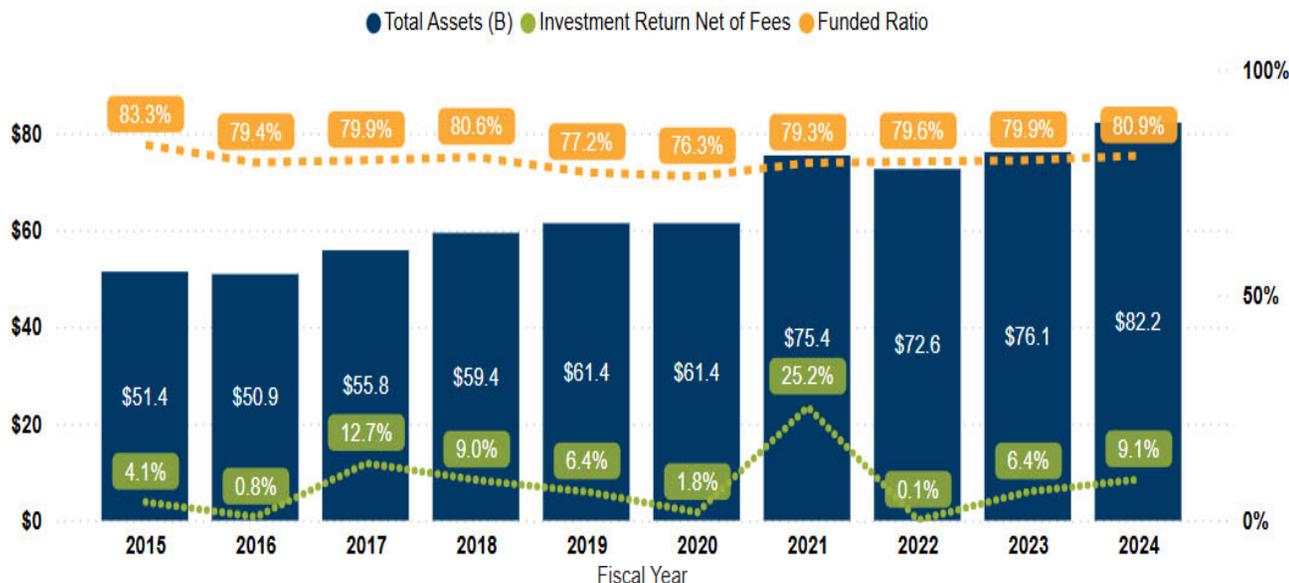
Medical	56,865
Dental	59,082
Part B	39,534
LTC	428
Total	155,909



Key Financial Data

(As of June 30, 2024)

Fiscal Year End Financial Update



Funding Metrics

10.88%
Employer NC

14.73%
UAAL

7.00%
Assumed Rate

\$608.6M
Star Reserve

\$79.2B
Total Net Assets

Contributions

\$2.5B
Employer Annual Contribution

25.61%
Employer % of Payroll

\$861.0M
Member Annual Contribution

8.46%
Member % of Payroll

Investment Returns

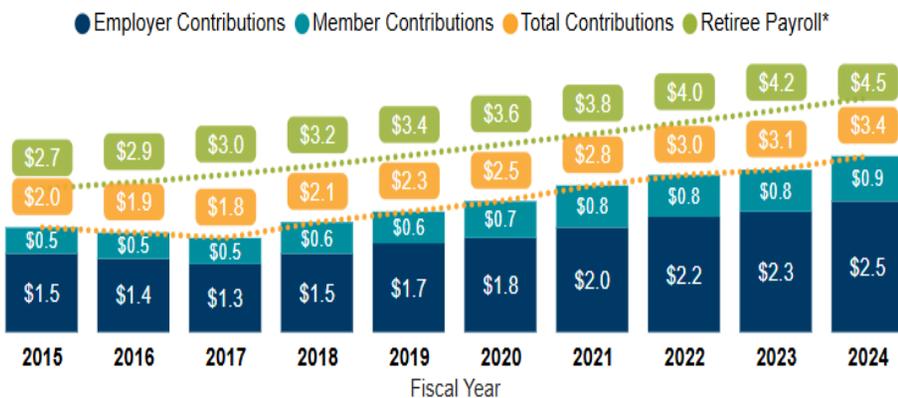
9.1% *net of fees*
1-Year Return

5.2%
3-Year Return

7.4%
10-Year Return

Contributions and Retiree Payroll by Year

Dollars in Billions



*Retiree Payroll includes pension benefits and excludes retiree healthcare benefits.

LACERA Pension Dollar

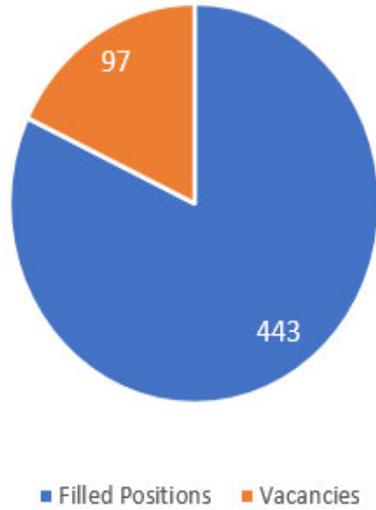




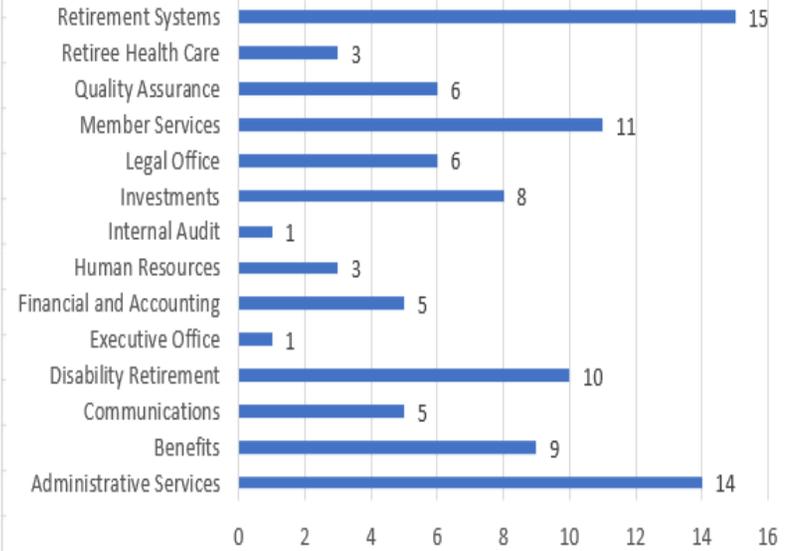
Human Resources

Metrics reported based on May 15, 2025

Vacancy Rate 18%

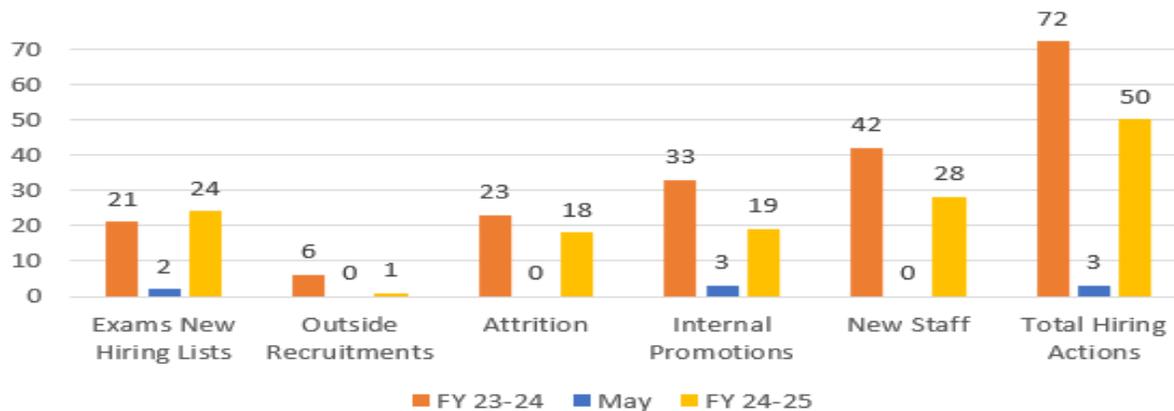


Vacancies by Division



Recruiting for Our Future

HR Key Performance Indicators through 5/15/2025





QUIET PERIOD LIST FOR TRUSTEES AND STAFF

Last Update 05/27/2025

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
RFQ: eDiscovery	Legal / InfoSec	12/1/2023	Contract Development	<ul style="list-style-type: none">• GlobalRelay
RFP: Auditing and Consulting Services Pool	Internal Audit	2/13/2025	Bid Review	<ul style="list-style-type: none">• Crowe• HORNE• Grant Thornton• Canaudit• Tap International Inc.• Armanino• Simpson & Simpson• Eide Bailly• MGO• GoldSRD
Secure Access Service Edge	InfoSec	2/6/2025	Contract Development	<ul style="list-style-type: none">• Palo Alto• Versa• Cato
RFP: Financial Auditor Search	Internal Audit	4/30/2025	RFP Issued	<ul style="list-style-type: none">•

*Subject to change



INVESTMENTS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents *
Real Assets Emerging Manager Program Discretionary Separate Account Manager	Investments	3/29/2023	Contract Development 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
June, 2025	
2-4	National Association of Securities Professionals (NASP) Annual Financial Services Conference Columbus, OH
3-4	2025 PREA (Pension Real Estate Association) Institute Gleacher Center Chicago, IL
13	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
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
August, 2025	
17-19	NCPERS (National Conference on Public Employee Retirement Systems) Public Pension Funding Forum Chicago, IL
September, 2025	
8-10	Council of Institutional Investors (CII) Fall Conference San Francisco, CA
24-26	NCPERS (National Conference on Public Employee Retirement Systems) Public Pension HR Summit Philadelphia, PA
28-October 1	CRCEA (California Retired County Employees Association) Fall Conference Pleasanton, 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	
20-24	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
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
25-26	NCPERS (National Conference on Public Employee Retirement Systems) Program for Advanced Trustee Studies (PATS) Ft. Lauderdale, FL
25-26	NCPERS (National Conference on Public Employee Retirement Systems) Accredited Fiduciary (NAF) Program Ft. Lauderdale, FL
26-29	NCPERS (National Conference on Public Employee Retirement Systems) FALL (Financial, Actuarial, Legislative & Legal) Conference Ft. Lauderdale, FL
November, 2025	
4-6	Institutional Limited Partners Association (ILPA) General Partner Summit New York, NY
9-12	IFEBCP (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**



May 27, 2025

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on June 4, 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 JUNE 4, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RANDALL A. BACKHAUS	LA COUNTY FIRE DEPT Dept.#FR	05-30-2025	26 YRS 00 MOS
MICHAEL P. BENNETT	LA COUNTY FIRE DEPT Dept.#FR	06-30-2025	20 YRS 00 MOS
BRENT S. CARLSON	SHERIFF Dept.#SH	05-31-2025	34 YRS 08½ MOS
KRESIMIR M. KOVAC	SHERIFF Dept.#SH	06-27-2025	35 YRS 00 MOS
BRIAN P. LAW	LA COUNTY FIRE DEPT Dept.#FR	05-09-2025	29 YRS 00 MOS
EDUARDO MORENO	SHERIFF Dept.#SH	06-30-2025	10 YRS 05 MOS
DAVID R. PAYNE	SHERIFF Dept.#SH	07-14-2025	25 YRS 02½ MOS
PATRICK K. SHAW	LA COUNTY FIRE DEPT Dept.#FR	06-30-2025	20 YRS 00 MOS
REBECCA C. WHITE	SHERIFF Dept.#SH	06-28-2025	25 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RENEE M. AGUILLARD	PROBATION DEPARTMENT Dept.#PB	06-30-2025	30 YRS 02 MOS
MARIA AIRAPETIAN	PROBATION DEPARTMENT Dept.#PB	07-31-2025	17 YRS 06½ MOS
SYLVIA ALVARADO	CHILD SUPPORT SERVICES Dept.#CD	06-28-2025	45 YRS 03 MOS
CANDACIA R. ANDERSON	PROBATION DEPARTMENT Dept.#PB	07-31-2025	39 YRS 09½ MOS
BRIAN V. ARGUSTA	INTERNAL SERVICES Dept.#IS	06-28-2025	31 YRS 00 MOS
RINADEL ARORA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	05-16-2025	24 YRS 02 MOS
ERIC AUERBACH	MENTAL HEALTH Dept.#MH	05-06-2025	43 YRS 05½ MOS
MYRNA A. AUGUSTUS	CORRECTIONAL HEALTH Dept.#HC	07-21-2025	34 YRS 09 MOS
JUNE E. AUTREY	CHILDREN & FAMILY SERVICES Dept.#CH	07-29-2025	40 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROSITA G. BANUELOS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	06-30-2025	36 YRS 10 MOS
MARZIQUE K. BATTISTE	SHERIFF Dept.#SH	05-31-2025	27 YRS 06½ MOS
SHERYL M. BEASLEY-WAIT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-12-2025	10 YRS 01½ MOS
BLANCA A. BENITEZ	AMBULATORY CARE NETWORK Dept.#HN	07-31-2025	14 YRS ½ MOS
ANNETTE BERRY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	05-09-2025	29 YRS 05 MOS
NANCY T. BLAKE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-15-2025	06 YRS 03½ MOS
BULMARO BORRERO	ASSESSOR Dept.#AS	07-31-2025	38 YRS 08½ MOS
LANA L. BOWMAN	AUDITOR - CONTROLLER Dept.#AU	06-15-2025	24 YRS 07½ MOS
MAUREEN T. BRADLEY	PUBLIC HEALTH PROGRAM Dept.#PH	05-31-2025	10 YRS 10½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SHEILA BROCK	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-30-2025	32 YRS 03 MOS
ANGELA D. BROOKS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-21-2025	20 YRS 08½ MOS
DEREK BURKEMAN	MENTAL HEALTH Dept.#MH	07-31-2025	20 YRS 04 MOS
RHONDA C. BURRELL	INTERNAL SERVICES Dept.#IS	05-12-2025	14 YRS 03 MOS
NATIVIDAD S. BUSTOS	PUBLIC HEALTH PROGRAM Dept.#PH	06-28-2025	32 YRS 10 MOS
DANIELLE M. BUTLER	PUBLIC DEFENDER Dept.#PD	05-30-2025	16 YRS 07½ MOS
STEVE A. CANON	PROBATION DEPARTMENT Dept.#PB	06-27-2025	36 YRS 05 MOS
DOROTHY J. CARTER-CLAYT	CHILDREN & FAMILY SERVICES Dept.#CH	06-26-2025	35 YRS 00 MOS
LAURA E. CASTANEDA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-31-2025	25 YRS 05½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
INGRID F. CASTILLO NUN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	33 YRS 05 MOS
TRACEY D. CEPHERS	PROBATION DEPARTMENT Dept.#PB	05-17-2025	24 YRS 07 MOS
CRAIG E. CHAPMAN	PROBATION DEPARTMENT Dept.#PB	05-07-2025	36 YRS 07 MOS
ROBERT A. CHAPMAN	CHILDREN & FAMILY SERVICES Dept.#CH	04-09-2025	11 YRS 11½ MOS
MAN L. CHAVIRA	AMBULATORY CARE NETWORK Dept.#HN	06-28-2025	12 YRS 00 MOS
BRIDGET CHIME	CHILDREN & FAMILY SERVICES Dept.#CH	07-31-2025	25 YRS 02½ MOS
RENEE CLARK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	04-30-2025	26 YRS 10½ MOS
DAVID G. CLASE	PUBLIC WORKS Dept.#PW	07-31-2025	45 YRS ½ MOS
GREGORY COOPER	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	05-02-2025	44 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PATRICIA A. CRAWFORD	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-31-2025	45 YRS 07½ MOS
KARALINA RAE CROSS	DISTRICT ATTORNEY Dept.#DA	07-31-2025	24 YRS 04½ MOS
MANUELA CRUZ VENZOR	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-29-2025	38 YRS 10 MOS
ZOILA P. CUBILLAS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	05-31-2025	35 YRS 02½ MOS
GLENN ALDRIN DEDIOS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	07-04-2025	18 YRS 07½ MOS
THIERNO A. DIALLO	PUBLIC WORKS Dept.#PW	07-31-2025	36 YRS ½ MOS
MAYRA C. DIAZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-01-2025	26 YRS 09½ MOS
KATHLEEN F. DIXON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2025	19 YRS 05½ MOS
LAWRENCE DUNN JR.	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-15-2025	30 YRS 06½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JANINE L. DURR	CHILD SUPPORT SERVICES Dept.#CD	06-27-2025	40 YRS 06 MOS
VALERIA EDWARDS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	38 YRS 07 MOS
ROBERT L. EISENHAMER	PUBLIC WORKS Dept.#PW	05-09-2025	35 YRS 03½ MOS
ELIE EL HADCHITI	SHERIFF Dept.#SH	06-28-2025	14 YRS 02 MOS
ROBERT C. EN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	41 YRS 05 MOS
JEANETTE R. FILKINS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-31-2025	26 YRS 08½ MOS
EMILIA H. FISSELLA	MENTAL HEALTH Dept.#MH	06-27-2025	45 YRS 04 MOS
DOLORES M. GIBBS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-31-2025	17 YRS 03½ MOS
SEG'NAE M. GILLIAM M	SUPERIOR COURT/COUNTY CLERK Dept.#SC	05-07-2025	33 YRS 09½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DENISE GILMORE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	06-15-2025	40 YRS 07 MOS
CYNTHIA S. GONZALEZ	CHILDREN & FAMILY SERVICES Dept.#CH	07-26-2025	19 YRS 09 MOS
DAVID T. GONZALEZ	PROBATION DEPARTMENT Dept.#PB	05-30-2025	37 YRS 01 MOS
BEATRIZ C. GONZALEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	28 YRS 03 MOS
REGINA D. GOREE	CHILDREN & FAMILY SERVICES Dept.#CH	07-31-2025	41 YRS 04½ MOS
CHERYL GRAVES	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-31-2025	32 YRS 11½ MOS
DONALD J. GRAVINK	PUBLIC HEALTH PROGRAM Dept.#PH	04-29-2025	13 YRS 02 MOS
MARI GRGODJAIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	31 YRS 05 MOS
JUAN R. GUTIERREZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	25 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CARLOTTA A. HARDY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	06-28-2025	35 YRS 00 MOS
DARLENE HARRIS	ASSESSOR Dept.#AS	07-31-2025	41 YRS 08½ MOS
JACQUELINE M. HEDY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	41 YRS 02 MOS
ADRIANNE L. HENDERSON	HEALTH SERVICES ADMINISTRATION Dept.#HS	07-27-2025	25 YRS 00 MOS
ANTONIETA HERNANDEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-27-2025	31 YRS 04 MOS
ELIZABETH HERNANDEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	06-30-2025	33 YRS 05 MOS
RAUL HERNANDEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	06-28-2025	46 YRS 07 MOS
YVONNE N. HIGGINS	PROBATION DEPARTMENT Dept.#PB	06-28-2025	26 YRS 11 MOS
LONNIE R. HINTON	PUBLIC HEALTH PROGRAM Dept.#PH	06-27-2025	36 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DEBRA S. HORAN	PUBLIC LIBRARY Dept.#PL	06-27-2025	30 YRS 05 MOS
MARIA D. HORAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-31-2025	25 YRS 03 MOS
SANDRA A. HOULIHAN	INTERNAL SERVICES Dept.#IS	05-30-2025	30 YRS 01½ MOS
JOYCE E. HUDSON	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-10-2025	09 YRS 07½ MOS
KENT HUNG	SUPERIOR COURT/COUNTY CLERK Dept.#SC	07-31-2025	28 YRS 02½ MOS
MARION M. JACKSON	JUVENILE COURT HEALTH SERVICES Dept.#HJ	05-31-2025	25 YRS 03½ MOS
GREGORY D. JENNINGS	DISTRICT ATTORNEY Dept.#DA	05-31-2025	42 YRS 04½ MOS
HORALIA Y. JIMENEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-31-2025	36 YRS 05½ MOS
ROSAMARIA JIMENEZ	CHILDREN & FAMILY SERVICES Dept.#CH	06-16-2025	27 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NINA KELEDJIAN	REG-RECORDER/COUNTY CLERK Dept.#RR	06-28-2025	25 YRS 02 MOS
SARAH L. KINGTON	CHILDREN & FAMILY SERVICES Dept.#CH	07-01-2025	24 YRS ½ MOS
SOPHALLA KONG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-15-2025	25 YRS 11 MOS
MARTHA ANGEL LACAYO-MARTI	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	26 YRS 04 MOS
JANET LANDHOLM	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	06-27-2025	29 YRS 05½ MOS
NANCY C. LAYANA	HEALTH SERVICES ADMINISTRATION Dept.#HS	06-28-2025	12 YRS 03 MOS
MICHELLE LECAVALIER	PUBLIC HEALTH PROGRAM Dept.#PH	06-29-2025	36 YRS 00 MOS
SHIRLEY K. LEE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-01-2025	33 YRS 03½ MOS
MARTIN G. LEMUS	PUBLIC WORKS Dept.#PW	07-31-2025	36 YRS 01½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARIA G. LERMA	SHERIFF Dept.#SH	07-31-2025	44 YRS 11½ MOS
MONICA C. LEWIS	HEALTH SERVICES ADMINISTRATION Dept.#HS	07-31-2025	16 YRS ½ MOS
GUO X. LI	CHILD SUPPORT SERVICES Dept.#CD	07-25-2025	18 YRS 04 MOS
EPIFANIO A. LLANOS JR	PUBLIC DEFENDER Dept.#PD	05-15-2025	16 YRS 10½ MOS
VIRGINIA LOMACK	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	21 YRS 05 MOS
JULAIDA LUBOS	AMBULATORY CARE NETWORK Dept.#HN	07-17-2025	30 YRS 07½ MOS
JOSE R. MABINI	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	30 YRS 06 MOS
SYLVIA MACIAS	HEALTH SERVICES ADMINISTRATION Dept.#HS	06-28-2025	25 YRS 00 MOS
PAMELA A. MAJOR	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	05-30-2025	19 YRS 03 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
EILEEN MARES	PROBATION DEPARTMENT Dept.#PB	04-26-2025	25 YRS 00 MOS
MARIAM MARGARYAN-SA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	35 YRS 00 MOS
THEODORE MARSHALL III	INTERNAL SERVICES Dept.#IS	05-31-2025	53 YRS 09 MOS
VALERIE J. MAY-HILBURN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-26-2025	46 YRS 01 MOS
FRANK E. MC DONOUGH	PARKS AND RECREATION Dept.#PK	07-24-2025	27 YRS 03 MOS
VASONNE J. MCDONALD	CHILDREN & FAMILY SERVICES Dept.#CH	05-29-2025	27 YRS 08 MOS
JEAN M. MCINTIRE	INTERNAL SERVICES Dept.#IS	06-30-2025	46 YRS 10 MOS
ROSE M. MCKEE	PARKS AND RECREATION Dept.#PK	06-28-2025	12 YRS 05 MOS
FRANK MENDOZA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	07-31-2025	25 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ELVIRA MEZA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	05-31-2025	25 YRS ½ MOS
MARY H. MEZA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	05-31-2025	34 YRS 02½ MOS
KELLY M. MILLER	ANIMAL CONTROL Dept.#AN	06-21-2025	17 YRS 01 MOS
MICHAEL D. MILLS	AMBULATORY CARE NETWORK Dept.#HN	07-07-2025	26 YRS 11½ MOS
ISABEL MOJICA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	05-31-2025	25 YRS 11½ MOS
DIANE J. MORALES	MENTAL HEALTH Dept.#MH	05-05-2025	10 YRS 02½ MOS
REINHOLD MUELLER JR.	DISTRICT ATTORNEY Dept.#DA	06-28-2025	19 YRS 00 MOS
ANGELA F. MYLES	SHERIFF Dept.#SH	06-30-2025	27 YRS 03 MOS
SAMBO O. NA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	24 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ARLENE B. NAVARRO	PUBLIC HEALTH PROGRAM Dept.#PH	06-30-2025	38 YRS 02 MOS
MARIO R. NG	PROBATION DEPARTMENT Dept.#PB	07-01-2025	26 YRS 07½ MOS
BENNIE O. NIBO	CHILDREN & FAMILY SERVICES Dept.#CH	07-30-2025	30 YRS 09½ MOS
ROCHELLE ODRICH	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	04-30-2025	40 YRS 04 MOS
SHARON M. OLDS	CHILDREN & FAMILY SERVICES Dept.#CH	06-28-2025	50 YRS 02 MOS
LOUISA OLLAGUE	PROBATION DEPARTMENT Dept.#PB	06-25-2025	25 YRS 02 MOS
JOE N. PARKER JR	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	06-27-2025	52 YRS 00 MOS
ROSEMARIE T. PASCUA	MENTAL HEALTH Dept.#MH	06-28-2025	11 YRS 01 MOS
JANICE M. PHILLIPS	CHILDREN & FAMILY SERVICES Dept.#CH	06-28-2025	39 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CHARLES PILAVIAN	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	06-27-2025	18 YRS 00 MOS
JOE A. PINA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-27-2025	25 YRS 09 MOS
BETTYE J. PITTMAN	MENTAL HEALTH Dept.#MH	05-30-2025	24 YRS 03½ MOS
DAPHANE H. POINGSETT	PUBLIC DEFENDER Dept.#PD	05-16-2025	02 YRS 03 MOS
GAUDENCIA POLICARPO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-31-2025	23 YRS 01½ MOS
GARY POSNER	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	05-16-2025	34 YRS 07 MOS
MARTHA PRADO	AMBULATORY CARE NETWORK Dept.#HN	07-31-2025	26 YRS 08½ MOS
STEVE L. PRIETO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	04-30-2025	21 YRS 05 MOS
DANIEL S. PRY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-31-2025	26 YRS 02½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MAUREEN QURAISHI	PUBLIC HEALTH PROGRAM Dept.#PH	05-31-2025	40 YRS 04½ MOS
ZUHAL RAHMAN FELIX	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	31 YRS 10 MOS
PATRICIA RAMIREZ	PUBLIC WORKS Dept.#PW	05-15-2025	35 YRS 02½ MOS
MARCELLA RENE	PUBLIC DEFENDER Dept.#PD	08-01-2025	35 YRS 06½ MOS
HENRY L. RIDAD	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	06-30-2025	28 YRS 05½ MOS
JOSEPH RIVERA III	PUBLIC WORKS Dept.#PW	04-30-2025	37 YRS 09 MOS
ROBERTA ROBERTS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	35 YRS 04 MOS
ELIZABETH ROBERTSON	PUBLIC HEALTH PROGRAM Dept.#PH	05-27-2025	01 YRS 10 MOS
RUDY RODRIGUEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	06-28-2025	31 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALEXANDER ROMAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	22 YRS 00 MOS
CHARLOTTE T. ROSS	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	06-28-2025	08 YRS 00 MOS
LISE K. RUIZ	MENTAL HEALTH Dept.#MH	06-28-2025	31 YRS 01 MOS
MAGDALENA V. SALAS	REG-RECORDER/COUNTY CLERK Dept.#RR	05-31-2025	30 YRS 09½ MOS
MICHAEL H. SALMAGGI	PUBLIC DEFENDER Dept.#PD	05-30-2025	29 YRS 01 MOS
EDGARDO T. SANGALANG	INTERNAL SERVICES Dept.#IS	07-08-2025	28 YRS 05½ MOS
ELLEN D. SAWYERS	CHILDREN & FAMILY SERVICES Dept.#CH	07-31-2025	33 YRS 10½ MOS
PAULA D. SELESNICK	DISTRICT ATTORNEY Dept.#DA	05-03-2025	21 YRS 03 MOS
JOSE E. SERRANO	PARKS AND RECREATION Dept.#PK	05-31-2025	19 YRS 03½ MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ZOHRA R. SERRANO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	32 YRS 04 MOS
LAURA E. SILVA	AUDITOR - CONTROLLER Dept.#AU	06-28-2025	25 YRS 00 MOS
LEO L. SIMI	MENTAL HEALTH Dept.#MH	07-31-2025	17 YRS ½ MOS
LOUIS C. SIMPSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	07-15-2025	36 YRS 04½ MOS
ROBERT G. SMYTHE	PROBATION DEPARTMENT Dept.#PB	08-01-2025	40 YRS 11½ MOS
TERESA L. TAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	27 YRS 04½ MOS
ENRILE A. TANDO JR	DISTRICT ATTORNEY Dept.#DA	07-28-2025	28 YRS 06 MOS
JENNIFER C. TANG	CHILDREN & FAMILY SERVICES Dept.#CH	05-31-2025	18 YRS 03½ MOS
LISA D. TAPIA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-28-2025	26 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LORNA Y. TERRELL	SHERIFF Dept.#SH	05-31-2025	38 YRS 07½ MOS
JEROME THOMAS	CHILDREN & FAMILY SERVICES Dept.#CH	07-19-2025	31 YRS 02 MOS
VICKY TRUONG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	39 YRS 00 MOS
JUNG D. TRUONG	TREASURER AND TAX COLLECTOR Dept.#TT	07-31-2025	19 YRS ½ MOS
DOKMAY P. TSAI	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	06-28-2025	34 YRS 08 MOS
TROY TURNER	PROBATION DEPARTMENT Dept.#PB	04-25-2025	25 YRS 02½ MOS
PAULA S. VANNUCCI	PUBLIC LIBRARY Dept.#PL	07-31-2025	19 YRS ½ MOS
LUIS A. VENTURA	PUBLIC WORKS Dept.#PW	05-31-2025	31 YRS 03 MOS
STEPHEN J. VOLK	MENTAL HEALTH Dept.#MH	05-31-2025	21 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GRETA F. WALTERS	CHILDREN & FAMILY SERVICES Dept.#CH	06-27-2025	35 YRS 05 MOS
SOPHIA S. WANG	PUBLIC LIBRARY Dept.#PL	05-30-2025	42 YRS 03 MOS
JOANNE WESTPOINT	MENTAL HEALTH Dept.#MH	04-30-2025	05 YRS 10½ MOS
OLIVIA M. WHEELER	CHILDREN & FAMILY SERVICES Dept.#CH	05-31-2025	39 YRS 05 MOS
DEAN R. WHITEHEAD	MENTAL HEALTH Dept.#MH	06-28-2025	25 YRS 07½ MOS
ETHEL R. WILLIAMS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-28-2025	30 YRS 03 MOS
SARAH WONG	CHILDREN & FAMILY SERVICES Dept.#CH	06-27-2025	30 YRS 02 MOS
DAVID W. YAGER	PUBLIC WORKS Dept.#PW	06-27-2025	40 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DORA F. LOAIZA	MENTAL HEALTH Dept.#MH	01-04-2025	12 YRS 04 MOS
WIFE of DAVID LOAIZA dec'd on 01-03-2025, Sect. #31781.3			
XENIA RIVAS AVILA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-25-2025	19 YRS 00 MOS
WIFE of JUAN M AVILA dec'd on 03-24-2025, Sect. #31781.3			

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CARL J. DELEON	SHERIFF Dept.#SH	04-23-2025	26 YRS 06 MOS
TYLER E. MAXWELL	SHERIFF Dept.#SH	05-01-2025	07 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CRYSTAL K. ADKINS	L A COUNTY FIRE DEPT Dept.#FR	05-04-2025	13 YRS 10 MOS
REGINA O. AGU	SHERIFF Dept.#SH	03-22-2025	14 YRS 00 MOS
MARVIN E. ALI	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	05-06-2025	23 YRS 01½ MOS
ERIK D. ARBUTHNOT	MEDICAL EXAMINER Dept.#ME	05-01-2025	08 YRS 07 MOS
CATHERINE BIRNLEY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-15-2025	14 YRS 02 MOS
ANTHONY K. BOLDEN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-13-2024	09 YRS 08½ MOS
LINDA M. BOURELL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	04-28-2025	05 YRS 03 MOS
CLIFFORD J. BOYD	ASSESSOR Dept.#AS	04-23-2025	33 YRS 06½ MOS
CHRISTINA BROWN	ASSESSOR Dept.#AS	04-07-2025	16 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOSE A. CARDONA	SHERIFF Dept.#SH	04-18-2025	20 YRS 11 MOS
JOSE H. CASTILLO	PROBATION DEPARTMENT Dept.#PB	05-13-2025	06 YRS 01 MOS
LOURDES L. CERNA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	04-30-2025	19 YRS 02 MOS
HELEN I. COLE	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	05-01-2025	19 YRS 00 MOS
ROBIN M. COOK	INTERNAL SERVICES Dept.#IS	05-26-2025	15 YRS 09 MOS
WANDA J. DASHIELL	PROBATION DEPARTMENT Dept.#PB	07-13-2025	16 YRS 11½ MOS
YOLANDA R. DELGADILLO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	07-15-2025	15 YRS 11 MOS
FRANK DURAN JR.	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	07-16-2025	15 YRS 01 MOS
BEVERLY M. EVANS ANDING	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-08-2025	15 YRS 10 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
EDUARDO GARCIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-01-2025	11 YRS 07 MOS
JODY E. GRANT-GRAY	ASSESSOR Dept.#AS	05-06-2025	14 YRS 07 MOS
LEILANI T. GROSS	CHILDREN & FAMILY SERVICES Dept.#CH	05-03-2025	14 YRS 05 MOS
ARLENE HARRIS	INTERNAL SERVICES Dept.#IS	07-31-2025	36 YRS 00 MOS
GREGORY HOLLAND	SUPERIOR COURT/COUNTY CLERK Dept.#SC	05-07-2025	35 YRS 06 MOS
LOUISE S. JAMES	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	04-30-2025	40 YRS 02½ MOS
BECKY KATZ	PROBATION DEPARTMENT Dept.#PB	05-31-2025	07 YRS 10 MOS
RENEE F. KORN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-07-2025	18 YRS 07 MOS
JEAN P. LEUNG	SHERIFF Dept.#SH	02-28-2025	45 YRS 00 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTIN LEWIS	PUBLIC WORKS Dept.#PW	04-17-2025	13 YRS 01 MOS
EILEEN I. MC CRARY	CHILDREN & FAMILY SERVICES Dept.#CH	04-21-2025	10 YRS 11 MOS
DANON A. MCKINNEY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	05-15-2025	21 YRS 09 MOS
ARNETTA M. MOORE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	04-25-2025	16 YRS 01 MOS
GINA M. MORLA	REG-RECORDER/COUNTY CLERK Dept.#RR	05-05-2025	16 YRS 05 MOS
KATAYOUN K. MOSTAFAIE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	05-08-2025	11 YRS 10½ MOS
ROBERT B. NGUYEN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	04-30-2025	07 YRS 06 MOS
DANIEL V. NIXON	DISTRICT ATTORNEY Dept.#DA	04-04-2025	10 YRS 08 MOS
LINDA M. OHARA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	06-01-2025	07 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LOUIS T. PARISE	DISTRICT ATTORNEY Dept.#DA	03-28-2025	31 YRS 10 MOS
SHAWN C. PHIPPS	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	07-07-2025	27 YRS 04½ MOS
MELCHORITA QUINTE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-15-2025	10 YRS 08 MOS
NATACHA J. RAMIREZ	SHERIFF Dept.#SH	05-27-2025	25 YRS 10½ MOS
CARMEN D. ROBINSON	ALCOHOL/DRUG PGMS. ADMIN. Dept.#PG	04-28-2025	12 YRS 01 MOS
FILEMON RODRIGUEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	06-18-2025	12 YRS 05 MOS
MARK L. SANCHEZ	PUBLIC WORKS Dept.#PW	04-09-2025	36 YRS 02½ MOS
DEMETRIUS L. SHAW	SHERIFF Dept.#SH	05-03-2025	12 YRS 10 MOS
JAVIER SOTO	PUBLIC WORKS Dept.#PW	01-13-2025	05 YRS 08 MOS

BOARD OF RETIREMENT MEETING OF JUNE 4, 2025

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
STEPHANIE M. SPINDLER	SHERIFF Dept.#SH	07-30-2025	05 YRS 03 MOS
CYNTHIA J. THOMAS-KLOST	SUPERIOR COURT/COUNTY CLERK Dept.#SC	05-15-2025	08 YRS 00 MOS
MARTINA UMANA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	04-30-2025	10 YRS 05 MOS
CARRIE A. WALSH	PUBLIC HEALTH PROGRAM Dept.#PH	05-15-2025	17 YRS 07½ MOS
CHARLES L. WILSON	ASSESSOR Dept.#AS	07-03-2025	14 YRS 00 MOS
CLYDE R. WINBUSH	MENTAL HEALTH Dept.#MH	05-23-2025	36 YRS 10 MOS

**BOARD OF RETIREMENT MEETING OF JUNE 4, 2025 RESCISSIONS/CHANGES
FROM BENEFIT APPROVAL LIST
APPROVED ON MAY 7, 2025**

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
SONGTHANEE MODRACEE	SFV CLUSTER-OLIVE VIEW/UCLA MC	CHANGE OF DATE TO May 1, 2023



May 22, 2025

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Division Manager
Disability Retirement Services

SUBJECT: **APPEAL(S) FOR THE BOARD OF RETIREMENT'S MEETING
OF JUNE 4, 2025**

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

5447B	Rhonda Garnett	In Pro Per	Deny SCD - Ineligible for NSCD
5411B	Theresa A. Schell	In Pro Per	Deny SCD – Ineligible for NSCD

TLC:kw

May 8, 2025

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Division Manager
Disability Retirement Services



FOR: June 4, 2025, Board of Retirement Meeting

SUBJECT: SERVICE PROVIDER INVOICE APPROVAL REQUEST – JESSE CARR, M.D.

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.

Dr. Jesse Carr completed his supplemental report and record review for the application of Daniel Fierros and is requesting approval for payment of the attached invoice. A total of \$13,767 has already been approved for payment to Dr. Jesse Carr. Consequently, this case required 4.964 additional hours of record review, resulting in a total outstanding balance is \$2,258.62.

IT IS THEREFORE RECOMMENDED THAT the Board approve the service provider invoice for Jesse Carr, M.D.

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**



May 21, 2025

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Carly Ntoya, Ph.D. 
Director, Human Resources

FOR: June 4, 2025 Board of Retirement Meeting
June 11, 2025 Board of Investments Meeting

SUBJECT: REQUEST TO RATIFY LABOR NEGOTIATOR IRMA RODRIGUEZ MOISA

RECOMMENDATION

That the Board of Retirement and Board of Investments ratify Irma Rodriguez Moisa as LACERA's Chief Negotiator for upcoming negotiations with Service Employees International Union (SEIU) Local 721 for two Memoranda of Understanding (MOU) LACERA Administrative, Technical, Clerical, and Blue Collar Unit 850 and LACERA Supervisory Unit 851, starting in July 2025.

BACKGROUND

The current Memorandum of Understanding (MOU) between Los Angeles County Employees Retirement Association (LACERA) and Service Employees International Union (SEIU) Local 721 for Bargaining Units 850 and 851 will expire on December 31, 2025.

Human Resources Division posted one (1) Request for Proposal (RFP) for Labor Negotiation Services on the LACERA website on March 30, 2020. LACERA received six (6) proposals in response to the RFP. The RFP selection committee consisting of JJ Popowich, Assistant Executive Director; Johanna Fontenot, then-Senior Staff Counsel for employment and litigation issues; Carly Ntoya, Director, Human Resources; and Annette Cleary, Assistant Director, Human Resources interviewed four (4) potential Negotiators. Mr. Draza Mrvichin, LACERA's long-time negotiator, was contacted but chose not to submit a proposal. The committee selected Irma Rodriguez Moisa, Partner at Atkinson, Andelson, Loya, Ruud, & Romo (AALRR) to provide labor negotiation services in the best interest for LACERA. Ms. Moisa has extensive experience in employment law, labor law, and in the negotiation of MOUs for public sector agencies. Ms. Moisa and AALRR are

Ratify Labor Negotiator

May 21, 2025

Page 2 of 2

highly regarded in the labor relations industry. The RFP committee's recommendation was approved by Santos Kreimann, Chief Executive Officer.

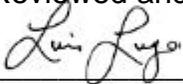
The current contract with AALRR to provide labor negotiations services began on July 1, 2021, with an option to renew annually through June 30, 2026. Ms. Moisa successfully navigated LACERA through labor negotiations in 2021 and 2024. By mutual agreement LACERA and SEIU must open negotiations no later than July 15, 2025.

Ms. Moisa provided LACERA an hourly rate of \$440 for labor negotiation consulting. The cost of negotiations was included in LACERA's recently approved 2025-2026 Administrative Budget as part of the HR Consulting Services line item in the Human Resources Budget, which has a total budget of \$500,000 and is adequate to support Ms. Moisa's fees as well as all other anticipated HR consulting services for the upcoming fiscal year.

CONCLUSION

It is recommended that the Board of Retirement and Board of Investments ratify Irma Rodriguez Moisa as LACERA's Chief Negotiator.

Reviewed and Approved:



Luis Lugo
Deputy Chief Executive Officer

Attachment: Irma Rodriguez Moisa resume

cc: Luis Lugo
Steven P. Rice

Irma Rodríguez Moisa

Partner

562-653-3200

imoisa@aalrr.com



Irma Rodríguez Moisa is an experienced litigator, labor negotiator, and trial attorney representing public and private entities in labor and employment matters. She is recognized as one of the top Labor and Employment lawyers in the state for her outstanding results for her clients in their most complex and sensitive matters. She has handled matters ranging from discrimination, sexual harassment, retaliation, FMLA/CFRA, disability discrimination, wrongful termination, and the First Amendment.

Ms. Rodríguez Moisa serves as the Partner In Charge of the Firm's Headquarters office in Cerritos. She also served as the Practice Group Leader for the Public Entity Labor and Employment Practice Group.

Honors & Recognitions

Ms. Rodríguez Moisa was named to the *Daily Journal's* Top Women Lawyers list in 2015 and its Top Labor & Employment Attorney list in 2015 and 2017. In 2011, Ms. Rodríguez Moisa was named to the *Daily Journal's* top municipal lawyers in California. In 2009, Ms. Rodríguez Moisa was named to the *Daily Journal's* annual list of the "Top Women Litigators" in California. Every year since 2004, she has been recognized as a Super Lawyer by *Southern California Super Lawyers* magazine.

Upon graduating from law school Ms. Rodríguez Moisa earned a Skadden Arps Public Interest Law Fellowship, awarded to only twenty-five law students from around the country. The Fellowship allowed Ms. Rodríguez Moisa to spend the first four years of her career at the Mexican American Legal Defense and Educational Fund (MALDEF), working on issues related to language-based discrimination and voting rights.

OFFICE

12800 Center Court Drive
Suite 300
Cerritos, CA 90703

INDUSTRIES

Private Colleges and Universities
Private Schools

EDUCATION

J.D., University of California,
Berkeley School of Law
M.P.P., Harvard University
B.S., University of California,
Berkeley

ADMISSIONS

1992, California
U.S. Court of Appeals, Fifth Circuit
U.S. Court of Appeals, Ninth Circuit
U.S. District Courts, Central,
Eastern, and Northern Districts of
California

PRACTICE AREAS

Advice & Counsel
Collective Bargaining & Labor
Relations
First Amendment in Higher
Education
Investigations

Irma Rodríguez Moisa

Representative Matters

Labor Relations

Irma Rodríguez Moisa began negotiating on behalf of public agencies in 1999. She was drawn into this field by clients who admired her advocacy style in litigation and because of her public policy background. Since that time, Ms. Rodríguez Moisa has served as lead negotiator for numerous agencies, usually negotiating three to five contracts per year. As chief negotiator, Ms. Rodríguez Moisa has provided strategic labor advice to clients, allowing them to reach their short- and long-term organizational and financial goals.

These negotiations have resulted in changes to retiree medical benefits, implementation of furloughs, salary concessions, and changes to pension benefit formulas and contributions. Some of Ms. Rodríguez Moisa's clients in the last few years include the following:

- *City of Long Beach*: Negotiated four-year agreements with the City's largest civilian union after years of contentious relationships. Also negotiated three-year agreements with the City's firefighters association and lifeguard association.
- *Long Beach Transit*: Serve as the chief negotiator with the bus operator and supervisor bargaining units. Negotiated the initial four-year comprehensive MOU with the supervisor unit.
- *City of Anaheim*: Served as chief negotiator with the Anaheim Police Association, convention center employees (represented by Teamsters) and supervisors (represented by AFSCME) bargaining units. Reached multi-year agreements.
- *City of Pasadena*: Served as chief negotiator with the POA and reached a three-year agreement after contentious and political negotiations.
- *City of Los Angeles*: Served as co-chief negotiator for the City's negotiations with the Coalition of Los Angeles City Unions, which represents approximately 60 percent of the City's civilian workforce. These negotiations resulted in an unprecedented amount of concessions, revisions to retiree health benefits, and resolution of several outstanding lawsuits. In addition, in 2012, Ms. Rodríguez Moisa assisted the City in negotiating with the Engineers and Architects Association to bring about salary and health insurance concessions and resolve the parties' furlough litigation.

Labor & Employment Litigation
Litigation
Nonprofit Organizations
Public Safety
Trials
Workplace Training

Irma Rodríguez Moisa

Litigation

Ms. Rodríguez Moisa has represented clients in hundreds of lawsuits in both state and federal court. Ms. Rodríguez Moisa has taken dozens of cases to trial and arbitration, with a remarkable success record. These matters range from sexual harassment and discrimination claims to First Amendment and whistleblower claims. Some representative trials include:

- *Complete Defense Verdict:* After the plaintiff was discharged from his job, he filed a civil action against a major California water district. He alleged religious discrimination and retaliation and sought economic damages in excess of \$1.6 million, plus emotional distress damages. The plaintiff claimed that his supervisor was biased against him due to his religious beliefs and that the defendant retaliated against him after he filed an internal complaint for religious discrimination. During a three-week trial, Ms. Rodríguez Moisa provided evidence of the defendant's culture of religious tolerance, the plaintiff's insubordination and misrepresentations, and the defendant's attempts to counsel, train, and otherwise help the plaintiff. Witnesses included the defendant's supervisors, employee relations personnel, and coworkers as well as a psychiatrist and an economist. On June 1, 2016, the jury returned a 12-0 verdict in favor of the defendant on the religious discrimination claim and an 11-1 verdict for the defendant on the retaliation claim.
- *Greatly Reduced Damages:* The plaintiff, the only African-American firefighter employed by Ms. Rodríguez Moisa's client, a city in California, alleged he was subjected to a hostile work environment and discrimination due to his race and to retaliation for complaining of discrimination and harassment. The plaintiff contended that his supervisor and colleagues referred to him as a "n" and made other racially demeaning comments. The plaintiff also contended that he was denied promotional opportunities. He demanded \$4.5 million in damages from the City. The City admitted that the supervisor used the "n" word on three occasions and explained that the supervisor was terminated after the plaintiff complained. The City also denied that the plaintiff was refused a promotion and instead noted that he remained on the eligibility list for a promotion. After an eleven-day trial, the jury awarded Plaintiff \$915,000 in damages.
- *Highly Favorable Settlement:* The plaintiff filed suit against Ms. Rodríguez Moisa's client, a large grocery chain, alleging that he had been subjected to disability discrimination and retaliation, and that the defendant failed to engage in the interactive process and failed to accommodate him in violation of the Fair Employment and Housing Act. The plaintiff alleged that he was terminated because his store manager harbored animus towards him after he suffered a workplace injury. He claimed that the store manager targeted him for termination after he purportedly ate one grape while on the produce department floor. The defendant contended that the plaintiff was terminated for violating its company policy prohibiting employees from consuming or taking company product without paying for it. After seven days of trial and Ms. Rodríguez Moisa's cross-examination of the plaintiff, the case settled for \$5,000.
- *Summary Judgment:* The plaintiff, a faculty member and surgeon at a highly prestigious medical school and hospital, filed suit alleging discrimination based on his association with an African-American colleague and retaliation in violation of the California Fair Employment and Housing Act. The plaintiff alleged that he was subjected to numerous adverse employment actions because of his support of his

Irma Rodríguez Moisa

colleague's lawsuit against the defendants. The plaintiff claimed that he was the only person who corroborated the showing of an inappropriate and racist slideshow depicting his colleague as a gorilla. The plaintiff claimed that his supervisors and hospital administrators sought to discredit him and decrease his practice by wrongfully reporting him in a malpractice action, reducing the number of patient referrals, and having to endure his colleagues' ostracism. Specifically, the plaintiff claimed that one of his colleagues prepared a slide show depicting his gravestone and stating that he should "RIP." After aggressive litigation, the defendant filed a motion for summary judgment, which was granted.

- *Complete Defense Verdict:* The plaintiff was laid off from his job at a large public institution of higher education in 2010 after a reorganization of his unit resulted in his position being eliminated. He filed suit, alleging several causes of actions against Ms. Rodríguez Moisa's client, including: religious creed discrimination in violation of the Fair Employment and Housing Act (FEHA); whistleblower retaliation; and wrongful termination in violation of public policy. During the course of litigation, multiple claims were dismissed. Consequently, the only claims presented to the jury at trial were the claims for age discrimination, retaliation under the FEHA, and failure to prevent discrimination and retaliation, with alleged economic damages of about \$750,000 and non-economic damages of two to three times that amount. After three weeks of trial, the jury rendered a defense verdict in less than 45 minutes of deliberation.
- *Complete Defense Verdict:* The plaintiff alleged that she was subjected to sexual harassment by a co-worker and that her supervisor ignored her complaints. Ms. Rodríguez Moisa's client, a large grocery chain, contended it took appropriate corrective action after the plaintiff complained. A defense verdict was rendered after less than two hours of deliberations.
- *Appellate Victory:* The plaintiff filed suit against a large California city represented by Ms. Rodríguez Moisa and five individual defendants, alleging eight separate causes of action. After a two-month jury trial, the jury found in favor of the City in six of the eight causes of action. On appeal, the Court of Appeal reversed the jury's verdict on the other two causes of action and rendered judgment in favor of the City.

Representative Clients

Ralphs Grocery Company; Home Depot; CalAmp Wireless Networks, Inc.; PIH Health; The Regents of the University of California; Metropolitan Water District; California cities include: Los Angeles, Downey, Long Beach, Camarillo, Montebello, Anaheim, Santa Ana, Huntington Beach, Vernon, and Commerce; California counties include: Imperial, San Bernardino, and Inyo.

Firm News

AALRR Congratulates Its Eighteen Attorneys Recognized in the 2025 Edition of *The Best Lawyers in America*® and *Best Lawyers: Ones to Watch in America*®
08.26.2024

Irma Rodríguez Moisa

Nineteen AALRR Attorneys Recognized in *The Best Lawyers in America*®
08.18.2023

Four AALRR Attorneys Named 2023 Southern California Super Lawyers
01.10.2023

Eighteen AALRR Attorneys Recognized in *The Best Lawyers in America*®
08.18.2022

Four AALRR Attorneys Named 2022 Southern California Super Lawyers
01.20.2022

Irma Rodríguez Moisa Honored at CALPELRA 2021
11.19.2021

Twelve Atkinson, Andelson, Loya, Ruud & Romo Attorneys Recognized in *The Best Lawyers in America*® 2022
08.19.2021

Five AALRR Attorneys Named 2021 Southern California Super Lawyers
02.02.2021

Ten Atkinson, Andelson, Loya, Ruud & Romo Attorneys Recognized in *The Best Lawyers in America*® 2021
09.09.2020

Six AALRR Attorneys Named 2019 Super Lawyers
02.01.2019

AALRR Hosts First Annual Leadership Forum for Women in Education
10.26.2017

AALRR Receives California Minority Counsel Program's Diversity Award
10.19.2017

Two AALRR Attorneys Recognized by Daily Journal as Top Labor & Employment Lawyers in the State
07.21.2017

Nate Kowalski and Irma Rodríguez Moisa Win Distinguished Writing Award
05.30.2017

Top AALRR Trial Lawyers and Three Judges Train Associates During Intensive Trial Academy
08.23.2016

Atkinson, Andelson, Loya, Ruud and Romo Wins Total Defense Victory After Three-Week Trial
06.08.2016

Irma Rodríguez Moisa

Attorney Irma Rodríguez Moisa Selected For Inclusion In the Daily Journal's Top Labor & Employment.
06.09.2015

Cerritos Partner Receives Daily Journal Top Women Lawyers in California Designation
05.13.2015

AALRR Announces Settlement in Food 4 Less Disability Discrimination Case
04.21.2015

Kowalski Again Named to List of Top Municipal Lawyers in California
The Daily Journal, 12.11.2013

Five Cerritos Attorneys Listed Among Top Women Attorneys in Southern California
05.29.2013

Two Partners Named to List of Top 25 Municipal Attorneys in California
Daily Journal, 12.16.2011

Judge Upholds Public Agency Decision to Discharge Employee in Internet Abuse Case
08.25.2011

AALRR Attains Four Victories in Employment Cases for Ralphs Grocery and Kroger
03.09.2009

Events & Speaking Engagements

Ms. Rodríguez Moisa is a sought-after presenter and instructor. She has provided training to various entities and professional associations on topics such as: preventing discrimination, retaliation, and harassment; conducting disciplinary investigations; responding to EEOC and DFEH complaints; understanding employee privacy rights; properly maintaining personnel files; managing employee leaves; and imposing employee discipline.

Ms. Rodríguez Moisa has spoken before numerous organizations, including the National Employment Law Institute, the California Association of District Attorneys, PIHRA, ACHRO, CalPELRA, the Kansas Judicial Council, the California League of Cities, the City Attorneys Association of Los Angeles County, the Orange County City Attorneys Association, SCPMA, and SCPLRC.

Some of Ms. Rodríguez Moisa's recent presentations include:

- *"The Diverse World of Labor Negotiations: A Roadmap To Success"* - CALEPLRA Annual Conference - (November 2022)

"Legal Strategies" - CALEPLRA Annual Conference - General Session (November 2022)

Irma Rodríguez Moisa

- "Free Speech and HR's Role in the Public Sector" – SCPLC Annual Conference (February 2022)
- "Legal Strategies" – CALEPLRA Annual Conference – General Session (November 2021)
- "Tints, Tones & Shades–Getting 2 Yes: Successful Bargaining Techniques" – CALEPLRA Annual Conference (November 2021)
- "10 Habits of the Successful Negotiator," CALPELRA Annual Training Conference, virtual (November 2020)
- "Who Are Our Leaders Of Tomorrow? Informal Leaders And The Effects Of Transformational Leadership In The Workplace" CALPELRA Annual Training Conference, virtual (November 2020)
- Sanctuary State Laws And How They May Affect Your Agency – CALPELRA Conference – December 2018
- Vested Rights And Public Pensions In The 21st Century – CALPELRA Conference – December 2018
- Making The #MeToo Movement Count: Better Ways To Stop Sexual Harassment – CALPELRA Conference – December 2018
- Unfunded Liability Continues To Haunt Agencies: Where Are We Now And Where Are We Going? – CALPELRA Conference – December 2018
- "Investigate like a Star: The Anatomy of an Effective Internal Investigation" – AALRR Employment Law Conference, March 2017
- Ms. Rodríguez Moisa also serves as a trainer at the California Public Employer Labor Relations Association Labor Academies ("CalPELRALearn") and has taught at the National Employment Law Institute. Her training subjects include:
 - "Discipline in the 21st Century" – CALPELRALearn (March 2012)
 - "The Affordable Care Act" – CALPELRALearn (March 2011)
 - "Conducting Disciplinary Investigations?" – CUIC (February 2010)

Alerts & Articles

California Appellate Court Rules that County was Required to Meet and Confer with Recognized Bargaining Unit Over the Implementation of New Legislative Changes Under Limited Circumstances

11.27.2024

California Supreme Court Recognizes Expansive Wage and Hour Exemptions for Public Entities from PAGA Penalties and Certain Labor Code Provisions

08.30.2024

PERB Provides Guidance on Bargaining Obligations Post-Accretion

01.12.2024

Irma Rodríguez Moisa

PERB Provides Clarity on Risk for Repeated Labor Violations in Context of Interest Arbitration Bargaining Dispute
05.05.2023

Changes to the Political Reform Act
12.28.2022

PERB Reaffirms its View on Test for Whether Managerial Decision Is Subject to Bargaining
12.05.2022

PERB Reinforces Deferral to Arbitration Doctrine in Context of Retaliation Unfair Practice Claims Brought Under MMBA
10.10.2022

Third Circuit Court Highlights Free Speech Protections for Public Employees in Context of Discipline for Violation of COVID-19 Face Covering Policy
07.11.2022

Appellate Court Reaffirms Importance of Three-Prong Test for Whether Managerial Decision Is Subject to Bargaining
06.29.2022

California Appellate Court Rules that State Labor Law Preempts a Voter-Approved Measure Setting City Firefighter Salaries
03.30.2022

California Supreme Court Confirms Worker Friendly Evidentiary Standard for Whistleblower Retaliation Claims
01.28.2022

California Public Employers May Face a State Vaccination Mandate Should OSHA Issue Regulations Based on President Biden's Vaccine Initiative
09.23.2021

California Enacts Law Providing New Bank of Supplemental Paid Sick Leave
03.23.2021

PERB Decision Interprets Statute Which Prohibits Public Employers From Deterring or Discouraging Union Membership
03.09.2021

Cal/OSHA Updates "FAQ" Guidance Regarding Emergency COVID-19 Regulations
01.15.2021

Irma Rodríguez Moisa

Publications

Ms. Rodríguez Moisa's most recent articles include:

- "Banning Beards at Work Could Get a Little Hairy," *Daily Journal* (August 2016)
- "Self-Help Discovery?" *Daily Journal* (July, 2016)
- "The Cat's Paw Doctrine: Declawing Summary Judgment," *Daily Journal* (May 2016)

Blog Posts

Public Employment Relations Board Finds Pitchess Process Applies to Information Request for Peace Officer Personnel Records Arising Outside Labor or Arbitration Dispute
Public Safety Law Blog, 02.05.2025

Bankruptcy Judge Permits Stockton to Reduce Pension Obligations
Labor & Employment Law Blog, 10.03.2014

AALRR Attorneys Obtain Unanimous Defense Verdict On Claims Of Age Discrimination and Retaliation
EdLawConnect Blog, 09.24.2012

AALRR Attorneys Obtain Unanimous Defense Verdict On Claims Of Age Discrimination and Retaliation
Labor & Employment Law Blog, 09.24.2012

California Supreme Court Upholds Implemented Furloughs of State Employees
Labor & Employment Law Blog, 10.08.2010

U.S. Supreme Court Upholds Employer Search Of Pager Text Message Records Where Search Was Work-Related And Limited In Scope
Labor & Employment Law Blog, 06.22.2010

Court Holds Recently Promoted Probation Officer Who Did Not Pass Probation Was Not Entitled To An Administrative Appeal
Labor & Employment Law Blog, 05.25.2010

Community & Professional

Ms. Rodríguez Moisa has sat on boards of numerous organizations and foundations and has been a member of several associations. She most recently concluded terms with the Los Angeles County Bar Association Labor and Employment Section Executive Committee and the Rio Hondo College Foundation. Ms. Moisa is also involved in the following organizations:

- Campaign for College Opportunity, Board Member

Irma Rodríguez Moisa

- MALDEF, President, Board of Directors
- Latina Lawyers Bar Association, Former Vice President, Board of Directors
- Berkeley Law Alumni Association, Board Member



May 23, 2025

TO: Each Trustee,
Board of Retirement

From: Louis Gittens *LG*
Division Manager, Benefits

For: June 4, 2025 Board of Retirement Meeting

SUBJECT: RATIFICATION OF RECIPROCAL DISABILITY RETIREMENTS

The Board has the authority and responsibility to approve member retirements. In cases of reciprocal disability retirements, the Board need not make a determination regarding the member’s disability as this was already determined by the reciprocal system. Under CERL Section 31837, this Board is only required to ratify the member’s disability retirement from LACERA, so the member receives the corresponding benefits.

Therefore, IT IS RECOMMENDED that the Board approve the reciprocal disability retirement for the following named deferred members who were found to be disabled by the current reciprocal agency for the performance of their duties and have met the burden of proof.

Reciprocal Agency	Department	Name	Safety / General Member	Disability Type	Retirement Date
CalPERS	Probation	Fel M. Sarno	General	SCD	12/31/2024
Santa Barbara County Employee Retirement Association	Sheriff	Tracee E. Walker	Safety	SCD	3/20/2023



May 8, 2025

TO: Each Member
Board of Retirement

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

FOR: Board of Retirement Meeting of June 4, 2025

SUBJECT: **Application of Joel Koury for Reinstatement to Active Membership Pursuant to Government Code Section 31680.4 and 31680.5**

RECOMMENDATION:

It is recommended that the Board of Retirement:

1. Determine, based upon medical evaluation conducted April 9, 2025, that Joel Koury is not incapacitated for the duties assigned to him in the position of Court Commissioner; and
2. Grant the application of Joel Koury for reinstatement to active membership.

Discussion:

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

Joel Koury retired under a service retirement on March 8, 2024. Unaware that the member had retired, the Superior Court re-employed Mr. Koury as a permanent Court Commissioner (Item #9741) on February 19, 2025, subject to the approval of LACERA's Board of Retirement.

Under CERL 31680.5, all reinstated general members are entitled to a retirement allowance, upon subsequent retirement, "determined as if the member were first entering the system." Thus, this member is only eligible for Retirement Plan G General. Note that

the member was in Plans E and D for his past membership period and will be in Plan G General for his new membership period, if approved for reinstatement.

On February 26, 2025, the member called and informed LACERA that he accepted and returned to permanent position within the Los Angeles County Courts. A Members Sworn Statement was also received on March 3, 2025, confirming his date of hire on February 19, 2025. LACERA immediately placed the member's monthly retirement benefit on hold. As a result, the member's February 2025 retirement benefit was overpaid. LACERA began the process of collecting the overpayment for the period of February 19, 2025 to February 28, 2025.

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

- The March 28, 2025, letter from the Superior Court of California, Human Resources Administration confirming its approval to re-employ Joel Koury as a Court Commissioner. Member was employed by Superior Court; and thus, the Board of Supervisor has no authority to approve the rehiring of Joel Koury (Attachment 1)
- The April 12, 2025, letter from the member to LACERA requesting reinstatement of membership as a Court Commissioner with the Los Angeles Superior Court. (Attachment 2)
- The member's Medical Clearance report signed on April 9, 2025, finding the member not incapacitated for the proposed duties. (Attachment 3)

IT IS THEREFORE RECOMMENDED THAT YOUR BOARD:

1. Determine, based upon medical evaluation conducted April 9, 2025, that Joel Koury is not incapacitated for the duties assigned to him in the position of Court Commissioner; and
2. Grant the application of Joel Koury for reinstatement to active membership.

REVIEWED AND APPROVED:

John Popowich
Assistant Executive Officer

Div\ben\retstaff\Koury, Joel.doc

Attachments



DAVID W. SLAYTON
EXECUTIVE OFFICER / CLERK OF COURT

111 NORTH HILL STREET
LOS ANGELES, CA 90012-3014

Superior Court of California
County of Los Angeles

March 28, 2025

Los Angeles County Employees Retirement Association
Manager, Benefits Division
P.O. Box 7060
Pasadena, CA 91109

Dear Manager:

Joel Koury [Employee ID [REDACTED] Social Security Number [REDACTED]] retired on March 8, 2024.

The Superior Court would like to re-employ Joel Koury as a full-time, permanent Court Commissioner in accordance with Government Code Section 31680.4. The Court's Human Resources Department hereby approves Joel Koury's re-employment, and this letter shall serve as documentation of this approval.

Joel Koury has special legal knowledge and skills which are beneficial to the Superior Court in the role of Court Commissioner. He was elected by the judges of the Superior Court to the position of Court Commissioner in accordance with Los Angeles Superior Court Local Rule 1.9(a)-1.9(e).

I understand that the Court may re-employ Joel Koury only upon approval of the Court's Human Resources Department and the Board of Retirement.

Sincerely,

A handwritten signature in blue ink that reads "Nancy D. Griffin".

Nancy Griffin
Chief Human Resources Officer
Human Resources Administration

NG:ep

Attachment 1

	JOEL C. KOURY,
JOEL C. KOURY <i>LOS ANGELES SUPERIOR COURT COMMISSIONER</i>	Office

April 12, 2025

Manager, Benefits Division
PO Box 7060
Pasadena, CA 91109
Sent via email to: aokaforsmith@lacera.com,

RE: RE-EMPLOYMENT

Dear Manager:

I am requesting my monthly retirement benefits be suspended and I am requesting to be re-employed as a permanent employee working as a Court Commissioner for the Los Angeles Superior Court pursuant to Government Code Section 31680.4.

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

Sincerely


Joel Koury

Attachment 2

**REEMPLOYMENT AND REINSTATEMENT TO ACTIVE LACERA
MEMBERSHIP**

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

On April 9, 2025 I, the undersigned, conducted or oversaw the
<date of medical examination>,

medical examination of Joel Koury
<Name of Retiree>

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

Commissioner, LA Superior Court

<Prospective Job Title>.

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

Signature of Physician performing or overseeing medical examination:

Kenichi Carrigan, MD

Print Name and Title of Physician:

Ken Carrigan, MD

Date Signed:

4/9/2025

Page 3 of 3

Attachment 3



May 28, 2025

TO: Each Trustee
Board of Retirement

FROM: Luis Lugo 
Deputy Chief Executive Officer

FOR: June 4, 2025 Board of Retirement Meeting

SUBJECT: **Salary Adjustments for Investment Office Staff Members**

At its May meeting, the Board was provided a brief overview of the compensation study and proposed salary adjustments which was conducted by Compensation Consulting (“CBIZ”) for positions in the Investment Division as requested by the Board of Investments.

At its June meeting, CBIZ will present a brief overview of the Phase Two compensation study, which includes an analysis of the current pay structure along with recommended salary adjustments to align with market rates. Phase Two will explore options for a future bonus or incentive pay structure, in alignment with the allocator-to-best in class investor strategic direction, for consideration by both Boards.

Attachments

- A - Salary Adjustments for Investment Office Staff Members (Memo dated April 3, 2025)
- B - Presentation

LL:bn



April 3, 2025

TO: Each Trustee
Board of Investments
Board of Retirement

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

FOR: Board of Investments Meeting April 9, 2025
Board of Retirement Meeting May 7, 2025

SUBJECT: **Salary Adjustments for Investment Office Staff Members**

This memorandum is to notify the Board Trustees of my intention to make salary adjustments in accordance with the delegated legal authority granted, as LACERA's Retirement Administrator, per the Los Angeles County Code.

LEGAL AUTHORITY

LACERA's Ordinance Section 6.127.030(A) provides that, after initial placement, "succeeding step advancement in such a case will be made thereafter on a yearly **basis unless an exception is specifically authorized by the retirement administrator.**" This section provides that notice should be periodically provided to the Boards.

Further, Ordinance Section 6.127.040 H3 regarding Tier I and Tier II MAPP Participants provides that "**the retirement administrator may provide for salary placement or subsequent movement of any employee at any rate with the established Salary Range for the position he/she holds.**"

BACKGROUND

On March 1, 2024, LACERA retained CBIZ Compensation Consulting ("CBIZ") to conduct a Classification and Compensation Study for positions in the Investment Division as requested by the Board of Investments. The purpose of the study was to accurately identify job titles and responsibilities for each classification, determine whether classifications are competitively compensated in comparison to the external market, evaluate internal equity for each classification, and report on bonus or incentive pay structures utilized at comparable agencies.

The compensation study has two phases: analyzing the current pay structure and recommending salary adjustments to align with market rates (phase one) and exploring a bonus or incentive pay structure for future review (phase two) and consideration by the Boards in keeping with the allocator to best in class investor strategic direction.

For phase one, CBIZ conducted a comprehensive analysis of the Investment Division's compensation through a series of methodical steps. These steps included surveying comparable agencies, performing a market analysis based on the survey data, and subsequently carrying out a compression analysis to address internal equity concerns and possible retention challenges.

CBIZ, for the first step of the analysis, surveyed thirteen (13) peer agencies comparable to LACERA. These agencies were identified based on various labor market characteristics, including the size of the organization, geographic scope, and industry from which LACERA recruits talent. These agencies also feature classifications with similar duties and responsibilities to the LACERA Investment Division and are listed on page eight (8) of the CBIZ presentation.

After CBIZ completed the survey and compiled the results, the data was utilized to conduct a thorough market analysis of competitive base salary and total cash compensation for plans that include incentive pay. The data showed that, on average, the salaries of LACERA's Financial Analysts I, II, and III are positioned at the 50th percentile of the market base salaries. CBIZ then formulated a salary grade structure for each position in the Investment Division. Each position, such as Financial Analyst II, was assigned to a salary range such that the midpoint of the range aligned with the market 75th percentile, as detailed on page thirteen (13) of the CBIZ presentation.

In addition, CBIZ conducted a compression analysis of the Investment Division's compensation. Compression occurs when employees with varying levels of experience in the same position are compensated at similar rates. The main cause of pay compression is the lack of significant salary progression for existing employees within the salary range for that position. Pay compression presents two primary challenges in setting compensation. Firstly, it limits an organization's ability to recruit and hire qualified staff without creating pay parity issues. Secondly, it poses a risk of voluntary turnover among experienced staff due to dissatisfaction with their compensation.

The compression analysis performed by CBIZ involved comparing employee salaries to a target range for each position based on tenure and performance, allowing for a 5% increase within the position's salary range for each year of service. Employees must achieve an average performance evaluation score of 3.5, exceeds expectations, or higher, for the time they have been in their position to be eligible for salary adjustments. If salaries fall below the target range, adjustments were made to bridge the gap.

Following the analysis by CBIZ and consultations from the Executive Office, Human Resources, Legal, and the Investment Division, sixteen (16) salaries are planned to be adjusted to align with the compression analysis and current market rates for Financial Analysts II and III positions. The details of the salary adjustments and financial impact are provided in **Attachment 1**.

To summarize, the methodology employed for the first phase of salary adjustments consists of:

- Positioning each position's salary range to align with the 75th percentile of the market based on CBIZ's analysis and LACERA's pay philosophy.
- Positioning staff salaries as recommended by the compression analysis performed by CBIZ within the current LACERA salary range for each position. This analysis compares an employee's salary to a target salary range, with adjustments based on tenure and performance.

In addition, the following restrictions will be consistently applied for each position with respect to the salary adjustments:

- An employee's salary cannot exceed the maximum of the current LACERA salary range for that position. If the employee's salary exceeds the top of the position's salary range, no adjustments were applied. Any proposed increase above the salary range maximum will be capped at the top of the salary range.

To the extent there are no objections from the Boards, all adjustments shall be effective May 1, 2025, for non-probationary employees. For probationary employees, the adjustments will take effect the first month after they pass probation.

A presentation will be provided by CBIZ, covering their process, analysis, and recommendation (**Attachment 2**), as part of the April public meeting for the BOI and BOR meeting in May.

Attachment 1 Salary Adjustments and Financial Impact

Table 1

Investment Division Proposed Salary Adjustments							
Full Name	Job Title	Current Grade	Current Maximum For Pay Range	Salary Pre Adjustment	Actual Salary Proposal - Post Compression Adjustment	\$ Dollar Change	% Percent Change
QUOC NGUYEN	Financial Analyst III	LR16	\$ 291,002	\$ 266,945	\$ 291,002	\$ 24,057	9.0%
PUSHPAM JAIN	Financial Analyst III	LR16	\$ 291,002	\$ 275,938	\$ 278,698	\$ 2,759	1.0%
KRISTA POWELL	Financial Analyst III	LR16	\$ 291,002	\$ 268,376	\$ 278,493	\$ 10,117	3.8%
JOHN KIM	Financial Analyst III	LR16	\$ 291,002	\$ 253,047	\$ 272,016	\$ 18,969	7.5%
RONALD SENKANDWA	Financial Analyst III	LR16	\$ 291,002	\$ 263,822	\$ 284,969	\$ 21,148	8.0%
CINDY RIVERA	Financial Analyst III	LR16	\$ 291,002	\$ 248,227	\$ 272,016	\$ 23,789	9.6%
MIKE LOMBARDO	Financial Analyst III	LR16	\$ 291,002	\$ 243,407	\$ 259,063	\$ 15,656	6.4%
PIERS SMITH	Financial Analyst III	LR16	\$ 291,002	\$ 243,407	\$ 259,063	\$ 15,656	6.4%
MICHAEL ROMERO	Financial Analyst II	LR12	\$ 217,902	\$ 183,221	\$ 195,889	\$ 12,667	6.9%
JASON CHOI	Financial Analyst II	LR12	\$ 217,902	\$ 161,522	\$ 170,338	\$ 8,816	5.5%
TERRA ELIJAH	Financial Analyst II	LR12	\$ 217,902	\$ 170,177	\$ 178,855	\$ 8,678	5.1%
STEPHANIE XIA	Financial Analyst II	LR12	\$ 217,902	\$ 160,726	\$ 170,338	\$ 9,612	6.0%
KATHRYN TON	Financial Analyst II	LR12	\$ 217,902	\$ 163,909	\$ 174,596	\$ 10,687	6.5%
MELVIN TSAO	Financial Analyst II	LR12	\$ 217,902	\$ 163,648	\$ 170,338	\$ 6,690	4.1%
SONA GINOYAN	Financial Analyst II	LR12	\$ 217,902	\$ 161,522	\$ 170,338	\$ 8,816	5.5%
ADRIAN GONZALEZ	Financial Analyst II	LR12	\$ 217,902	\$ 161,522	\$ 170,338	\$ 8,816	5.5%

Table 2

Salary Adjustments - Total Impact	
Count	16
Grand Total Cost	\$ 206,932
Total Adjustment as a Percent of Investments Total Payroll:	2.0%

LACERA Investment Division Compensation Study Results

April 9, 2025

CBIZ Introduction

- National compensation consulting practice for CBIZ
- Team of compensation professionals serving clients from coast to coast
- Extensive experience working with public pension funds
- Project Team
 - Joe Rice – Managing Director
 - Gaby Davidson – Senior Consultant



RECENT CLIENT LIST

- Austin Police Retirement System
- Chicago Teachers' Pension Fund
- City of Austin Employees' Retirement System
- Colorado Public Employees Retirement Association
- Dallas Police and Fire Pension System
- Denver Employees Retirement Plan
- Fort Worth Employees' Retirement Fund
- Fresno County Employees' Retirement Association
- Illinois Municipal Retirement Fund
- Kansas Public Employees Retirement System
- Maryland State Retirement Agency
- Missouri Department of Transportation & Patrol Employees' Retirement System
- Missouri Local Government Employees Retirement System
- Missouri State Employees' Retirement System
- New York State Teachers' Retirement System
- Ohio Police & Fire Pension Fund
- Ohio Public Employees Deferred Compensation Program
- Ohio Public Employee Retirement System
- Ohio School Employee Retirement System
- Pennsylvania Public School Employees' Retirement System
- Pennsylvania State Employees' Retirement System
- Public School & Education Employee Retirement Systems of Missouri
- School Employees Retirement System of Ohio
- State University Retirement System of Illinois
- State Teachers Retirement System of Ohio
- Virginia Retirement System
- Wyoming Retirement System

Overview

- Compensation Study
- Sample Incentive Design
- Next Steps
- Appendix: Industry Best Incentive Practices

Compensation Study



Project Scope

- Project began in March of 2024
- A competitive market review of base salary and total cash compensation (i.e., base and bonus)
- Modeling three compensation philosophy approaches
- Update of salary structures
- Evaluation of incentive plan practices and potential implementation
- Reconciliation of actual compensation to market-competitive compensation
- Calculation of plan implementation costs tied to phased approach
 - Phase 1 – adopt recommendations to the degree allowable within LACERA’s current pay structure
 - Phase 2 – identify a compensation framework aligned with strategic, long-term objectives

Labor Markets & Competitiveness



SIZE

- \$85B AUM



GEOGRAPHY

- Los Angeles, CA



INDUSTRY

- Pension and Retirement Funds



PLACEMENT

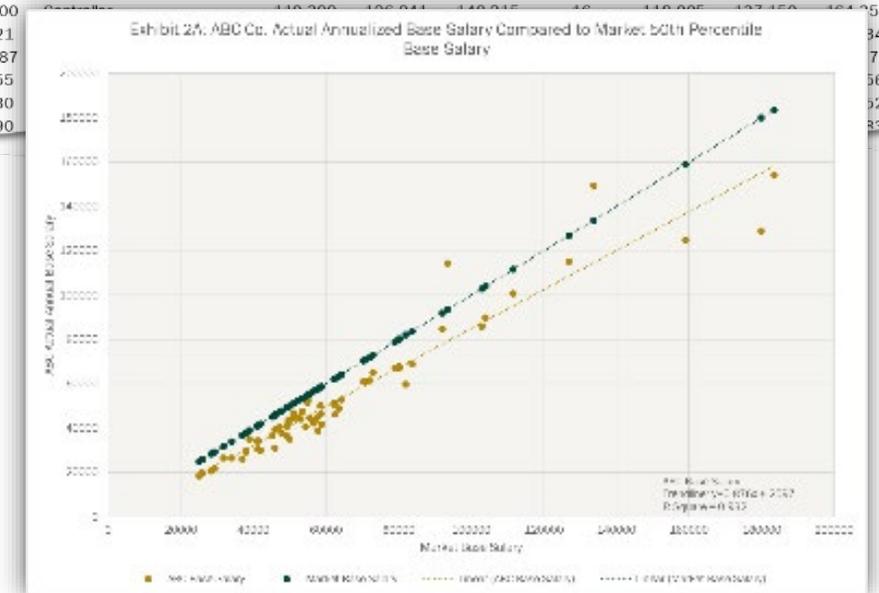
- Three scenarios
 - Market 75th base salary
 - Market 50th Total Cash Compensation (TCC)
 - Market Reference point

Market Analysis

- Evaluate job documentation
- Sources of compensation data
 - CBIZ Pension Survey (peers on next slide)
- Job matching
 - Compare job descriptions to survey descriptions
 - Match based on duties, scope, and qualifications
- Summarize results
 - Aggregate market percentiles
 - Base salary
 - Total cash compensation

ABC Co.
Preliminary Compensation Study Results
Exhibit 1 - Market Summary
Data Effective July 1, 2021

CBIZ Code	Annualized Average Base	Annualized Average Total Cash	Current Job Title	Market Base Salary			Proposed Pay Grade	Market Total Cash Compensation		
				25th	50th	75th		25th	50th	75th
100	30,042	30,042	Accounting Specialist	39,499	42,065	45,423	7	40,335	42,959	46,391
101	35,085	35,085	Administrative Assistant	36,586	38,948	42,098	6	37,107	39,506	42,704
181	43,629	43,629	Archives Librarian	52,686	56,267	61,394	9	53,673	57,346	62,589
107	46,863	46,863	Benefits Coordinator	47,725	51,029	55,389	8	48,734	52,114	56,570
187	40,842	40,842	Bibliographer	46,807	49,391	53,202	8	57,408	60,866	65,818
102	41,614	41,614	Communications Specialist	55,205	58,783	63,901	10	56,241	59,908	65,144
104	50,825	50,825	Content Managing Editor	59,230	62,242	66,608	10	61,471	64,633	69,197
105	115,200	135,200		110,000	100,000	110,000	10	110,000	107,100	104,059
112	40,621	40,621								
115	149,287	159,287								
116	39,255	39,255								
165	42,330	42,330								
117	51,490	51,490								



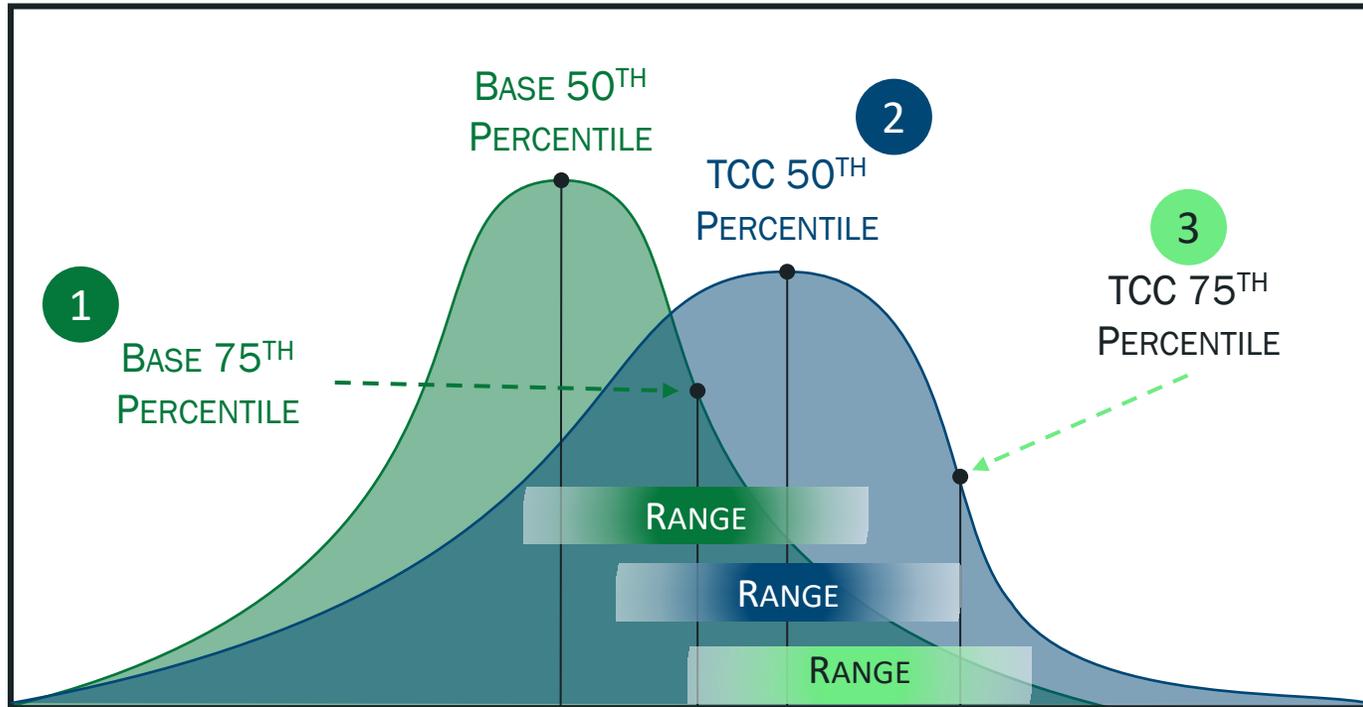
Peers

1. Arizona State Retirement System - \$50B AUM
2. California State Teachers Retirement System - \$353B AUM
3. California Public Employee's Retirement System - \$500B AUM
4. Colorado Public Employees' Retirement Association - \$59B AUM
5. Maryland State Retirement & Pension System - \$64B AUM
6. New York City Office of the Comptroller - \$250B AUM
7. New York State Teachers' Retirement System - \$132B AUM
8. Ohio Public Employees Retirement System - \$107B AUM
9. Public School and Education Employee Retirement Systems of Missouri - \$54B AUM
10. State Board of Administration of Florida - \$206B AUM
11. State Teachers Retirement System of Ohio - \$90B AUM
12. Teachers Retirement System of Georgia - \$94B AUM
13. Virginia Retirement System - \$105B AUM

AUM effective as of April 1, 2023

Setting the Market Comparison Point (Structure Anchor)

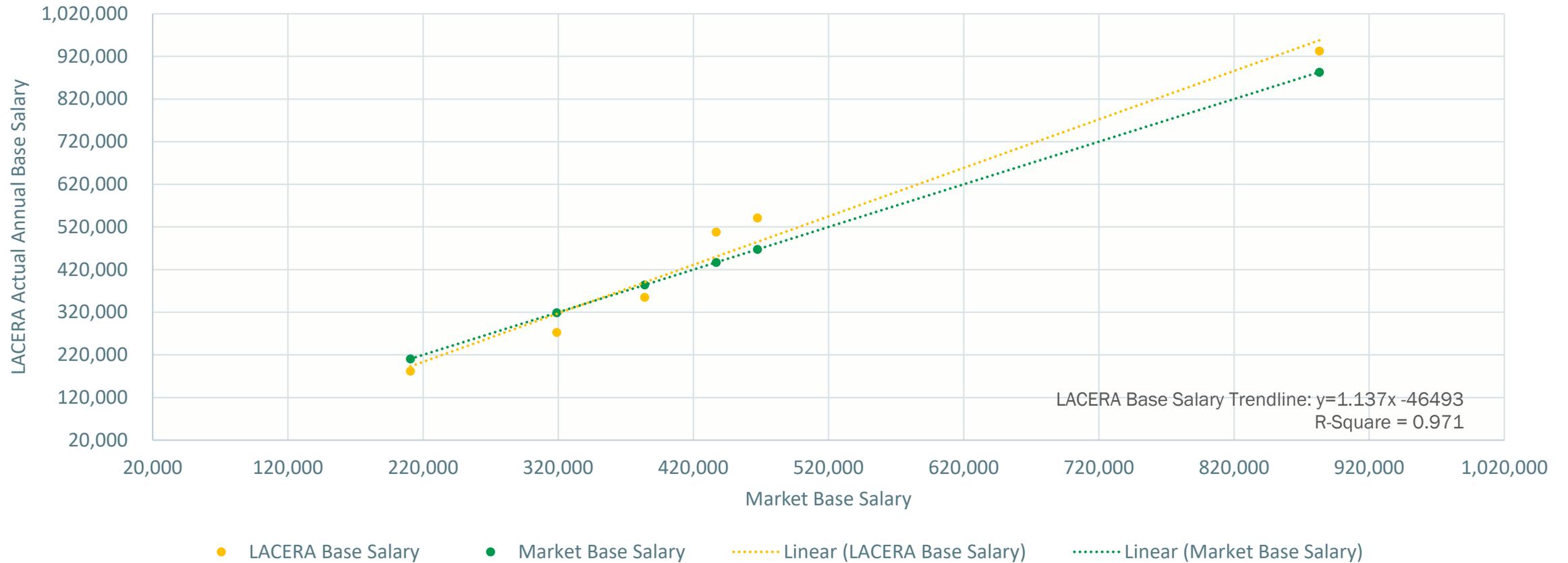
PAY DISTRIBUTION – SAMPLE JOB



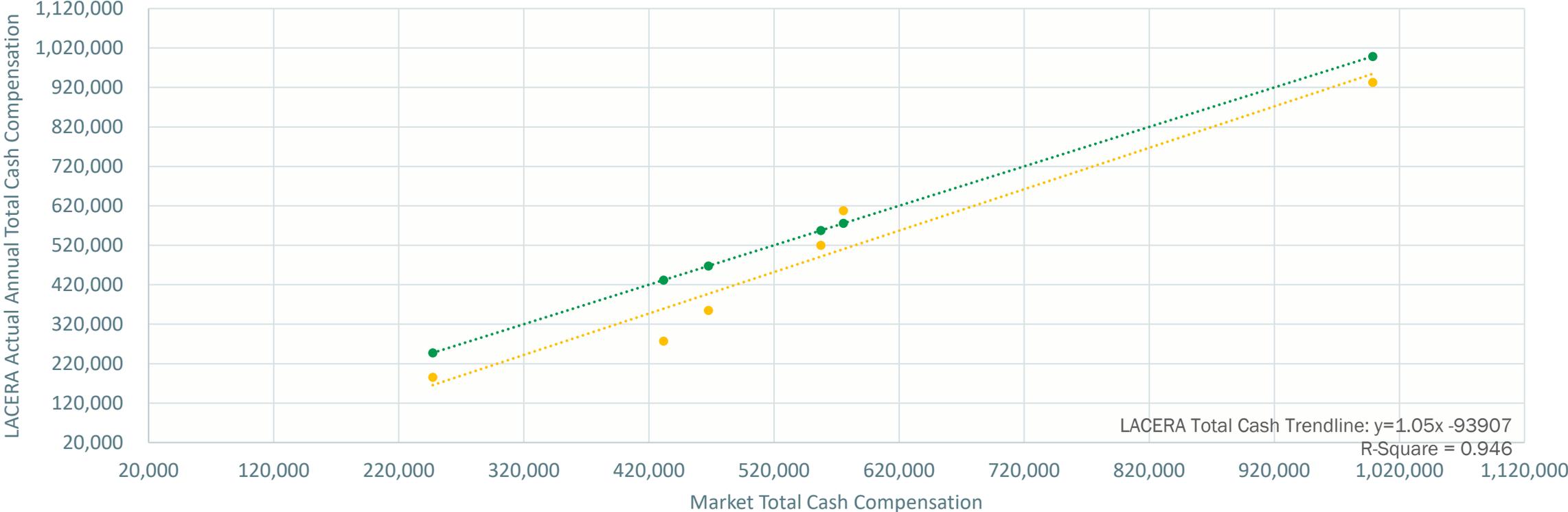
PAY PERCENTILES: LOW TO HIGH PAY

- 1 • Position base pay higher in the base pay range to strengthen pay position.
• May be strained in matching market base and bonus opportunity.
- 2 • Position base pay to match base + bonus expectations.
• Does not provide as much upside and guarantees higher base pay even with poor results.
- 3 • Structure incentive opportunities to achieve TCC 75th pay—or higher—when incentive payout is maximized.
• Base pay range is determined according to the incentive opportunity and how much pay is at risk.

Current Pay Compared to Market 75th Percentile Base Pay



Current Total Cash Compensation Compared to Market 75th Percentile Total Cash Compensation



● LACERA Total Cash ● Market Total Cash Compensation Linear (LACERA Total Cash) Linear (Market Total Cash Compensation)



Designed Salary Structure

<i>Grade</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>	<i>Range Spread</i>	<i>Midpoint Differential</i>
1	\$96,000	\$120,000	\$144,000	50%	
2	\$110,400	\$138,000	\$165,600	50%	15.0%
3	\$126,960	\$158,700	\$190,440	50%	15.0%
4	\$146,004	\$182,505	\$219,006	50%	15.0%
5	\$167,905	\$209,881	\$251,857	50%	15.0%
6	\$193,090	\$241,363	\$289,635	50%	15.0%
7	\$222,054	\$277,567	\$333,081	50%	15.0%
8	\$255,362	\$319,202	\$383,043	50%	15.0%
9	\$293,666	\$367,083	\$440,499	50%	15.0%
10	\$337,716	\$422,145	\$506,574	50%	15.0%
11	\$388,374	\$485,467	\$582,560	50%	15.0%
12	\$446,630	\$558,287	\$669,944	50%	15.0%
13	\$513,624	\$642,030	\$770,436	50%	15.0%
14	\$590,668	\$738,335	\$886,001	50%	15.0%
15	\$679,268	\$849,085	\$1,018,902	50%	15.0%
16	\$815,121	\$1,018,902	\$1,222,682	50%	20.0%
17	\$978,146	\$1,222,682	\$1,467,218	50%	20.0%

- Structures simplify ongoing compensation administration
- Integrate market and internal equity
- Consists of a series of grades, each with a minimum and maximum level of pay
- Job classified into the structure based on relationship of market 50th to range midpoint
 - Rounding process
 - Grades are comprised of jobs with similar market value

Pay Grade Classification

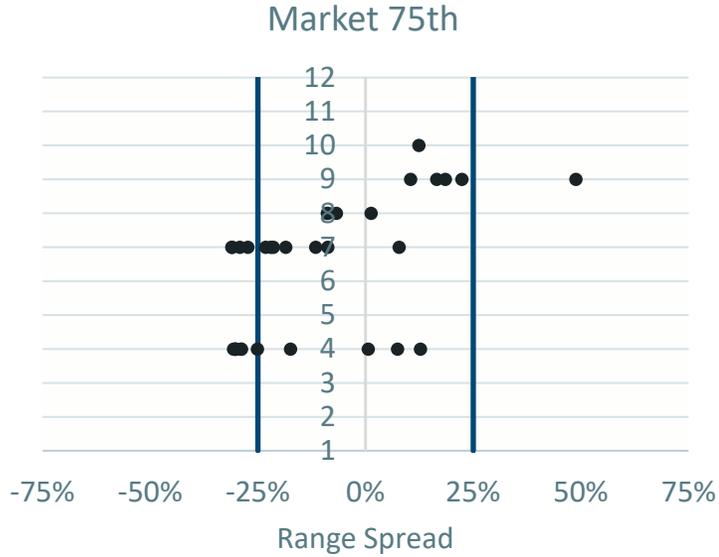
Proposed Job Title	Base Salary Market 75th Percentile		Total Cash Compensation Market 50th Percentile		Incentive Base Salary Market Reference Point **			
	Value	Proposed Pay Grade	Value	Proposed Pay Grade	TCC Market 75th	Incentive Maximum	MRP	Proposed Pay Grade
Chief Investment Officer	758,510	14	857,865	15	1,114,946	100%	557,473	12
Deputy Chief Investment Officer	401,411	10	494,320	11	914,420	80%	508,011	11
Principal Investment Officer	375,198	9	478,881	11	787,470	80%	437,484	10
Senior Investment Officer	329,820	8	401,590	10	630,642	60%	394,151	9
Financial Analyst III	273,980	7	370,852	9	502,317	50%	334,878	8
Financial Analyst II	180,884	4	212,254	5	263,391	40%	188,136	4
Financial Analyst I	119,518	1	140,056	2	154,319	20%	128,599	1

** Market Reference Point (MRP) Approach

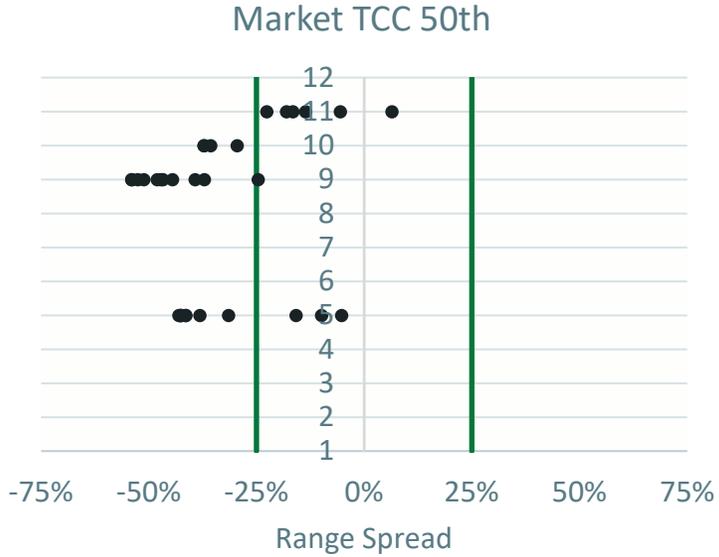
- Base pay ranges are built around a market comparison point
- This is typically pinned to a specific base pay market percentile (i.e., total cash compensation 75th percentile)

Financial Impact Analysis

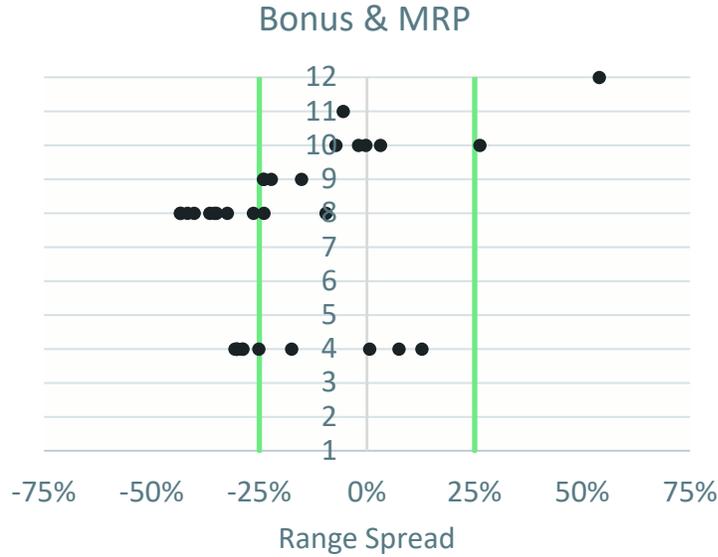
- Integration of structure with employee data
 - Identify below min/above max of base pay ranges
 - The average overall compa-ratio as compared to the market 50th percentile is 92.9%



• Employee Range Penetration



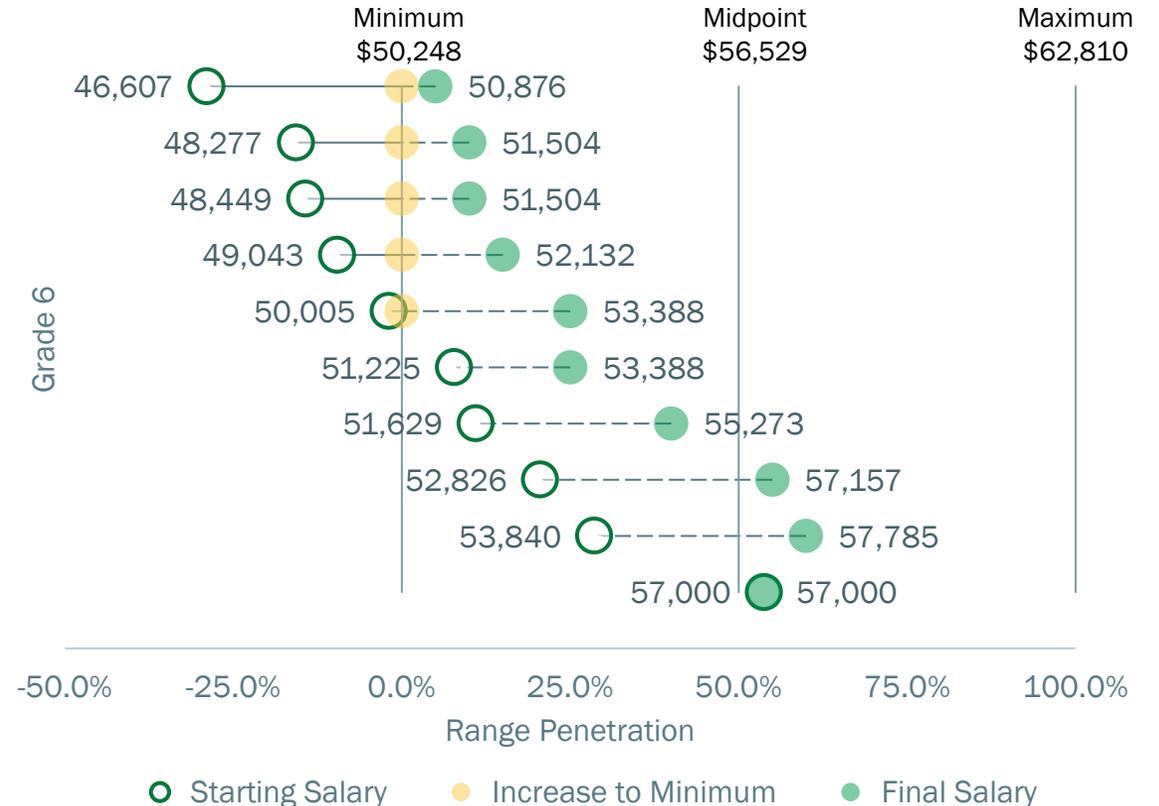
• Employee Range Penetration



• Employee Range Penetration

Compression Analysis

- Compression exists when inexperienced employees within a grade are paid an identical or similar rate as those with greater tenure
- Evaluated the degree to which compression is a problem
- Modeled target range placement based on factors like time in job and performance
- See Pay Compression Exhibits 8A-8F



Illustrative only, not actual internal data

Implementation Cost Summary

Scenario	Below Min	Compression	Incentive Maximum	Total Implementation	Above Max
Market Base 75th	97,502	109,874	0	207,376	81,823
Market TCC 50th	1,163,923	476,975	0	1,640,898	0
Bonus & MRP	373,594	263,036	6,700,042	636,630 to 7,336,672	155,800

Annual Salary Planning

- Budget for market competitive salary increases
- Adjust structures annually to ensure:
 - The new compensation system remains competitive for years to come
 - Minimums stay competitive to the market
 - Maximums stay appropriate
- CBIZ will provide salary structure update factors for up to five years
- CBIZ tracks data associated with cost of labor, not cost of living, changes

CBIZ
721 Emerson Rd., Suite 400
St. Louis, Missouri 63141

August 16, 2022

Ms. Jane Doe
Human Resources Director
Abc Co
555 Main Street
St. Louis, MO 63141

Dear Jane:

This letter documents our annual recommendations regarding salary structure updates and salary increase budgets. The current labor market is leading to accelerated wage growth. We will first share our commentary on the current labor market and then address the sources and rationale for our annual recommendations, which are highlighted in the below table.

Recommendations	
Structure Update:	5.5%
Salary Increase Budget:	6.5% - 6.3%

Market Commentary

The US Bureau of Labor Statistics provides insightful data regarding the current labor market. The following economic indicators help document the current conditions:

- Job Openings¹: 10.7 million
- Unemployed Persons²: 5.9 million
- Voluntary Exits (Quits)³: 4.2 million
- Consumer Price Index³: 9.1%

The number of job opening in the labor market is at an all-time high and comparing the number of jobs openings to unemployed persons shows that there are 1.8 jobs available to each unemployed person. The voluntary exits or "Quits" data is near record levels and well above pre-pandemic trends, lending credence to the "Great Resignation" moniker. These data points taken together indicate a labor market in which candidates have greater bargaining power and will likely result in accelerated wage growth. Finally, significant inflation has become harder to ignore, leading to another driver of rising salary increases.

Structure Update

Adjusting your salary structure annually will help ensure that your salary range minimums remain competitive to the market and that your salary range maximums remain appropriate. This is an annual best practice, but is only a short term fix as jobs move in the labor market differently from the overall labor market. Some jobs might be considered "hot

¹ Job Openings and Labor Turnover Summary, June 2022. [Job Openings and Labor Turnover Summary - Results \(bls.gov\)](#)
² Employment Situation Summary, June 2022. [Employment Situation Summary - Results \(bls.gov\)](#)
³ Consumer Price Index Summary, June 2022. [Consumer Price Index Summary - Results \(bls.gov\)](#)

2022 Results (bls.gov)

Phase 1

- Work within LACERA’s existing classification structure and pay plan
 - Increased employee compensation in consideration of the Base Pay 75th Approach
 - Increased employee compensation to a target salary range placement based on time in job and performance

Proposed Job Title	Current Pay Structure					Proposed Pay Grade Market Base 75th				
	Current Pay Grade	Minimum	Midpoint	Maximum	Range Spread	Proposed Pay Grade	Minimum	Midpoint	Maximum	Range Spread
Chief Investment Officer	LR28	444,585	568,843	693,102	55.9%	14	689,112	861,390	1,033,668	50.0%
Deputy Chief Investment Officer	LR24	342,893	430,944	518,995	51.4%	10	394,002	492,503	591,003	50.0%
Principal Investment Officer	LR23	318,970	400,878	482,786	51.4%	9	342,611	428,263	513,916	50.0%
Senior Investment Officer	LR20	256,758	322,691	388,624	51.4%	8	297,922	372,403	446,883	50.0%
Financial Analyst III	LR16	192,261	241,631	291,002	51.4%	7	259,063	323,829	388,594	50.0%
Financial Analyst II	LR12	143,965	180,934	217,902	51.4%	4	170,338	212,923	255,507	50.0%
Financial Analyst I	109A	99,486	115,109	130,732	31.4%	1	112,000	140,000	168,000	50.0%

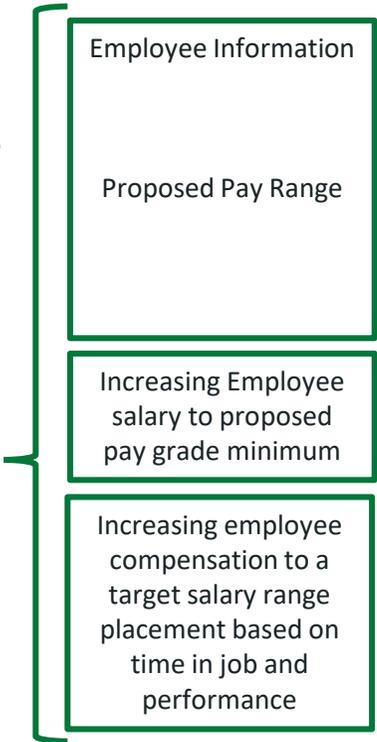
- Adopt as much of the salary adjustment recommendations as LACERA’s pay structure will allow
- All costs derived from FA II and FA III (no employees in FA I)

Count:	16
Grand Total of Increases:	\$206,932
Total Adjustment as a Percent of Total Payroll:	2.0%

Phase 1 - Example

Base 75th Percentile Recommendations in accordance with recommended pay structure

Short-term implementation based on current classifications and pay ranges



Phase 1 Example

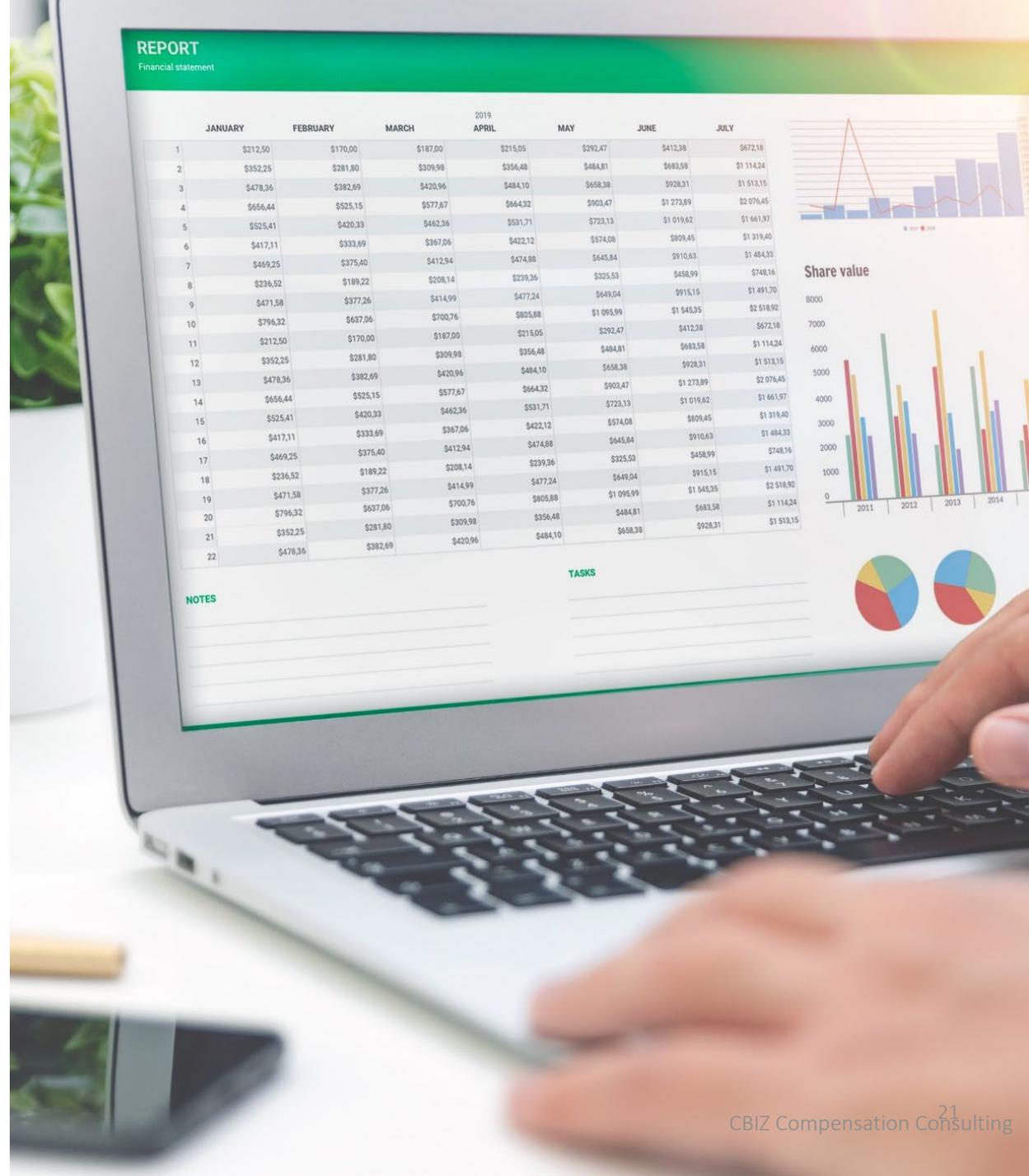
Employee A		
Job Title:	Financial Analyst II	
Annual Salary:	\$170,177	
Years in Job:	2.2	
Proposed Pay Grade:	4	
Proposed Pay Grade Min:	\$170,338	
Proposed Pay Grade Mid:	\$212,923	
Proposed Pay Grade Max:	\$255,507	
Increase to Range Minimum:	\$161	= 170,338 - 170,177
Post Increase to Range Minimum Salary:	\$170,338	
Current Range Penetration:	0%	= (170,338 - 170,338) / (255,507 - 170,338)
Goal Range Penetration:	10%	Based on 2 Years in Job
Goal \$ Difference (Actual):	\$8,517	= 170,338 + ((255,507 - 170,338)*10%) - 170,338
Compression Increase %:	5%	= 8,517 / 170,177
Total Increase:	\$8,678	= 161 + 8,678
Proposed Compression Actual Salary:	\$178,855	= 170,177 + 8,678
Current Grade:	LR12	
Current Grade Min:	\$143,965	
Current Grade Mid:	\$180,934	
Current Grade Max:	\$217,902	
Final Salary Increase:	\$8,678	
Post Phase 1 Annual Salary:	\$178,855	= 170,177 + 8,678



Phase 2

- Bonus recommendation approach to be presented and discussed with the Boards at a later date
- Incentive considerations:
 - Plan design considerations like metrics, performance expectations (e.g., threshold, target, and maximum results), measurement/performance period, and weighting)
 - Base pay and bonus levels
 - Navigate civil service opt in/opt out
 - Evaluate conversion process/rebalance compensation for high base pay
- Other considerations if LACERA does not adopt a bonus plan at a future date
 - Explore Base Pay 75th or Total Cash Compensation 50th approach as new pay structure
 - Consider adopting a standalone investments division compensation structure

Sample Incentive Design



Existing Objectives of the Investment Program

- I. Produce the promised benefits for LACERA members and beneficiaries by achieving the Fund's assumed rate of return on a total return basis over the long-term, consistent with LACERA's mission;
- II. Protect the promised benefits on behalf of LACERA members and beneficiaries by mitigating investment risks through Fund diversification and other means, consistent with LACERA's mission; and
- III. Provide the promised benefits for LACERA members and beneficiaries, in part by ensuring adequate liquidity, consistent with LACERA's mission

Investment Compensation Program Pros & Cons

Approach	Pros	Cons
Base and Bonus	<ul style="list-style-type: none"> • Motivation and performance • Alignment with goals • Attractive to top talent • Pay will vary based on performance 	<ul style="list-style-type: none"> • Negative member and media perception • Potential for risk-taking and short-term behavior • Complex to administer • Potential for entitlement mindset
Higher pay approach (e.g., Base Pay 75 th or TCC 50 th)	<ul style="list-style-type: none"> • Predictable compensation • Higher and attractive base salaries • Easier to administer • Longer-term focus 	<ul style="list-style-type: none"> • Guaranteed higher pay even in years with poor performance

Metrics

Overall	Description	Goal Setting	Timeframe
Total Fund Benchmark	Measure total fund performance relative to benchmark.	Significant differentiation based on reasonable ability to significantly beat the benchmark	3-Years
Actuarial	Measure absolute performance to actuarial rate of return.	Modest differentiation from threshold to stretch given the importance and unpredictability	5-Years
Asset Class	Measure various asset class (e.g., growth, credit, real assets, and risk) performance relative to benchmarks.	Varying levels of differentiation based on volatility—e.g., risk should be relatively narrow while growth wider.	3-Years

Potential Metrics Weighting

Grade	Recommended Bonus Payout (as % of Base Salary)			Metric Weighting		
	Threshold	Target	Maximum	Total Fund	Asset Class	Annual Hurdle
Chief Investment Officer	25.0%	50.0%	100.0%	100.0%	0.0%	0.0%
Deputy Chief Investment Officer	20.0%	40.0%	80.0%	100.0%	0.0%	0.0%
Principal Investment Officer	20.0%	40.0%	80.0%	20.0%	80.0%	0.0%
Senior Investment Officer	15.0%	30.0%	60.0%	20.0%	80.0%	0.0%
Financial Analyst III	12.5%	25.0%	50.0%	50.0%	50.0%	0.0%
Financial Analyst II	10.0%	20.0%	40.0%	50.0%	50.0%	0.0%
Financial Analyst I	5.0%	10.0%	20.0%	50.0%	50.0%	0.0%

Sample Incentive Framework

Proposed Job Title	Annual Salary	Incentive Threshold	Incentive Target	Incentive Maximum	Incentive Payout at Threshold	Incentive Payout at Target	Incentive Payout at Maximum
Financial Analyst III	\$320,000	13%	25%	50%	\$40,000	\$80,000	\$160,000

Measures	Weight	Threshold (bps):	Target (bps):	Maximum (bps):	Actual (bps):	Level Achieved of Target:	Metric Payout
3-Year Total Fund	50%	0.0	25.0	50.0	40.0	160%	\$64,000
Real Assets	50%	0.0	20.0	40.0	5.0	63%	\$25,000

Total Payout **\$89,000**
Payout as % of Target **111%**
Payout as % of Maximum **56%**



Questions

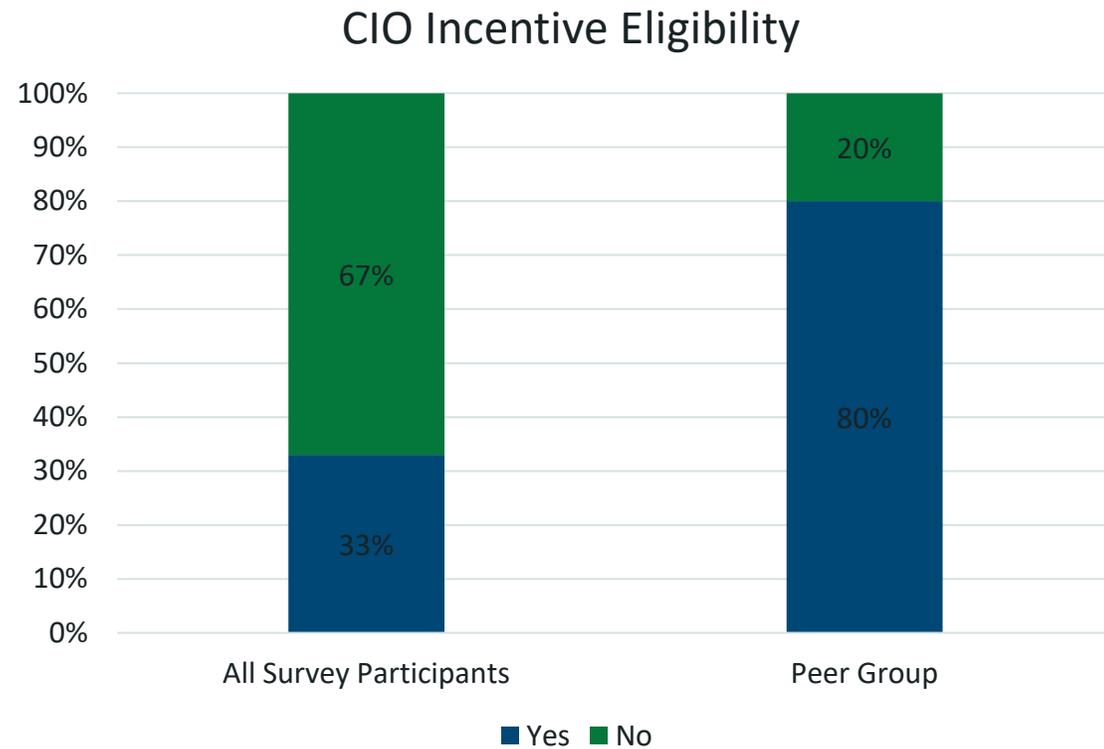
Definitions

- Market Pricing: Valuation of pay for jobs in the external labor markets
 - **Base Salary:** The annual fixed rate that an individual is paid for performing a job
 - **Annual Incentive:** Any short-term variable compensation paid within a year
 - **Total Cash Compensation (Actual):** Cash compensation, typically earned as base salary plus annual incentive received during the year
 - **Total Cash Compensation (Maximum):** Sum of current base salary and maximum annual incentive
- Market Percentiles:
 - **25th percentile** – The point at which 75% of organizations pay more and only 25% pay less
 - **50th percentile** – Also known as the median, this is the middle point of the market. By definition, half of organizations pay more, and half pay less
 - **75th percentile** – The point at which only 25% of organizations pay more and 75% pay less

Incentive Practices



Incentive Eligibility



- Incentive eligibility is largely correlated to size, with most larger funds offering incentives

Common Metrics

METRIC	USE CASE
Total Return	Total Return measures the overall performance of the pension fund's investments by calculating the sum of capital gains and income (e.g., dividends, interest) generated over a specified period. This comprehensive metric captures both the growth of asset values and the income generated from assets, providing a clear picture of the investment's effectiveness.
Benchmarks	Benchmarks are used to set performance targets to relevant comparisons. For instance, they must aim to outperform the relevant pension fund benchmark indices to qualify for incentives.
Actuarial	Actuarial metrics are critical for ensuring that the pension fund's investments are aligned with its long-term payout obligations. Assess the expected return on investments against the projected liabilities, and incentives the investments team to maintain an optimal balance.
Standard Deviation	This measures the volatility of the fund's returns. A lower standard deviation relative to the benchmark may be desirable to indicate stable performance. Incentives could be tied to maintaining volatility within acceptable ranges.
Peer Comparisons	By comparing performance to peers, the fund can gauge its competitiveness. Incentives could be linked to the fund's ranking within a peer group, rewarding for top performance.
R-squared	R-squared measures how closely the fund's returns follow the market movements. A high R-squared could indicate market-like performance, which may be desirable for a passively managed pension fund. Managers could be incentivized based on achieving an R-squared within a target range.
Sharpe Ratio	This ratio is used to understand the return of an investment compared to its risk. A higher Sharpe ratio indicates better risk-adjusted returns. Reward for achieving a Sharpe ratio that exceeds a predefined threshold.
Individual Performance	Refers to the qualitative assessment of a fund manager's competencies and contribution to the fund's performance. Incentives can be tied to performance ratings from evaluations, recognizing and rewarding managerial skill, decision-making, and adherence to investment mandates.

Performance Period (Timeframe)

Performance Timeframe	Pros	Cons
1-Year	<ul style="list-style-type: none"> Reflects “short-term/annual” incentive plans utilized in the broader market 	<ul style="list-style-type: none"> Incentivizes short-term performance and risk taking
3-Years	<ul style="list-style-type: none"> High prevalence among other funds Aligns and rewards short and long-term performance 	<ul style="list-style-type: none"> Doesn’t fully reward current year contributions
5-Years	<ul style="list-style-type: none"> Some prevalence among other funds Reflects long-term performance 	<ul style="list-style-type: none"> Less prevalent in market Difficult to track Less retentive value
10-Years	<ul style="list-style-type: none"> Reflects long-term performance 	<ul style="list-style-type: none"> Extremely rare in competitive market Difficult to track Less retentive value

- Can weight between periods (e.g., 50% 1-year and 50% 3-year)
- Metric level considerations (e.g., longer term actuarial period vs shorter term policy benchmark)

Incentive Metric Prevalence

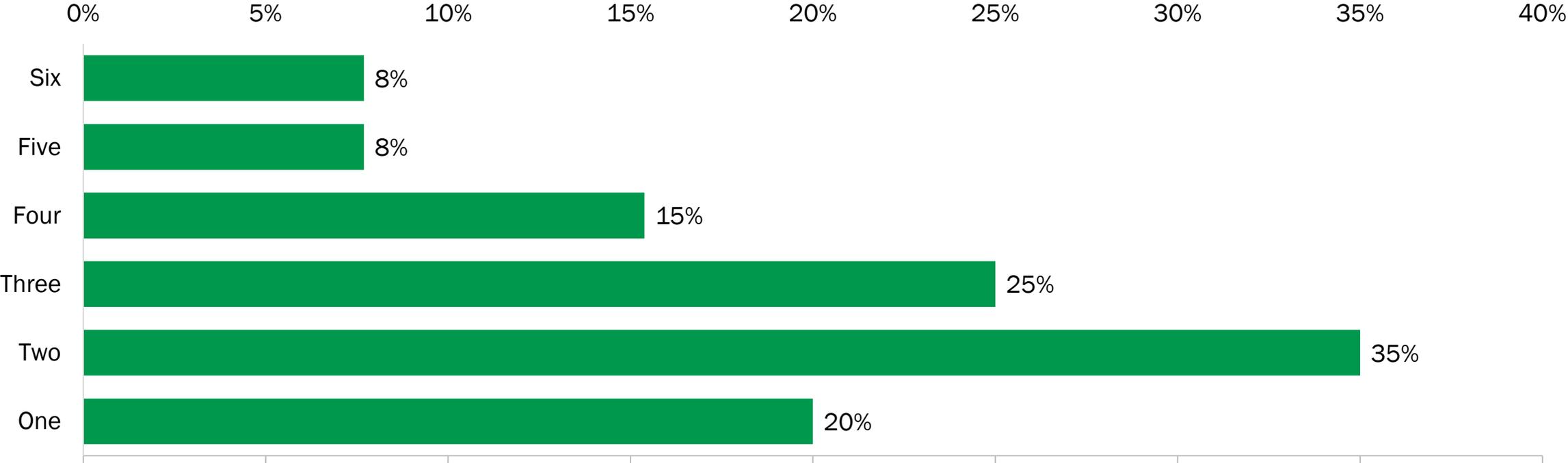
Data based on 20 bonus-paying funds

Metric	Prevalence	Median Weight**	Avg. Weight**
Benchmark	40%	40%	51%
Total Return	30%	60%	63%
Asset Class	25%	25%	31%
Other*	25%	30%	43%
Individual performance	20%	25%	26%
Actuarial	20%	80%	78%

* Other metrics include operational effectiveness, discretionary, stakeholder engagement, sharpe ratio, inflation, customer satisfaction, and global public equity.

** Median and Avg. weight are based on weighting for CIO only if plans differentiated weighting by position

Number of Incentive Metrics Prevalence



Data based on 20 bonus-paying funds





LACERA Investment Division Compensation Study Results

June 4, 2025

CBIZ Introduction

- National compensation consulting practice for CBIZ
- Team of compensation professionals serving clients from coast to coast
- Extensive experience working with public pension funds
- Project Team
 - Joe Rice – Managing Director
 - Gaby Davidson – Senior Consultant



RECENT CLIENT LIST

- Austin Police Retirement System
- Chicago Teachers' Pension Fund
- City of Austin Employees' Retirement System
- Colorado Public Employees Retirement Association
- Dallas Police and Fire Pension System
- Denver Employees Retirement Plan
- Fort Worth Employees' Retirement Fund
- Fresno County Employees' Retirement Association
- Illinois Municipal Retirement Fund
- Kansas Public Employees Retirement System
- Maryland State Retirement Agency
- Missouri Department of Transportation & Patrol Employees' Retirement System
- Missouri Local Government Employees Retirement System
- Missouri State Employees' Retirement System
- New York State Teachers' Retirement System
- Ohio Police & Fire Pension Fund
- Ohio Public Employees Deferred Compensation Program
- Ohio Public Employee Retirement System
- Ohio School Employee Retirement System
- Pennsylvania Public School Employees' Retirement System
- Pennsylvania State Employees' Retirement System
- Public School & Education Employee Retirement Systems of Missouri
- School Employees Retirement System of Ohio
- State University Retirement System of Illinois
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- Virginia Retirement System
- Wyoming Retirement System

Phase 2



Investment Compensation Program Pros & Cons

Approach	Pros	Cons
Base and Bonus	<ul style="list-style-type: none"> • Motivation and performance • Alignment with goals • Attractive to top talent • Pay will vary based on performance 	<ul style="list-style-type: none"> • Negative member and media perception • Potential for risk-taking and short-term behavior • Complex to administer • Potential for entitlement mindset
Higher pay approach (e.g., Base Pay 75 th or TCC 50 th)	<ul style="list-style-type: none"> • Predictable compensation • Higher and attractive base salaries • Easier to administer • Longer-term focus 	<ul style="list-style-type: none"> • Guaranteed higher pay even in years with poor performance

Peers

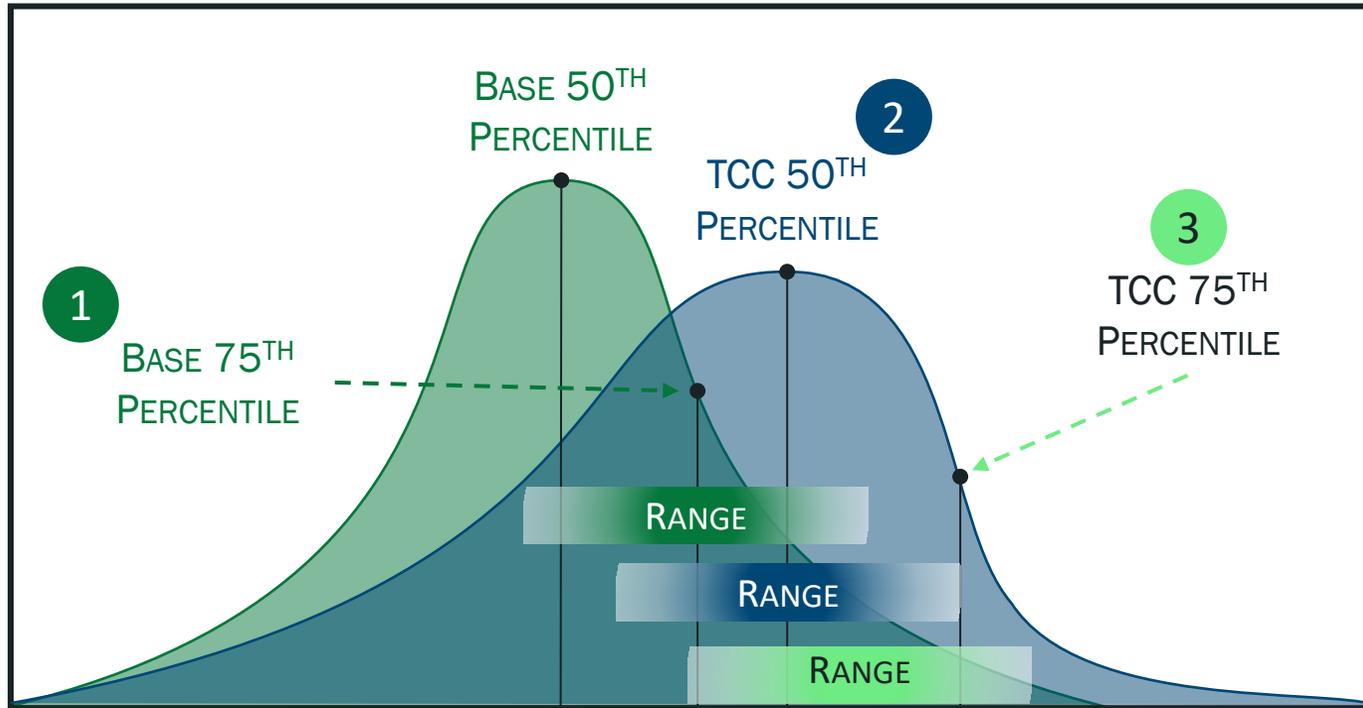
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4. Colorado Public Employees' Retirement Association - \$59B AUM *
5. Maryland State Retirement & Pension System - \$64B AUM *
6. New York City Office of the Comptroller - \$250B AUM
7. New York State Teachers' Retirement System - \$132B AUM
8. Ohio Public Employees Retirement System - \$107B AUM *
9. Public School and Education Employee Retirement Systems of Missouri - \$54B AUM
10. State Board of Administration of Florida - \$206B AUM *
11. State Teachers Retirement System of Ohio - \$90B AUM *
12. Teachers Retirement System of Georgia - \$94B AUM *
13. Virginia Retirement System - \$105B AUM *

AUM effective as of April 1, 2023

* Has incentive plan

Setting the Market Comparison Point (Structure Anchor)

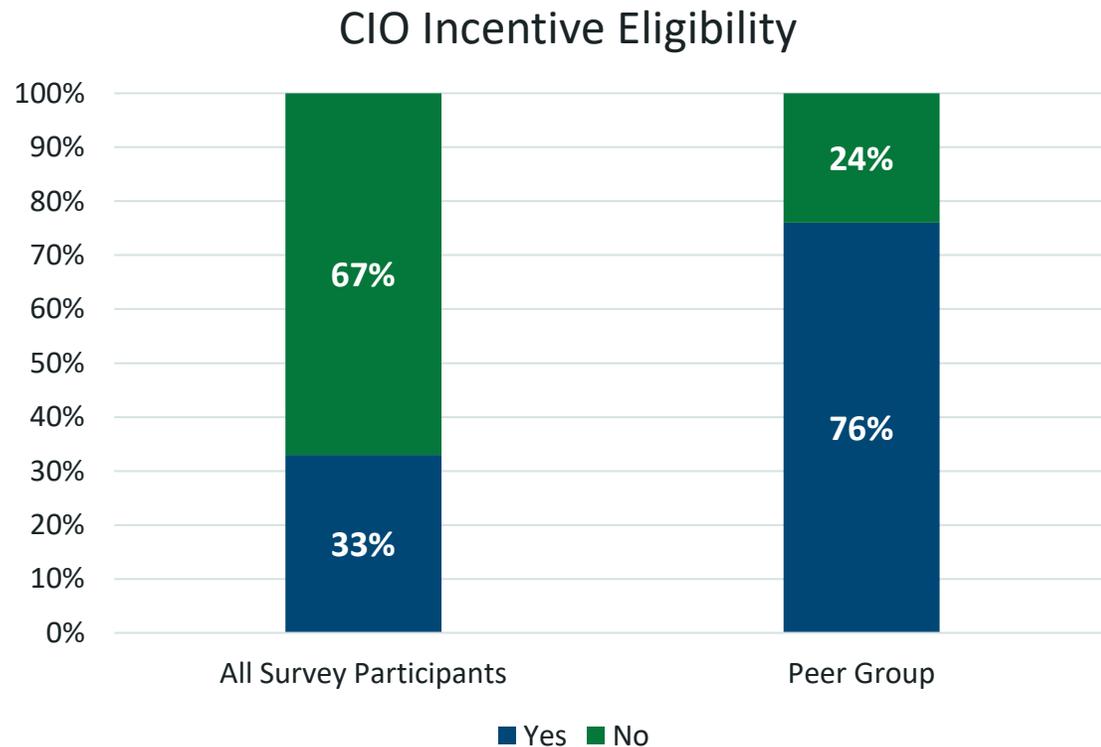
PAY DISTRIBUTION – SAMPLE JOB



PAY PERCENTILES: LOW TO HIGH PAY

- 1 • Position base pay higher in the base pay range to strengthen pay position.
• May be strained in matching market base and bonus opportunity.
- 2 • Position base pay to match base + bonus expectations.
• Does not provide as much upside and guarantees higher base pay even with poor results.
- 3 • Structure incentive opportunities to achieve TCC 75th pay—or higher—when incentive payout is maximized.
• Base pay range is determined according to the incentive opportunity and how much pay is at risk.

Incentive Eligibility



- Incentive eligibility is largely correlated to size and complexity, with most larger funds offering incentives

Common Metrics

METRIC	USE CASE
Total Return	Total Return measures the overall performance of the pension fund's investments by calculating the sum of capital gains and income (e.g., dividends, interest) generated over a specified period. This comprehensive metric captures both the growth of asset values and the income generated from assets, providing a clear picture of the investment's effectiveness.
Benchmarks	Benchmarks are used to set performance targets to relevant comparisons. For instance, they must aim to outperform the relevant pension fund benchmark indices to qualify for incentives.
Actuarial	Actuarial metrics are critical for ensuring that the pension fund's investments are aligned with its long-term payout obligations. Assess the expected return on investments against the projected liabilities, and incentives the investments team to maintain an optimal balance.
Standard Deviation	This measures the volatility of the fund's returns. A lower standard deviation relative to the benchmark may be desirable to indicate stable performance. Incentives could be tied to maintaining volatility within acceptable ranges.
Peer Comparisons	By comparing performance to peers, the fund can gauge its competitiveness. Incentives could be linked to the fund's ranking within a peer group, rewarding for top performance.
R-squared	R-squared measures how closely the fund's returns follow the market movements. A high R-squared could indicate market-like performance, which may be desirable for a passively managed pension fund. Managers could be incentivized based on achieving an R-squared within a target range.
Sharpe Ratio	This ratio is used to understand the return of an investment compared to its risk. A higher Sharpe ratio indicates better risk-adjusted returns. Reward for achieving a Sharpe ratio that exceeds a predefined threshold.
Individual Performance	Refers to the qualitative assessment of a fund manager's competencies and contribution to the fund's performance. Incentives can be tied to performance ratings from evaluations, recognizing and rewarding managerial skill, decision-making, and adherence to investment mandates.

Performance Period (Timeframe)

Performance Timeframe	Pros	Cons
1-Year	<ul style="list-style-type: none"> Reflects “short-term/annual” incentive plans utilized in the broader market 	<ul style="list-style-type: none"> Incentivizes short-term performance and risk taking
3-Years	<ul style="list-style-type: none"> High prevalence among other funds Aligns and rewards short and long-term performance 	<ul style="list-style-type: none"> Doesn’t fully reward current year contributions
5-Years	<ul style="list-style-type: none"> Some prevalence among other funds Reflects long-term performance 	<ul style="list-style-type: none"> Less prevalent in market Difficult to track Less retentive value
10-Years	<ul style="list-style-type: none"> Reflects long-term performance 	<ul style="list-style-type: none"> Extremely rare in competitive market Difficult to track Less retentive value

- Can weight between periods (e.g., 50% 1-year and 50% 3-year)
- Metric level considerations (e.g., longer term actuarial period vs shorter term policy benchmark)



Incentive Metric Prevalence

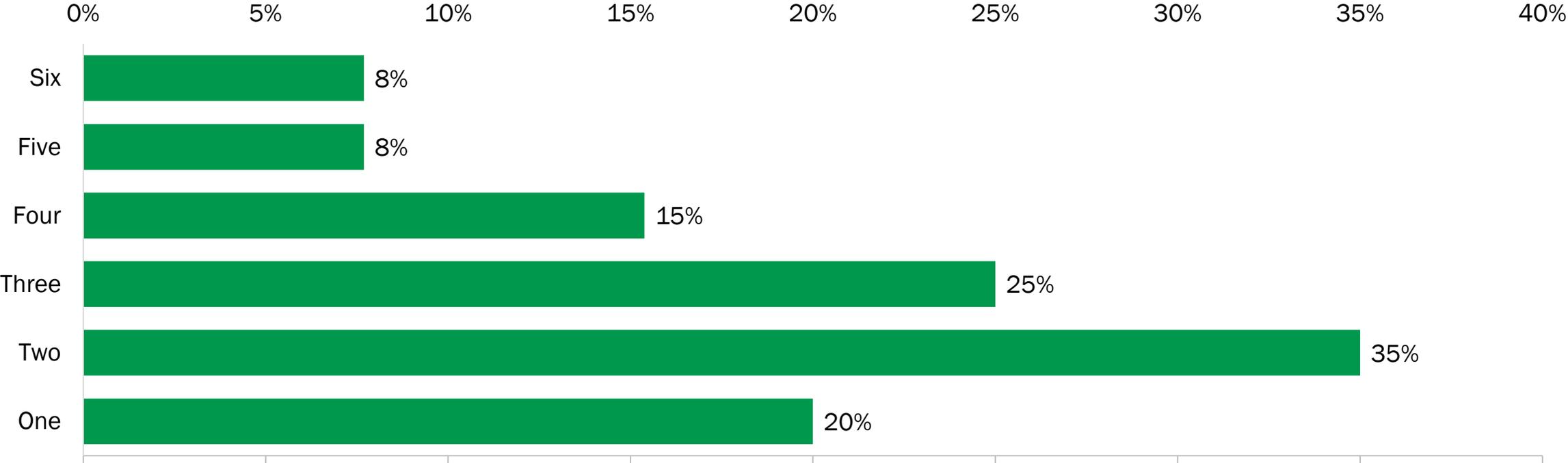
Data based on 20 bonus-paying funds

Metric	Prevalence	Median Weight**	Avg. Weight**
Benchmark	40%	40%	51%
Total Return	30%	60%	63%
Asset Class	25%	25%	31%
Other*	25%	30%	43%
Individual performance	20%	25%	26%
Actuarial	20%	80%	78%

* Other metrics include operational effectiveness, discretionary, stakeholder engagement, sharpe ratio, inflation, customer satisfaction, and global public equity.

** Median and Avg. weight are based on weighting for CIO only if plans differentiated weighting by position

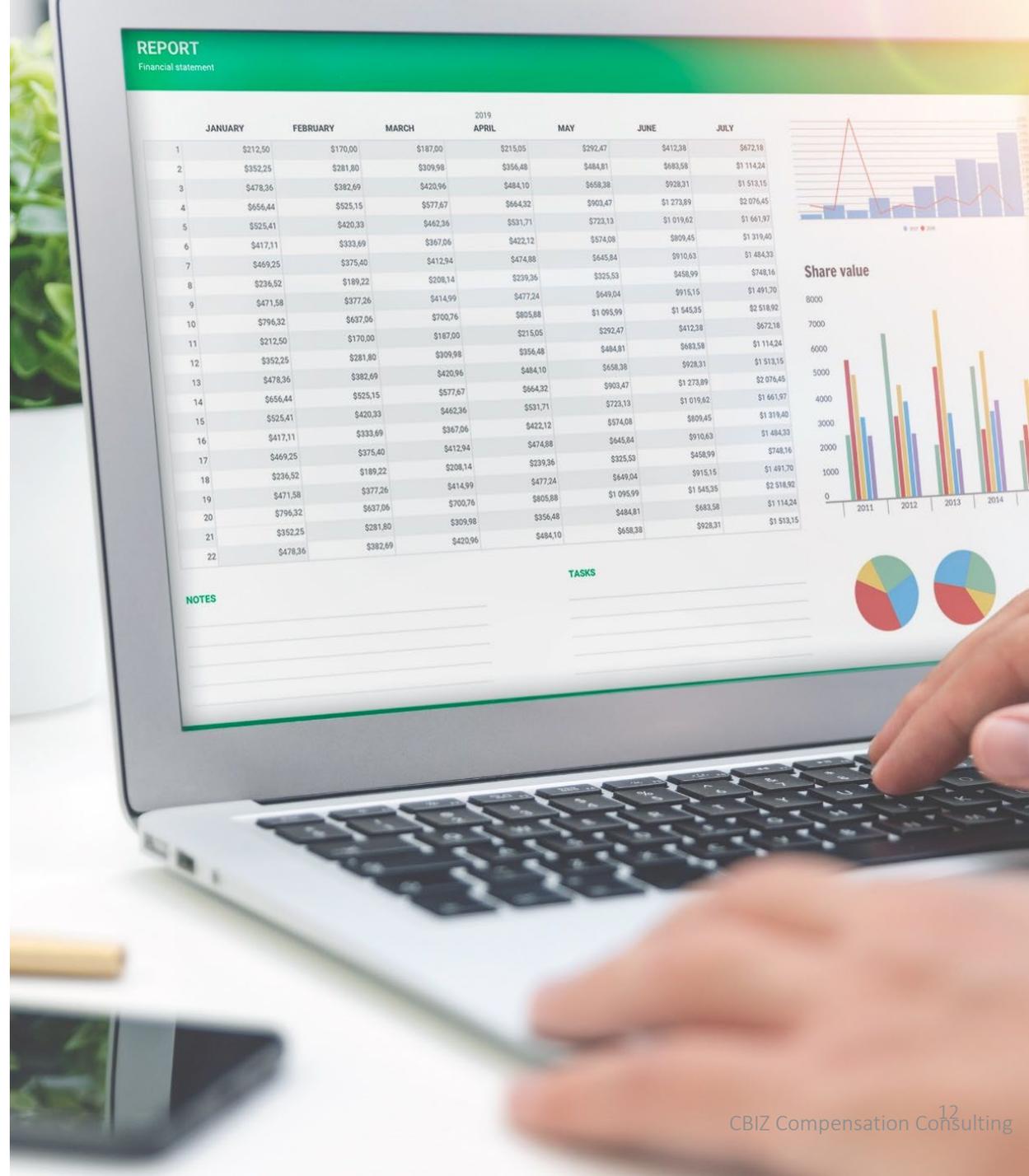
Number of Incentive Metrics Prevalence



Data based on 20 bonus-paying funds



Sample Incentive Design



Metrics

Overall	Description	Goal Setting	Timeframe
Total Fund Benchmark	Measure total fund performance relative to benchmark.	Significant differentiation based on reasonable ability to significantly beat the benchmark	3-Years
Actuarial	Measure absolute performance to actuarial rate of return.	Modest differentiation from threshold to stretch given the importance and unpredictability	5-Years
Asset Class	Measure various asset class (e.g., growth, credit, real assets, and risk) performance relative to benchmarks.	Varying levels of differentiation based on volatility—e.g., risk should be relatively narrow while growth wider.	3-Years

Sample Metrics Weighting

Grade	Recommended Bonus Payout (as % of Base Salary)			Metric Weighting		
	Threshold	Target	Maximum	Total Fund	Asset Class	Annual Hurdle
Chief Investment Officer	25.0%	50.0%	100.0%	100.0%	0.0%	0.0%
Deputy Chief Investment Officer	20.0%	40.0%	80.0%	100.0%	0.0%	0.0%
Principal Investment Officer	20.0%	40.0%	80.0%	20.0%	80.0%	0.0%
Senior Investment Officer	15.0%	30.0%	60.0%	20.0%	80.0%	0.0%
Financial Analyst III	12.5%	25.0%	50.0%	50.0%	50.0%	0.0%
Financial Analyst II	10.0%	20.0%	40.0%	50.0%	50.0%	0.0%
Financial Analyst I	5.0%	10.0%	20.0%	50.0%	50.0%	0.0%

Sample Incentive Framework

Proposed Job Title	Annual Salary	Incentive Threshold	Incentive Target	Incentive Maximum	Incentive Payout at Threshold	Incentive Payout at Target	Incentive Payout at Maximum
Financial Analyst III	\$320,000	13%	25%	50%	\$40,000	\$80,000	\$160,000

Measures	Weight	Threshold (bps):	Target (bps):	Maximum (bps):	Actual (bps):	Level Achieved of Target:	Metric Payout
3-Year Total Fund	50%	0.0	25.0	50.0	40.0	160%	\$64,000
Real Assets	50%	0.0	20.0	40.0	5.0	63%	\$25,000

Total Payout **\$89,000**
Payout as % of Target **111%**
Payout as % of Maximum **56%**

Next Steps

- Project team evaluate incentive considerations:
 - Plan design considerations like metrics, performance expectations (e.g., threshold, target, and maximum results), measurement/performance period, and weighting)
 - Base pay and bonus levels
 - Navigate civil service opt in/opt out
 - Evaluate conversion process/rebalance compensation for high base pay
- Design alternative considerations in lieu of an incentive plan
 - Explore Base Pay 75th or Total Cash Compensation 50th approach as new pay structure
 - Consider adopting a standalone investments division compensation structure
- Recommendations be presented and discussed with the Boards



Questions

Definitions

- Market Pricing: Valuation of pay for jobs in the external labor markets
 - **Base Salary:** The annual fixed rate that an individual is paid for performing a job
 - **Annual Incentive:** Any short-term variable compensation paid within a year
 - **Total Cash Compensation (Actual):** Cash compensation, typically earned as base salary plus annual incentive received during the year
 - **Total Cash Compensation (Maximum):** Sum of current base salary and maximum annual incentive
- Market Percentiles:
 - **25th percentile** – The point at which 75% of organizations pay more and only 25% pay less
 - **50th percentile** – Also known as the median, this is the middle point of the market. By definition, half of organizations pay more, and half pay less
 - **75th percentile** – The point at which only 25% of organizations pay more and 75% pay less

FOR INFORMATION ONLY

May 27, 2025

TO: Each Trustee,
Board of Retirement

FROM: Debbie Martin,
2025 ACRE Committee Chair

Richard P. Bendall 
Chief Audit Executive

Steven Rice 
Chief Legal Counsel

FOR: June 4, 2025, Board of Retirement (BOR) Meeting

SUBJECT: Los Angeles County's Compliance with Requirements for Rehired Retirees - Fiscal Year Ended June 30, 2024

At the December 12, 2024, Audit, Compliance, Risk, and Ethics (ACRE) Committee meeting, Internal Audit presented the results of an audit of Los Angeles County's Compliance with Requirements for Rehired Retirees. Along with voting to accept and file the Audit Report, the ACRE Committee directed staff to forward the report to the attention of the Board of Retirement (BOR) with attention to the outstanding recommendation related to the finding on Limited Duration.

While staff presented to the ACRE Committee that the County updated and made some positive process changes to their PPG 505 – Appointment of Retirees to a 120-Day Temporary Assignment (Policy) in October 2024, the County did not address the issue of limited duration in that update separate from the 960-hour limit.

While staff commended the County for addressing the 960-hour limit and the break in service requirements and the County's substantial compliance with these for the period audited, staff expressed concern that the revised Policy did not address the separate issue of limited duration as required by California Government Code Section 7522.56, which is part of the Public Employees' Pension Reform Act of 2013 (PEPRA). Two areas of concern discussed by LACERA's Chief Counsel were:

1. The need for the County to address PEPRA's requirement of limited duration in their Policy by establishing a process to consider limited duration as part of the existing annual review and approval of rehired retirees under PPG 505 and set standards that require a greater statement of need to continue an appointment for additional years after a base period. In adopting such a process, the County will retain the flexibility to hire retirees for serious needs in a manner that complies with PEPRA's requirement that the work be of limited duration as well as no more than 960 hours per fiscal year. LACERA addresses limited duration in its Post Retirement Employment Policy, which requires the Board of

Retirement annually make a finding of “exceptional circumstances to meet a critical LACERA need” to approve any rehired retiree continuing to work more than 2 years. See LACERA Policy (Attachment A).

2. The need for LACERA to develop a process to (a) monitor the County's compliance with limited duration, as well as the 960-hour maximum, by receiving adequate information from the County to conduct complete and ongoing review and audit on both issues and (b) develop options available in the case of a violation of PEPRA's requirements for employment of retirees. LACERA, as plan administrator, has a responsibility to monitor the County's use of rehired retirees because Section 7522.56 provides that a rehired retiree may not receive their pension from LACERA “except as permitted by this section.”

Staff will make a presentation to the BOR's Operations Oversight Committee at its July 10, 2025 meeting to provide additional information on the meaning and context of the limited duration requirement, the extent of the County's use of long-term rehired retirees, and proposals to work with the County to bring its Policy in line with PEPRA as well as proposals to document LACERA's process of oversight of the County's rehired retirees.

Background

As part of their Fiscal Year 2024-25 Audit Plan, Internal Audit conducted an audit of Los Angeles County's (County) compliance with requirements for hiring County retirees for fiscal year ended June 30, 2024. This audit is performed annually as the failure to adhere to the regulations and requirements violates the state law governing retirement benefits. Furthermore, non-compliance could jeopardize LACERA's qualified tax deferred status, under federal tax law, because LACERA's has the responsibility to only pay benefits to rehired retirees whose reemployment is compliant with plan documents, CERL and PEPRA.

The County Employees Retirement Law of 1937 (CERL) and Public Employees' Pension Reform Act of 2013 (PEPRA) provide that the County has the option to employ retirees as “Rehired Retirees” subject to certain requirements. Under Government Code Section 31680.3 of CERL and Section 7522.56, Rehired Retirees may work up to 960 hours per fiscal year, without affecting their retirement status or benefits. Section 7522.56 adds the additional requirement that a retiree can be rehired only to “perform work of limited duration.”

For the fiscal year ending June 30, 2024, Internal Audit noted a decline in the number of retirees surpassing the 960-hour limit compared to previous years due to the proactive initiatives undertaken by LACERA management and staff, in conjunction with the ongoing partnership with the County CEO's office. Only one individual exceeded the 960-hour limit by only 5 hours and was not an issue. Additionally, Internal Audit noted no issues of noncompliance with regards to the PEPRA 180-day break-in-service requirement or the IRS 90-day break-service requirement. However, they also tested Limited Duration by testing 417 Rehired Retirees and identified 249 (60%) that worked an extended duration as a temporary rehired retiree, which is for three or more years, *with 100 (24%) having worked for 10 or more years*. This Limited Duration finding resulted in Internal Audit's Opportunities for Improvement rating.

LACERA is concerned that this situation may violate PEPRA Section 7522.56 (c) which states, "A person who retires from a public employer may serve without reinstatement from retirement or loss or interruption of benefits provided by the retirement system upon appointment by the appointing power of a public employer either during an emergency to prevent stoppage of public business or because the retired person has skills needed to perform work of **limited duration.**" The County's rehire process does not consider the issue of limited duration separate from the 960-hour requirement, and the County does not provide LACERA, as plan administrator, with sufficient information to assess the individual circumstances of each department and the assignments of each rehired employee to determine if there is a reasonable and compliant rationale for the duration of their post-retirement employment.

LACERA management has agreed with the findings and recommendations and will continue discussions with the County concerning the need for the County to explicitly address the issue of limited duration in its policy to ensure, document, and monitor PEPRA compliance. Management also will review the need for a Board of Retirement policy to enable the Board to perform its fiduciary responsibility to ensure the County's CERL and PEPRA compliance, including compliance with the limited duration requirement applicable to the County's returning retirees. Finally, Management encourages the Internal Audit Division to seek additional information from the County to enable LACERA to audit the presence or absence of the County's compliance with limited duration as to its rehired retirees.

Please refer to the attached report, specifically, the limited duration finding on pages 6 through page 9 (Attachment C). The ACRE Committee presentation is attached as Attachment B.

Attachment A: LACERA's Post Retirement Employment Policy

Attachment B: ACRE Committee Presentation

Attachment C: Los Angeles County's Compliance with Requirements for Rehired Retirees - Fiscal Year Ended June 30, 2024



POST RETIREMENT EMPLOYMENT POLICY

Authorizing Manager: Director of Human Resources

Effective Date: July 7, 2023

Last Updated: November 4, 2020

Mandatory Review: July 2026 (Every Three Years)

Policy Type: Board

Approval Level: Board of Retirement

1. PURPOSE

The purpose of the Post Retirement Employment Policy (“Policy”) is to set forth the legal requirements for LACERA’s employment of or acceptance of contract work from members who have retired from any participating employers in LACERA and are receiving a pension from LACERA (referred to as “retired annuitants”). The goals of this Policy are to:

- Comply with relevant state and federal laws and other plan documents for the rehiring of retired annuitants and the use of retired annuitants by bona fide independent contractors while receiving a retirement benefit from LACERA;
- State the requirements for retired annuitants to (1) be rehired by LACERA for a limited duration, (2) be rehired by LACERA for emergency circumstances to prevent stoppage of LACERA business, or (3) work as the employee of a vendor under the vendor’s bona fide independent contract with LACERA, and establish a request, approval, and monitoring process for each of these three methods; and
- Establish a process to address violations of the Policy.

2. SCOPE

This Policy applies to LACERA’s hiring of retired annuitants from any participating employer in LACERA or acceptance of services from retired annuitants to meet business needs in accordance with California Government Code Sections 31680, 31680.2, 31680.6, and 7522.56, the Internal Revenue Code and IRS regulations, and LACERA’s Board of Retirement Regulations. This Policy does not apply to employment of retirees or other acceptance of services from retirees by the County of Los Angeles or other participating employers.

To the extent that state law or federal law provides for additional restrictions or conflicts with this Policy, the law shall prevail over this Policy.

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3. LEGAL AUTHORITY

This Policy is adopted pursuant to the Board of Retirement's plenary authority and exclusive fiduciary responsibility for administration of the system (Cal. Const., art. XVI sec 17) to facilitate LACERA's compliance with Sections 31680, 31680.2, and 31680.6 of the County Employees Retirement Law of 1937 (CERL), Section 7522.56 of the Public Employees' Pension Reform Act of 2013 (PEPRA), and other applicable law and LACERA governing documents and policy.

4. DEFINITIONS

4.1 960 hours means 960 hours or equivalent limit of worked time and refers to the maximum permitted number of hours per fiscal year of all work performed by a retired annuitant rehired by LACERA and other participating employers as described in Section 6 of this Policy.

4.2 Normal Retirement Age is the age determined according to California Government Code Section 31485.21 of CERL, Internal Revenue Code Section 401(a), and Board of Retirement Regulation XV, which for LACERA members is currently:

Age 57 for general members of Plan A, B, C, D, or G

Age 65 for general members of Plan E

Age 55 for safety members

4.3 Participating employers refers to those agencies that participate in LACERA: the County of Los Angeles, LACERA, Los Angeles County Superior Court, Local Agency Formation Commission for the County of Los Angeles, Los Angeles County Office of Education, and South Coast Air Quality Management District.

4.4 Retired annuitant means a retiree from any participating employer in LACERA rehired as an at-will employee by LACERA without reinstatement from retirement or working under a vendor's bona fide independent contract with LACERA. Retired annuitants do not accrue service credit or otherwise acquire any additional retirement benefits as a result of work performed under this Policy.

5. POLICY STATEMENT

Under Government Code Section 31680, 31680.2, and 31680.6, retired annuitants may be approved to be rehired by LACERA for no more than 960 hours per fiscal year, on a temporary basis, without affecting their retirement status or benefits. Section 31680(b) provides, in pertinent part, that "services rendered . . . shall not refer to services performed by a retired officer or employee as an independent contractor engaged by a county or district under a bona fide contract for services within the purview of Section 31000 of this code."

California Government Code Section 7522.56 adds additional restrictions on the ability of a retired annuitant to work for an employer in a retirement system while also collecting a pension from that system. Section 7522.56 provides that a retired annuitant may be approved to be rehired by LACERA at will on a temporary basis while continuing to receive retirement benefits under the following circumstances:

- LACERA determines that the retired annuitant has skills based on their prior job classification needed to perform work of limited duration; or
- LACERA determines it is necessary to hire the retired annuitant during an emergency to prevent stoppage of LACERA's public business.

A retired annuitant returning for either of these two reasons shall not be eligible to be employed pursuant to this policy for a period of 180 days following the date of retirement unless the Board of Retirement determines the appointment is necessary to fill a critically needed position before 180 days have passed, in which case a break in service requirement of 90 days shall still apply if the retired annuitant is under Normal Retirement Age.¹

Unlike Section 31680, Section 7522.56 does not address independent contractors directly. However, Section 7522.56's prohibitions apply only to retiree annuitants who "serve," are "employed by," or who are "employed through a contract directly by," the same public retirement system from which the retiree receives a benefit. LACERA interprets Section 7522.56 consistent with Section 31680, so as to exempt retiree annuitants who work for LACERA as an independent contractor engaged by LACERA under a bona fide independent contract for services within the purview of LACERA's authority, provided, however, that such contract must comply with the terms of this Policy.

Failure of a retired annuitant to comply with applicable law and this Policy in connection with their post retirement employment, including rehire by LACERA or contract work, may have adverse consequences on their retirement and benefits as described in this Policy.

This entire Policy must be read as a whole to understand all its requirements and other provisions.

6. REHIRE FOR 960 HOUR TEMPORARY ASSIGNMENTS

6.1 Rehire When the Retired Annuitant has Special Skills to Perform Work of Limited Duration

¹ The 180 day waiting period does not apply to a public safety officer or firefighter hired to perform a function or functions performed by a public safety officer or firefighter. However, the 90-day break in service may still apply. LACERA does not expect to hire such retired annuitants for such work.

Subject to this section and the common requirements stated in Section 6.3 and completion of the request and approval process described in Section 6.4, retired annuitants may be rehired by LACERA without affecting their retirement status or benefits when they have special skills based on their prior job classification to perform work of limited duration. Assignments under this section shall be terminated upon completion of the work of limited duration for which they were rehired.

6.1.1 Special Skills means a demonstrated ability, based on the retired annuitant's prior job classification and work history, to perform the work for which the retired annuitant is being rehired at a high level without additional training and that cannot be performed by existing permanent staff members.

6.1.2 Limited duration is determined on a case-by-case basis subject to the limits in this subsection, but it is always expected to be the minimum period required to complete necessary work. The services must terminate when the limited-duration work is completed. Examples of necessary work of limited duration include but are not limited to the following circumstances: alleviating a backlog, working on a special project where the retired annuitant has special knowledge and skills, and transferring specialized knowledge and skills to permanent staff members. Limited-duration work must be necessary work in excess of what existing staff members are able and available to perform but that cannot be postponed until staff members are able and available.

Limited-duration work may be approved annually by the Executive Office for work totaling a maximum of two fiscal years. The Board of Retirement has the authority to approve additional work beyond two fiscal years; such approval must be given on an annual basis upon a finding by the Board of exceptional circumstances to meet a critical LACERA need. Exceptional circumstances require a memo of explanation from the Executive Office to the Board of the critical need that supports the retired annuitant's continued employment, why the transition of knowledge and planned work was not completed during previously approved periods, why permanent staff cannot meet the critical need, and a plan for completing the transition and work in the additional requested year. The years permitted under this subsection need not be continuous.

6.2 Rehire Necessary During an Emergency

Subject to this section and the common requirements stated in Section 6.3 and completion of the request and approval process described in Section 6.4, retired annuitants may be rehired by LACERA without affecting their retirement status or benefits when necessary during an emergency to prevent stoppage of LACERA's public business. Assignments under this section shall be

terminated when the retired annuitant's work to address the threat of stoppage of public business is completed.

An emergency means urgent and unforeseen circumstances outside those arising in the normal course of LACERA's business. To provide cause for rehire of a rehired annuitant under this subsection, existing staff must be unable to address the emergency and the rehire of the required annuitant must be necessary to prevent the stoppage of part of LACERA's public business, such as inability to serve members, pay benefits, invest funds, or meet other legal requirements that are part of LACERA's fiduciary duty. A retired annuitant rehired under this section must possess the demonstrated ability, based on the retired annuitant's work history, to assist LACERA in meeting the emergency and prevent the stoppage of public business.

6.3 Common Requirements

In order for LACERA to rehire retired annuitants under Sections 6.1 and 6.2, the following additional requirements must be met:

6.3.1 Work Hour Limitation (960 Hours)

Retired annuitants may not work a combined total of more than 960 hours for LACERA and all other participating employers in any July 1 – June 30 fiscal year. Once the 960 hours limit is reached, a retired annuitant is not permitted to provide any additional services to LACERA or any other participating employer or to receive any additional compensation for such work for the remainder of the fiscal year.

6.3.2 Retired Annuitant's Compensation

The rate of pay for the employment of retired annuitants cannot be less than the minimum, nor exceed the maximum, paid by LACERA to staff performing comparable duties. Retired annuitants cannot receive any benefit, incentive, compensation in lieu of benefits, or other form of compensation in addition to the hourly rate.

6.3.3 No Unemployment Benefits

Retired annuitants are not permitted to be rehired by LACERA if, during the 12 month period prior to the temporary appointment date, they received unemployment insurance payments arising from prior employment under Section 7522.56 with any public employer. A retired annuitant who accepts employment under this Policy after receiving unemployment insurance compensation as described in this subsection shall terminate that employment as soon as practicable, and not later than the last day of the pay period after receiving notice from LACERA of this prohibition and shall not be eligible for reappointment subject to this section for a period of 12 months following the last day of employment.

6.3.4 Waiting Period for Post Retirement Employment

Retired annuitants must wait 180 days from their date of retirement before returning to work at LACERA on a temporary basis, except if it is necessary to fill a critically needed position and the hiring has been approved by the Board of Retirement in an open meeting on a non-consent item, in which case the retired annuitant may return earlier than 180 days. The approval may not be placed on the Board's consent calendar.²

If a retired annuitant who is hired to fill a critically needed position is under the Normal Retirement Age, a continuous 90-day waiting period nevertheless applies, subject to advice from tax counsel. This is a federal tax law requirement, included in the Board of Retirement Regulations.

6.3.5 No Prearranged Agreement

LACERA members who retire before reaching Normal Retirement Age cannot have a prearranged agreement, either orally or in writing, before commencing retirement to return to work at LACERA in a position previously held prior to retirement or any other position.

6.3.6 Limitations if Retired Under Incentive Arrangement

A retired annuitant who accepted a retirement incentive upon retirement shall not be eligible to be employed under this Policy, even for a critically needed position, for a period of 180 days following the date of retirement. The exceptions, including critical need, stated in Section 6.3.4, do not apply in this circumstance.

6.4 Request, Approval, and Monitoring Process

6.4.1 Request

Managers are required to submit requests and renewal requests to the Human Resources Division to rehire retired annuitants for a 960 hour temporary assignment using the applicable Request form attached hereto based on whether the assignment is for limited duration or to address an emergency (the "960 Hour Request"). The 960 Hour Request must include a full and complete description of the project, the retired annuitants' skills and abilities based on their prior job classification, a description of the plan to complete the retiree's work or transition it to a current staff member, the expected limited duration of the work, and when applicable, an explanation of the emergency that necessitated the hiring of the rehired retiree to prevent stoppage of

² See footnote 1 with respect to a public safety officer or firefighter hired to perform a function or functions performed by a public safety officer or firefighter.

LACERA's public business, and such other information as is required under Section 6.1, 6.2, and 6.3. Renewal requests must include an explanation on the 960 Request Form as to the continuing need and why the work was not completed during the prior period.

If the retired annuitant retired fewer than 180 days before the Request (as limited by the required 90-day period if the retired annuitant is under Normal Retirement Age), the 960 Hour Request must also include an explanation of the critical need that must be met and the retired annuitant's relevant skills based on their work history.

All 960 Hour Requests must include the signed applicable Conditions and Waiver form ("Conditions"), attached to this Policy, acknowledging the retired annuitant's understanding of and agreement to this Policy and its requirements, including the consequences for violation. The Conditions shall also confirm that they will comply with all other LACERA policies, including but not limited to conflict, ethics, and Human Resources policies. All 960 Hour Request and Conditions forms shall be maintained by the Humans Resources Division.

6.4.2 Approval and Offer of Employment

Prior to offering employment, the 960 Hour Request must be approved by the Division Manager, Assistant Executive Officer, Human Resources Director, and the Chief Executive Officer or Deputy Chief Executive Officer. No approvals shall be granted for a period in excess of 960 hours in one fiscal year. All requests are subject to renewal every fiscal year, submission of a new and updated 960 Hour Request form, and re-approval, subject to the limits of Section 6.1.2 of this Policy. 960 Hour Requests may be renewed by management only upon good cause, including a showing that there was compliance with the terms of this Policy during the prior period and that the retired annuitant has skills based on their prior job classification needed to perform additional work of limited duration that cannot be performed by permanent staff members or the appointment is needed during an emergency to prevent stoppage of LACERA's public business.

Offers of employment, including renewal offers, may only be communicated to retired annuitants by the Human Resources Division.

6.4.3 Board Approval

All 960 Hour Requests for more than two fiscal years must be approved annually by the Board of Retirement in open session on the non-consent calendar on an annual basis, subject to Section 6.1.2. Board approval must be based on a finding that grounds continue to exist for continued appointment under Sections 6.1 and 6.2. Board approval of an

exemption from the 180-day waiting period shall be made as described in Section 6.3.4.

6.4.4 Monitoring

LACERA, including through the requesting Division Manager and the Benefits and Systems Divisions, is responsible for monitoring and tracking compliance of retired annuitants approved under a 960 Hour Request with the legal requirements set forth in this Policy. Monitoring shall include review of a retired annuitant's worked hours on at least a monthly basis throughout the retired annuitant's employment based on the most recent pay records and timesheets and regular communication with the retired annuitant about the progress of their work and hours spent. Once a retired annuitant has worked 700 hours in a fiscal year, hours worked shall be monitored on at least a weekly basis, and there shall be communication on a weekly basis between the retired annuitant and their Division Manager regarding completion of work within the 960 hour limit and the need to stop work when the limit is met. Any non-compliance shall be reported to the Chief Executive Officer, Deputy Chief Executive Officer, and Human Resources Director.

The Executive Office shall ensure that the Board of Retirement is provided with an annual report at the end of each fiscal year of all retired annuitants working under 960 Hour Requests, including the name, the number of fiscal years of post retirement employment with LACERA, summary of limited duration work performed, estimated completion date, status of transition plan, status of any emergency or critical need that the retired annuitant was rehired to address, and the history of hours performed in each fiscal year of employment.

6.4.5 Retired Annuitant's Responsibility

The retired annuitant has the responsibility, as stated in the Conditions and Waiver form they sign before beginning employment, to have truthfully made the representations stated in the Conditions form and to adhere to the requirements of this Policy, including but not limited to the responsibility to monitor their work so that it is no more than 960 hours in a fiscal year, and all other LACERA policies, including but not limited to conflict, ethics, and Human Resources policies.

7. WORK UNDER A BONA FIDE INDEPENDENT CONTRACT

A retired annuitant's work as the employee of a vendor under a bona fide independent contract is not subject to the provisions and limitations stated in Section 6 if the contract and the retired annuitant comply with this section and will not affect their LACERA pension and benefits. Work under a contract in violation of this section may subject the retired annuitant to consequences under Section 8.

7.1 Standard

A retired annuitant may not perform work pursuant to a contract unless, in LACERA's discretion: the retired annuitant is approved to perform work under a bona fide independent contract; the proposed scope of work is not a continuation of the retired annuitant's work as an employee of a participating employer before retirement; the terms of employment, means and methods of the retired annuitant's work, and supervision of the work is controlled by the contractor, not LACERA; the contracting entity is substantial in terms of its business, history, and make up to demonstrate that the entity is legitimate; the contract is not proposed to evade the 960 hour and other limits of Sections 7522.56 and 31680.6, or other applicable law; the retired annuitant's role in the contract will not violate conflict of interest and ethics laws, regulations, and policies; and, if the retired annuitant was under Normal Retirement Age at the time of their retirement, there was no prearranged agreement that the retired annuitant would become employed by the contractor for the purpose of performing work on a contract with LACERA. Contracts directly with a retired annuitant or with a business entity controlled, directly or indirectly, in whole or in part, by a retired annuitant are prohibited. Work for LACERA under a contract that does not comply with this subsection are not permitted because they are deemed by LACERA to not be bona fide independent contracts.

7.2 Request and Management Approval

Managers are required to submit requests for retired annuitants to perform work under a bona fide independent contract using the attached Contract Request form. The Contract Request must be approved by the Division Manager, Assistant Executive Officer, Human Resources Director, and the Chief Executive Officer or Deputy Chief Executive Officer. If approved, it is the responsibility of the manager to ensure that the retired annuitant does not perform any work for LACERA except under the contract.

7.3 Limitations

A retired annuitant's work under a bona fide independent contract shall be limited to the scope of work described in the contract; no work for LACERA outside of the contract is permitted. Retired annuitants working under a Contract Request must sign the attached Conditions and Waiver form in which the retired annuitants accept the requirements of this Policy and truthfully represent the facts needed to demonstrate compliance with this section. All Contract Request and Conditions forms shall be maintained by the Human Resources Division.

8. ENFORCEMENT

The scope of this Section 8 is limited to enforcement of Sections 7522.56 and 31680.6, and other applicable law, with respect to the eligibility under that statute of a retired annuitant, in accordance with and subject to and in compliance with this Policy, to provide service to LACERA and the consequences for violation as described in

Section 8.2. This section does not address other matters arising from the employment of a retired annuitant or their work for LACERA. Issues relating to all other employment matters, including but not limited to job duties and assignments, compensation, performance evaluation, compliance with other LACERA policies and procedures, and discipline, up to and including termination, remain the responsibility of the Chief Executive Officer, the Deputy Chief Executive Officer, the Human Resources Director, or their designees.

8.1 Standard

California Government Code Section 7522.56 provides that a retired annuitant shall not serve or, be employed by, or be employed through a contract directly by, an employer in the same public retirement system from which the retiree receives a benefit without reinstatement from retirement, except as provided in that section. California Government Code Sections 31680, 31680.2 and 31680.6 may also impose requirements on retired annuitants. LACERA's standards with respect to retired annuitants performing work under a 960 Hour Request or a Contract Request are set forth in this Policy and are intended to be consistent with and not in conflict with applicable state and federal law, which shall control this Policy.

8.2 Notice of Violation and Consequences

If a retired annuitant works in violation of this Policy, LACERA shall provide the person with notice of violation and recommended consequences, which will include, as LACERA determines is appropriate given the nature of the violation, reinstatement from retirement, offset, loss, or interruption of retirement benefits, recovery of improperly paid benefits, benefit adjustments or other methods to collect overpaid salary in violation of the 960 hour limit, the hourly rate limit, and any other appropriate action. The notice of violation shall include all documents supporting the violation and recommended consequences.

8.3 Appeal

If the retired annuitant disagrees with the consequences determined and imposed by staff, they may seek review under LACERA's Administrative Appeal Procedure for Retirement Benefits.

9. EFFECTIVE DATE AND APPLICATION

This Policy shall be effective immediately upon approval by the Board of Retirement.

This Policy shall be applicable to all retired annuitants employed by LACERA as of the effective date ("Existing Retired Annuitants") based on their years of such employment as of that date. If an Existing Retired Annuitant's total period of employment by LACERA as of the effective date for special skills to perform work of limited duration exceeds the four fiscal year maximum permitted under Section 6.1.2, the Board of Retirement may annually grant an extension in one fiscal year increments

based on an annual explanation by the Executive Office of exceptional circumstance as defined in Section 6.1.2.

10. REFERENCES

These references are intended to help explain this policy and are not an all-inclusive list of policies, procedures, laws, and requirements. The following information complements and supplements this document:

Related Policies:

- Administrative Appeal Procedure for Retirement Benefits

Related Procedures:

- Retired Annuitant Hours Tracking Method

Related and Conditions Forms/Templates:

- Request for Employment of Retiree to a 960 Hour Temporary Assignment Form
- Conditions of Post Retirement Employment and Waiver for 960 Hour Temporary Assignment Form
- Request for Post Retirement Work Under a Bona Fide Independent Contract Form
- Conditions of Post Retirement Work and Waiver Under a Bona Fide Independent Contract Form

Other Related Information:

- California Government Code Section 7522.56
- California Government Code Section 31680, 31680.2, and 31680.6
- Board of Retirement Regulation XV

Human Resources Division shall revise its procedures consistent with this Policy.

11. VERSION HISTORY

Policy Issue Date: First approved by the Board of Retirement on November 4, 2020, with an immediate Effective Date.

Reviewed and current revised version approved by the Board of Retirement and effective on July 7, 2023.

12. POLICY REVIEW AND APPROVAL

This Policy is effective on the day adopted by the Board of Retirement. This Policy shall be reviewed by the Board every three years.

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POST RETIREMENT EMPLOYMENT POLICY

July 7, 2023

Page 12 of 16

Attachments:

1. Request for Employment of Retiree to a 960 Hour Temporary Assignment Form
2. Conditions of Post Retirement Employment and Waiver for 960 Hour Temporary Assignment Form
3. Request for Post Retirement Work Under a Bona Fide Independent Contract Form
4. Conditions of Post Retirement Work and Waiver Under a Bona Fide Independent Contract Form



REQUEST FOR EMPLOYMENT OF RETIREE TO A 960 HOUR TEMPORARY ASSIGNMENT

RETIREE NAME:

EMPLOYEE NUMBER:

DATE OF BIRTH:

DIVISION: Select Option

PAYROLL TITLE:

ASSIGNED SUPERVISOR:

START DATE OF ASSIGNMENT:

END DATE OF ASSIGNMENT:

ESTIMATED HOURS:

(Attach additional pages for each section below, as necessary)

Description of work of limited duration (or emergency to prevent stoppage of LACERA business) & explanation of why work cannot be performed by a permanent staff member and state how many hours are required to complete the work:

Retiree's applicable knowledge, skills, and abilities, based on their prior job classification and work history, needed for the work and plan to transition knowledge to permanent staff:

Description of work of limited duration (or emergency to prevent stoppage of LACERA business) and plan to complete the work, including explanation as to why work was not already completed if the request is for a renewal, if the request requires Board approval, describe the good cause or exceptional circumstances:

Request for Employment of Retiree to a 960 Hour Temporary Assignment
Page 2

If this is a renewal, explain why the work was not completed during the prior approval period:

If there is a critical need that supports an exception to the 180-day waiting period after the retiree's retirement, explain in full:

SUBMITTED BY:

Division Manager Name

Division Manager Signature

Date

APPROVAL:

Assistant Executive Officer

Assistant Executive Officer Signature

Date

Human Resources Director

Human Resources Director Signature

Date

Chief Executive Officer

Chief Executive Officer Signature

Date

HR STAFF REVIEW:	DATE PROCESSED:
DATE REVIEWED:	DIVISION NOTIFIED:
DATE OF RETIREMENT:	CALCULATED ON CALENDAR DAYS:
REMARKS:	



**CONDITIONS OF POST RETIREMENT EMPLOYMENT AND WAIVER
FOR 960 HOUR TEMPORARY ASSIGNMENT**

Retiree Name:

Employee Number:

I, _____, retired on _____ from _____, a participating employer in LACERA. I desire to perform post-retirement work for LACERA as provided in Government Code Section 7522.56 and other applicable law and LACERA policies while remaining on retired status. During this employment with LACERA, there will be no suspension or termination of my LACERA retirement allowance and benefits if I comply with the requirements of LACERA's Post Retirement Employment Policy. As conditions of my post retirement employment, I understand and acknowledge as follows: **(Each line must be initialed to indicate understanding and agreement with these conditions.)**

_____ 1. That the duration of this employment with LACERA is limited to a maximum of 960 hours during the fiscal year ended June 30, ____, and that I will monitor my own compliance with this limit on a regular and ongoing basis so that my work does not exceed the limit by any amount of time.

_____ 2. That I have no right to continued employment and that my employment may be terminated by LACERA at any time without cause.

_____ 3. That I will not accrue service credit or otherwise acquire any additional retirement benefits from the employment, and I will not receive any benefit, incentive, compensation in lieu of benefits, or other form of compensation in addition to the hourly rate I am paid for my work.

_____ 4. That violation of the 960 hour work hour limit and other provisions of the Policy and applicable law may cause reinstatement from retirement, the suspension of my LACERA retirement allowance and healthcare benefits, and collection of amounts by which I have been overpaid over the 960 hour limit.

_____ 5. That I have no right to continued employment and that my employment may be terminated by LACERA at any time without cause.

_____ 6. That, as a condition of this post retirement employment, I certify that I have not received any unemployment insurance benefits within the last 12 months resulting from prior employment as a retiree with LACERA. If I have received such benefits, I shall immediately resign and will not be eligible for reappointment for 12 months.

_____ 7. That, if I retired before reaching Normal Retirement Age, I did not have a prearranged agreement, either orally or in writing, before commencing retirement to return to work at LACERA in a position previously held prior to retirement or any other position.

_____ 8. That I received, read, understand, and will abide by LACERA's Post Retirement Employment Policy and LACERA's other policies, including conflict, ethics, and Human Resources policies.

_____ 9. That I did not receive an incentive upon retirement.

I have received and read, understand, and agree to LACERA's Post Retirement Employment Policy and the above conditions of my rehire by LACERA. The statements herein are all true and correct. I understand the consequences of violating the Policy.

Employee Signature
Print Name _____

Date



REQUEST FOR EMPLOYMENT OF RETIREE TO A 960 HOUR TEMPORARY ASSIGNMENT

RETIREE NAME:

EMPLOYEE NUMBER:

DIVISION:

SECTION:

PAYROLL TITLE:

ASSIGNED CONTRACT SUPERVISOR:

INDEPENDENT CONTRACTOR NAME:

Attach a copy of entire contract with independent contractor, including scope of work, if separate.

(Attach additional pages for each section below, as necessary)

Description of work to be performed by retiree, including an explanation as to how the retiree's work under the contract will be substantially different from their work as an employee before retirement, and that this request is not to evade the 96 hour limit for rehired retirees:

Confirm that the terms of the retiree's employment, the means and methods of the retiree's work, and supervision of the work will be controlled by the contractor, not LACERA:

Confirm that the retiree does not control or own the independent contractor, directly or indirectly, in whole or in part:

Request for Post Retirement Work Under a Bona Fide Independent Contract
Page 2

Explain how the independent contractor was selected, and provide information showing that the contractor is substantial in terms of its business, history, and make up:

SUBMITTED BY:

Division Manager Name

Division Manager Signature

Date

APPROVAL:

Assistant Executive Officer

Assistant Executive Officer Signature

Date

Human Resources Director

Human Resources Director Signature

Date

Chief Executive Officer

Chief Executive Officer Signature

Date

HR STAFF REVIEW:	DATE PROCESSED:
DATE REVIEWED:	DIVISION NOTIFIED:
DATE OF RETIREMENT:	CALCULATED ON CALENDAR DAYS:
REMARKS:	

**CONDITIONS OF POST RETIREMENT WORK AND WAIVER UNDER
A BONA FIDE INDEPENDENT CONTRACTOR****Retiree Name:****Employee Number:**

I, _____, retired on _____ from _____, a participating employer in LACERA. I desire to work on LACERA's contract with _____ (the "Independent Contractor") as an employee of the Independent Contractor. During this contract work, there will be no suspension or termination of my LACERA retirement allowance and benefits if my contract work complies with the requirements of LACERA's Post Retirement Employment Policy. As conditions of my contract work, I understand and acknowledge as follows: **(Each line must be initialed to indicate understanding and agreement with these conditions.)**

_____ 1. That LACERA's contract with the Independent Contractor is a bona fide independent contract under California law, such that the terms of my employment, the means and methods of my work, and supervision of the work must be controlled by the contractor, not LACERA, and that the Independent Contractor is substantial in terms of its business, history, and make up so as to demonstrate that the entity is legitimate. I will not accept non-contract work directly from LACERA.

_____ 2. That I will not receive any compensation or benefits directly from LACERA for my work on LACERA's contract with the Independent Contractor, and I will be compensated by the Independent Contractor.

_____ 3. That my work under LACERA's contract with the Independent Contractor is not intended to evade the 960 hour and other limits of California Government Code Sections 7522.56 and other applicable law, and that my work under the contract is not a continuation of my work as an employee for a participating employer in LACERA.

_____ 4. That my work under LACERA's contract with the Independent Contractor will not violate conflict of interest and ethics laws, regulations, and policies.

_____ 5. That I do not control or own the Independent Contractor, directly or indirectly, in whole or in part.

_____ 6. That, if I was under Normal Retirement Age at the time of my retirement, there was no prearranged agreement that I would become employed by the contractor to perform on a contract with LACERA.

_____ 7. That, if any of the conditions stated above are not true or if my contract work for any reason does not meet the requirements of employment for a bona fide independent contractor, it may cause reinstatement from retirement, the suspension of my LACERA retirement allowance and healthcare benefits, and collection, including offset of my LACERA benefit payments for amounts due for work in violation of the law.

I have received and read, understand, and agree to LACERA's Post Retirement Employment Policy and the above conditions of work for the Independent Contractor. The statements herein are all true and correct. I understand the consequences of violating the Policy.

Employee Signature_____
Date_____
Print Name



**Los Angeles County's Compliance with
Requirements for Rehired Retirees – Fiscal Year
Ended June 30, 2024**

Issued Date: November 15, 2024

**Presenter Name:
Gabriel Tafoya, Senior Auditor**

Summary of Engagement



Responsible Division:	Executive Office
Type of Engagement:	Assurance
Audit Rating:	Opportunities for Improvement
Prior Audit Rating:	Opportunities for Improvement

Type of Engagements

Assurance: Provide an objective examination of evidence for the purpose of providing an independent assessment to Management and the Audit, Compliance, Risk, and Ethics (ACRE) Committee on governance, risk management, and control processes for LACERA.

Advisory: Collaborate with Management to provide formal assessments and advice for improving LACERA's go **CLO** governance, risk management, and control processes, without Internal Audit assuming Management responsibility.

Value Added: Provide Management with informal advice.

Slide 2

CLO This should now be advisory
Christina Logan, 2024-11-08T23:52:51.876

LC0 0 corrected
Leisha Collins, 2024-11-09T00:07:36.683

Background, Scope, Objective



Background: We perform this audit annually as failure to adhere to the regulations and requirements not only violates state law governing retirement benefits, but it could also jeopardize the qualified tax deferred status of LACERA under federal tax law



Scope: Internal Audit received payroll detail from the County Auditor-Controller identifying 417 retirees who worked as Rehired Retirees during the 2024 Fiscal Year

Objective:

Determine compliance with:

- CERL’s 960-hour work limit requirement
- IRS’ “bona fide” break-in-service requirement
- PEPRA’s 180-day break in service requirement
- PEPRA requirement of “limited duration”

Summary of Findings

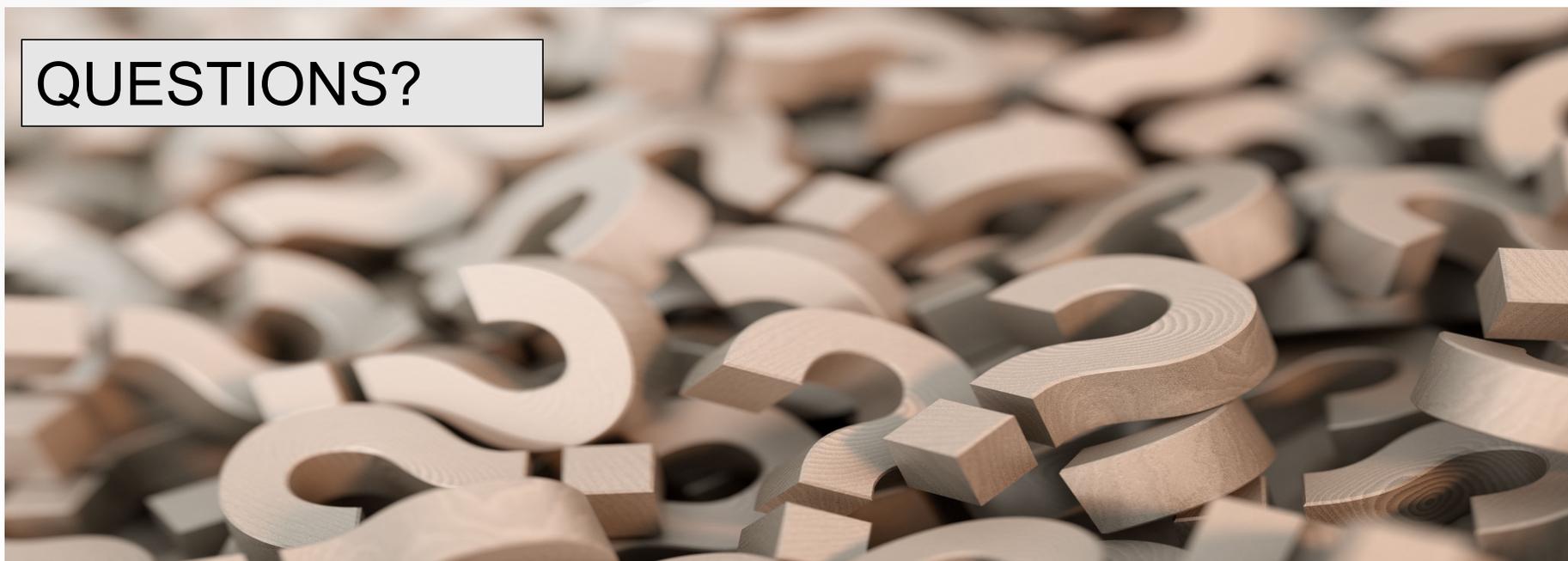


Finding	Rating	Management Response
Continued Violation of PEPRA's "limited duration" language	High	<p>Management agrees with the recommendations. Management, including the Executive Office, Legal Office, and Benefits Division, will continue discussions with the County concerning the need for the County to explicitly address the issue of limited duration in its policy to ensure, document, and monitor PEPRA compliance. Management also will review the need for a Board of Retirement policy to enable the Board to perform its fiduciary responsibility to ensure PEPRA compliance, including compliance with the limited duration requirement applicable to the County's returning retirees. Finally, Management encourages the Internal Audit Division to seek additional information from the County to enable LACERA to audit the presence or absence of the County's compliance with limited duration as to its rehired retirees.</p> <p>Comments have been made in prior years as to the appropriateness of a one size fits all definition of limited duration for the County's rehired retirees across its broad and diverse organizational structure and its diverse and varying needs. Nevertheless, as stated, Management agrees that the County should explicitly address the issue in its policy and practices, as LACERA has done in its own Post Retirement Employment Policy, although not necessarily in exacting the same way. The key elements of a policy are monitoring, documentation of the justification based on good cause flowing from legitimate business need, and enforcement to ensure compliance, as now in place for the 960-hour requirement.</p>

Thank You



QUESTIONS?





**Los Angeles County's Compliance with Requirements
for Rehired Retirees – Fiscal Year Ended June 30, 2024**

November 15, 2024

AUDIT PERFORMED BY:

Gabriel Tafoya
Senior Internal Auditor

AUDIT REPORT

Audit Name:	Los Angeles County's Compliance with Requirements for Rehired Retirees - FYE June 30, 2024
Responsible Division	Executive Office
Audit Rating*:	Opportunities for Improvement
Prior Audit Rating*:	Opportunities for Improvement
Prior Report Date:	November 14, 2023

BACKGROUND

As part of our Fiscal Year 2024-25 Audit Plan, we conducted an audit of Los Angeles County's (County) compliance with requirements for hiring County retirees for fiscal year ended June 30, 2024. We perform this audit annually as failure to adhere to the regulations and requirements violates the state law governing retirement benefits. Furthermore, non-compliance, could jeopardize LACERA's qualified tax deferred status, under federal tax law, because LACERA's has the responsibility to only pay benefits to rehired retirees whose reemployment is compliant.

The State of California's County Employees Retirement Law of 1937 (CERL) and Public Employees' Pension Reform Act of 2013 (PEPRA) provides that the County has the option to employ retirees as "Rehired Retirees" subject to certain requirements. Under Government Code Section 31680.3 of CERL and Section 7522.56, Rehired Retirees may work up to 960 hours per fiscal year, and for a limited duration, without affecting their retirement status or benefits.

In addition, Internal Revenue Service (IRS) regulations require a "bona fide" break-in-service after retirement if the retiree is under the "normal retirement age," before the retiree can be rehired.

"Normal retirement age," as defined by LACERA's Board of Retirement, is as follows:

- Age 57 for general members of Plan A, B, C, D, or G
- Age 65 for general members of Plan E
- Age 55 for safety members

To comply with the IRS regulation, in 2006 LACERA's Board of Retirement adopted a resolution stating that all Rehired Retirees under their "normal retirement age" must comply with at least the 90-day break-in-service requirement and the separate requirement that there be no pre-arrangement for their return to County employment, as well as the PEPRA requirements.

Subsequently, PEPRA added an additional restriction requiring 180-continuous days of separation from the date of retirement before a retiree may be rehired. PEPRA does allow the following two limited exceptions to the 180-day requirement:

1. If the employer can certify it is necessary to fill a critically needed position and the hiring has been approved by the Board of Supervisors (or the Board of Retirement, for LACERA positions) in an open meeting.
2. If the retiree is a public safety officer or firefighter.

Those eligible for the PEPRA 180-day break-in-service exceptions still must comply with the IRS's "bona fide" break-in-service of 90 days if under normal retirement age. In the event of a conflict between the CERL and PEPRA provisions, PEPRA's requirements take precedence over CERL.

PEPRA section 7522.56 (c) provides that appointing employers may only rehire retirees either during an emergency to prevent stoppage of public business or because the rehired person has skills needed to perform work of “limited duration”. The limited duration requirement is in addition to and separate from the 960-hour per fiscal year requirement.

AUDIT OBJECTIVE & SCOPE

For Fiscal Year Ended June 30, 2024, LACERA Internal Audit received payroll detail from the County Auditor-Controller and identified 417 retirees who worked as Rehired Retirees during that Fiscal Year.

We tested all 417 (100%) for compliance with:

- CERL’s 960-hour requirement, hours worked did not exceed 960 hours for the Fiscal Year.
- IRS’ “bona fide” break-in-service requirement, defined as 90 days by LACERA’s Board of Retirement.
- PEPRA’s 180-day break in service requirement.

Additionally, to test the PEPRA requirement of “limited duration,” we stratified all 417 retirees, based on continuous years worked. We used the data that we have accumulated over the last 14 years, to perform this compliance test.

AUDIT RATING & SUMMARY OF FINDINGS

The audit rating of Opportunities for Improvement remains the same as last year as we noted continued violations of PEPRA’s “limited duration.” We did, however, remove and close out the finding from the prior year, related to rehired retirees exceeding the 960-hour limit.

As depicted in the table below, our audit continues to identify a notable decline in the number of rehired retirees surpassing the 960-hour limit compared to previous years. Internal Audit believes this decline is due to the proactive initiatives undertaken by LACERA management and staff, in conjunction with the ongoing partnership with the County CEO's office. This year, only one individual exceeded the 960-hour limit by only 5 hours.

Fiscal Year Ended June 30	Rehired Retirees	Noncompliant Rehired Retirees	Noncompliance as a Percentage	Total Overage	Average Overage
2024	417	1	0.24%	5	5
2023	393	3	0.76%	32.5	11
2022	381	17	4.46%	964	57
2021	408	10	2.40%	1778	177

* See Appendix 1 for Audit Rating

The County has taken additional measures to strengthen its controls for managing rehired retirees. On July 15, 2024, Assembly Bill 2474 was signed into law further refining the requirements of Rehired Retirees as authorized by PEPRA. The County’s Department of Human Resources (DHR) partnered with the County’s Chief Executive Office, in consultation with LACERA, to revise Countywide Policies, Procedures, and Guidelines (PPG) No. 505, now retitled as *Appointment of Retirees to a 120-Day Temporary Assignment*.

Notable revisions to this policy include:

- Adding clarifying language, contacts, and links throughout the policy.
- Adding the new monitoring procedure by which all departments employing 120-day retirees must provide written notification to the employee before they are within 10-business days or 80 hours of the time limits of the policy.
- Updating the required *Condition for Post-Retirement Employment and Waiver* with improved content and a fillable format that can be digitally signed.
- Providing a new *Frequently Asked Questions* document to address the common questions received by CEO and DHR regarding rehiring retirees.
- Providing a new template notice, titled *Appointment of Retiree to 120-Day Temporary Assignment Written Notice of Reported Hours* for departments to use to meet the notification requirements.

The updated policy does not specifically address requirements of “limited duration,” despite LACERA’s input that it should be included. Our audit data continues to demonstrate concerns with the County’s compliance with the “limited duration” clause of PEPRA, Therefore, we continue to report that the finding from fiscal year 2021’s audit remains open, as indicated below.

Summary of Finding

Finding#	Page	Description of Finding	Risk Rating**
F1	6	Continued Violation of PEPRA’s “limited duration” language	High

The above Finding is detailed in the following pages, including our recommendation and Management Action Plan.

We noted no issues of noncompliance with regards to the PEPRA 180-day break-in-service requirement or the IRS 90-day break-service requirement.

REPORT DISTRIBUTION

2024 Audit, Compliance, Risk, and Ethics (ACRE) Committee	Santos H. Kreimann, CEO	J.J. Popowich, AEO
Steven P. Rice, Chief Legal Counsel	Luis Lugo, DCEO	Laura Guglielmo, AEO
Larry Jensen, ACRE Consultant	2024 Plante Moran Audit Team	

** See Appendix 2 for Finding's Risk Rating

Los Angeles County's Compliance with Requirements for Rehired Retirees – FYE June 30, 2024

November 15, 2024

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Fire Department	1	1							1					1	4	347
LAC USC Medical Center		1		1											2	638
Harbor UCLA	1														1	78
Human Resources	3	2		3					2	1	1		1		13	714
Ambulatory Care Network			1												1	41
Health Services Admin		1										1			2	749
Internal Services						1		1				1			3	684
Internal Svcs.	1	1													2	720
Medical Examiner Coroner									1		1				2	139
Mental Health	1														1	555
LACERA		1	1		1								1		4	473
Probation	7	2		1											10	535
Public Defender	15	6	6	1		1		1							30	692
Public Health		1	1	1	3			1		2					9	717
Parks and Recreation		3			1	1									5	784
Public Library	1	1													2	641
Public Works	5	1								1					7	284
Register-Recorder	1	1	1												3	388
Superior Court	1	4	1	2	1			1	1		2		1		14	430
Sheriff	18	9	5		10		3	9	4	12	16	9	2	11	108	749
Total Retirees and Hours	89	79	49	18	31	1	21	9	20	17	24	20	9	30	417	18,802

Of the 417 Rehired Retirees, 249 (60%) have worked for an extended duration as a temporary rehired retiree, which is for three or more years, with 100 (24%) having worked for 10 or more years.

LACERA is concerned that this situation may violate PEPRA section 7522.56 (c) which states, "A person who retires from a public employer may serve without reinstatement from retirement or loss or interruption of benefits provided by the retirement system upon appointment by the appointing power of a public employer either during an emergency to prevent stoppage of public business or because the retired person has skills needed to perform work of **limited duration.**" The County does not provide LACERA with sufficient information to assess the individual circumstances of each department and the assignments of each rehired employee to determine

if there is a rationale for the duration of their post-retirement employment.

If it is determined that an extended duration violation has occurred, LACERA, as benefit trust fund administrator, could proceed with recovery of trust funds for benefits paid during the period of excessive, unlawful work duration.

The Post Retirement Employment Policy adopted by the Board of Retirement for LACERA's own employees addresses the limited duration requirement and puts a process in place for Board approval of rehired retirees based on exceptional circumstances after two years' of Executive approval.

RISK

The above chart highlights a situation which could potentially lead to headline risk regarding the lack of compliance with the PEPRA laws around the use of Rehired Retirees and gives the appearance of allowing "double dipping." More than that, it potentially could risk LACERA's qualified plan status under the Internal Revenue Code (IRC) if LACERA fails to exercise its responsibilities as plan administrator in ensuring compliance with PEPRA, which, along with PEPRA, is LACERA's plan document.

RECOMMENDATION

We restate our recommendation from our previous audit reports of November 4, 2022 (FYE 2021 report), April 28, 2023 (FYE 2022 report), and November 14, 2024 (FYE 2023 report), that,

1. LACERA's Executive Office and Legal Office continue their discussions with the County regarding limited duration and whether policy provisions or practices can be added or strengthened to explicitly address the statutory requirement of limited duration.
2. LACERA's Executive Office and Legal Office work with the Board of Retirement to determine a more defined "bright-line" definition, tracking, and annual review of limited duration for County retirees, in addition to the current policy for LACERA employees, to ensure compliance with PEPRA and provide for recovery of benefits paid during periods worked in violation of PEPRA law.

MANAGEMENT'S RESPONSE

November 2, 2024 (Update)

Management agrees with the recommendations. Management, including the Executive Office, Legal Office, and Benefits Division, will continue discussions with the County concerning the need for the County to explicitly address the issue of limited duration in its policy to ensure, document, and monitor PEPRA compliance. Management also will review the need for a Board of Retirement policy to enable the Board to perform its fiduciary responsibility to ensure PEPRA compliance, including compliance with the limited duration requirement applicable to the County's returning retirees. Finally, Management encourages the Internal Audit Division to seek additional information from the County to enable LACERA to audit the presence or absence of the County's compliance with limited duration as to its rehired retirees.

Comments have been made in prior years as to the appropriateness of a one size fits all definition of limited duration for the County's rehired retirees across its broad and diverse organizational structure and its diverse and varying needs. Nevertheless, as stated, Management agrees that the County should explicitly address the issue in its policy and practices, as LACERA has done in its own Post Retirement Employment Policy, although not necessarily in the exact same way. The key elements of a policy are monitoring, documentation of the justification based on good cause flowing from legitimate business need, and enforcement to ensure compliance, as now in place for the 960-hour requirement.

November 4, 2022 (Original Management Response)

The current LACERA policy allows for a broad definition of limited duration for non-COVID-related work. We believe that most CERL systems have not yet "defined" limited duration in terms of a specified timeline regarding Rehired Retirees,' instead they focus on ensuring Retirees are meeting the annual 960-hour compliance.

For an employer as large as the County of Los Angeles, it's difficult to determine a one size fits all definition for "limited duration" due to the workforce complexities of the various departments (Sheriffs, Dept. of Health, Dept. Human Services, etc.). Instead, our revised recommendation is to provide the County CEO's office with education around PEPRA's intent behind limited duration for Rehired Retirees.

March 2023 (Update)

We have been in contact with CalPERS and are monitoring their efforts to regulate limited duration employment for Rehired Retirees. CalPERS is developing updated regulations that they expect to submit to their Board for approval. LACERA is monitoring their process and may develop similar regulations that will generally limit re-employment to a two-year period. LACERA's Legal Office was provided the proposed regulations and are monitoring CalPERS' progress. The Legal and the Executive Office will make a determination if LACERA will develop similar regulations by June 2023 or propose a different alternative.

November 2023 (Update)

The LACERA Board of Retirement (BOR) approved a revised and restated LACERA-Agency policy on July 7, 2023. In approving the new LACERA policy, the Operations Oversight Committee (OOC) and Board trustees expressed views on certain aspects of LACERA's oversight of the County's program, particularly the concept that there may need to be some flexibility in the definition of limited duration among the many County departments and their widely varying circumstances. With the LACERA-Agency policy as a framework, work will now begin on drafting a policy for returning retirees hired by the County. Much work remains before presentation to OOC in the 4th quarter of FYE 2024.

TARGET COMPLETION DATE

June 30, 2025

APPENDIX 1 AUDIT RATING SCALE

Internal Audit issues three standard audit report evaluations as defined below:

Satisfactory

The control environment is acceptable with minor issues having been identified. The overall environment contains sufficient internal controls to address key risks, and business practices generally comply with Company policies. Corrective action should be implemented to address any weaknesses identified during the audit in order to maintain or enhance the control environment.

Opportunities for Improvement

The control environment has opportunities for improvement with significant issues, individually or in the aggregate, having been identified or major noncompliance with Company policies. The overall environment contains insufficient internal controls to address key risks. Prompt corrective action should be implemented to address the weaknesses and strengthen the control environment.

Unsatisfactory

The control environment is unacceptable with critical issues, individually or in the aggregate, having been identified or major noncompliance with Company policies. The overall environment contains insufficient internal controls to address key risks, and the impact may be substantial in size or nature or their effect cannot be quantified. Immediate corrective action should be implemented to address the weaknesses and strengthen the control environment.

**APPENDIX 2
 FINDING’S RISK RATING SCALE**

Findings identified during the course of the audit are assigned a risk rating, as outlined in the table below. The risk rating is based on the financial, operational, compliance, or reputational impact that the issue identified could have on LACERA.

Rating	Financial	Internal Controls	Compliance	Reputational	Executive Management
High	<p>Large financial impact to LACERA or members</p> <p>Actions not aligned with fiduciary responsibilities</p>	<p>Missing or inadequate key internal controls</p> <p>Not adequate to identify fraud, noncompliance, or misappropriation</p>	<p>Non-compliant with applicable Federal or state laws or LACERA’s policies</p>	<p>High probability for external audit issues and/or negative public perception</p>	<p>Important critical business process identified by Exec Office</p> <p>Requires immediate attention</p>
Medium	<p>Moderate financial risk to LACERA or members</p> <p>Actions could be better aligned with fiduciary responsibilities</p>	<p>Partial key internal controls</p> <p>Not adequate to identify noncompliance or misappropriation in timely manner</p>	<p>Inconsistent compliance with applicable Federal or state laws or LACERA’s policies</p>	<p>Potential for external audit issues and/or negative public perception</p>	<p>Relatively important</p> <p>May or may not require immediate attention</p>
Low	<p>Low financial impact to LACERA or members</p>	<p>Internal controls in place but not consistently efficient/effective</p> <p>Implementing / enhancing controls could prevent future problems</p>	<p>General compliance with applicable Federal or state laws or LACERA’s policies, but some minor discrepancies exist</p>	<p>Low probability for external audit issues and/or negative public perception</p>	<p>Lower significance</p> <p>Does not require immediate attention</p>

FOR INFORMATION ONLY

May 23, 2025

TO: Each Trustee
Board of Retirement

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: June 4, 2025 Board of Retirement Meeting

SUBJECT: **Assembly Bill 1383—Public Employees' Retirement Benefits**

AB 1383 proposes the following benefit enhancements for members subject to the California Public Employees' Pension Reform Act of 2013 (PEPRA):

- Adjusts the pensionable compensation limit to be consistent with the benefit limitation established and adjusted under federal tax law. This enhancement applies to general and safety members.
- Lowers the current safety benefit formulas from age 57 to age 55 and establishes a new safety benefit formula of 3% at age 55. No changes are proposed for the general benefit formula.
- Enables employees and employers to collectively bargain for employers to pay a portion of the employee's normal cost of benefits. This enhancement applies to general and safety members.

AB 1383 passed out of the Assembly Committee on Public Employment and Retirement on April 23, 2025. Since the bill has an estimated cost of at least \$150,000, it must also be heard in the Assembly Committee on Appropriations. The Board of Retirement adopted a "watch" position on AB 1383.

Benefit Costs

The attached bill analysis from the Appropriations Committee summarizes an actuarial cost analysis prepared by the California Public Employees' Retirement System (CalPERS) for its state, schools, and local agency plans:

Benefit Enhancement	Normal Cost Increase (First Year)	Present Value of Future Benefits Increase
Pensionable Compensation Limit Increase	\$303 million	\$4.8 billion
Lowering benefit formula age from 57 to 55	\$40 million	\$492 million
Adopting new safety formula: 3% at 55	\$338 million	\$3.6 billion

The California State Teachers' Retirement System (CalSTRS) estimates that increasing the pensionable compensation limit for its PEPRAs members will increase the normal cost of benefits by 0.9% and a 0.5% member contribution rate increase.

Administrative Costs

CalPERS estimates that unknown costs ranging in the high hundreds of thousands to low millions to implement AB 1383 to amend employer contracts, update and communicate new contribution rates, make systems changes, and update external communications channels.

CalSTRS estimates costs between \$1.75 million to \$2.75 million to administer separate calculations due to the prohibition on retroactive enhancements. It estimates one-time technology costs of \$1.5 million to \$2.5 million that would take a year to implement. It would also need two new positions at a combined annual cost of \$250,000 to manually calculate benefits.

Appropriations Committee Hearing

The bill was heard in the Appropriations Committee on May 23, 2025. It was held over and did not pass out of the committee. It will not move forward for the rest of the 2025 legislative year and will be considered in the 2026 legislative year.

Reviewed and Approved:



Luis Lugo, Deputy Chief Executive Officer

Attachment

AB 1383 Bill Analysis (Assembly Committee on Appropriations)

AB 1383
Board of Retirement
May 23, 2025
Page 3

cc: Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Jean Kim
Naomi Padron, MKP Government Relations

Date of Hearing: May 14, 2025

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

AB 1383 (McKinnor) – As Amended April 11, 2025

Policy Committee: Public Employment and Retirement Vote: 7 - 0

Urgency: No State Mandated Local Program: No Reimbursable: No

SUMMARY:

This bill modifies the Public Employees' Pension Reform Act of 2013 (PEPRA) to increase pensionable compensation, defined benefit retirement formulas, and contribution cost sharing.

Specifically, this bill:

- 1) Sets, for service earned on or after January 1, 2026, the pensionable compensation limit for all PEPRA members to a related dollar limitation established and adjusted annually for inflation under federal law.
- 2) Lowers the benefit age factor, from age 57 to age 55, for the three existing retirement formulas for PEPRA safety members and creates a fourth PEPRA safety formula of 3% at age 55, applicable to existing and new PEPRA members beginning January 1, 2026. An employer and employees may agree in a memorandum of understanding (MOU) to place members in a lower or higher safety formula.
- 3) Allows an employer and employees to collectively bargain and agree in an MOU for the employer to pay a portion of an employee's contribution.

FISCAL EFFECT:

- 1) An actuarial cost analysis prepared by the California Public Employees' Retirement System (CalPERS) finds that this bill is expected to increase the annual normal cost contributions of employers and current PEPRA members by approximately \$343 million, as well as increase the present value of future benefits (PVB) by approximately \$5.3 billion for all state, schools, and local agency plans, as follows:
 - a) Scenario 1 – Increasing the pensionable compensation limit for all PEPRA members will result in an increase to annual normal cost contributions of approximately \$303 million in the first year, and increase the PVB by approximately \$4.8 billion.
 - b) Scenario 2 – Lowering the benefit age factor for PEPRA safety members will result in an increase to annual normal cost contributions of approximately \$40 million in the first year, and increase the PVB by approximately \$492 million. The sponsor of this bill notes that some of these costs would be offset by cost savings from safety members avoiding injury by retiring at an earlier age.

- c) Scenario 3 – Utilizing a safety formula of 3% at age 55 for PEPRA and new safety members will result in an increase to annual normal cost contributions of approximately \$338 million in the first year, and increase the PVB by \$3.6 billion. However, these costs would only be realized should an employer and employees agree to utilize this formula through an MOU.

The normal cost contribution is generally split equally between the employer and employee. Thus, under Scenarios 1 and 2, which would be in effect without collective bargaining upon passage of this bill, the employer's annual share of the forecast increase in normal cost contributions is approximately \$151.5 million for state, school, and local employers (General Fund (GF) or special fund, Proposition 98 GF, and local non-reimbursable, respectively). However, to the extent an employer and employees collectively bargain for the employer to pay a greater share of an employee's contribution, as authorized by this bill, employer costs may be higher than forecast. The forecast for Scenarios 1 and 2 also account for current PEPRA members only. Employer costs will continue to rise over time as more employees are hired under this bill's new rules.

Additionally, increasing the pensionable compensation limit for all PEPRA members will result in an increase to annual normal cost contributions and the PVB for retirement benefits administered under the California State Teachers' Retirement System (CalSTRS). CalSTRS estimates that this bill will increase the normal cost of benefits by approximately 0.9%, resulting in increased normal cost contributions for members, employers, and the state, as well as a 0.5% member contribution rate increase, with potential future contribution rate increases for employers and the state (Proposition 98 GF and GF, respectively).

- 2) Costs of an unknown amount, potentially in the high hundreds of thousands to low millions of dollars, to CalPERS to amend every employer contract, update and communicate new contribution rates, make system enhancements, and update external communication channels (Public Employees' Retirement Fund).

One-time and ongoing costs ranging between approximately \$1.75 million to \$2.75 million to CalSTRS to create and administer separate retirement benefit calculations for members with pensionable compensation exceeding the current cap, necessitating significant technology changes to CalSTRS' pension administration system (Teachers' Retirement Fund). CalSTRS estimates that technology changes represent a one-time cost between \$1.5 million to \$2.5 million, but would take over one year to implement. Thus, in the meantime, CalSTRS would need two additional positions at a combined annual cost of approximately \$250,000 to manually calculate benefits. CalSTRS would also incur costs to update trainings, communications, and procedures, and notes that this bill represents a major departure from CalSTRS' long-time practice of having one benefit formula for each membership group.

COMMENTS:

- 1) **Purpose.** According to the author, "While many of the changes to PEPRA are still necessary for the long term health of the retirement fund, retirement formula reductions are a contributing factor to vacancies throughout the public sector in this state, especially with our first responders." The author contends that this bill's increase to retirement benefits "only applies prospectively, recognizing the ongoing challenges and dedication of our firefighters, police and the unique challenges and risks associated with a career as a first responder."

- 2) **Background. PEPRA.** PEPRA was a comprehensive reform of public employee retirement that increased member contribution rates towards retirement, decreased retirement benefit formulas, and increased the age of retirement, among other provisions. Generally, a PEPRA member is a public employee who joined a retirement system, or rejoined the system after a break in service, on or after January 1, 2013, with all other members considered “classic” members.

Pensionable Compensation. Pensionable compensation refers to employee pay that is factored into the calculation of the pension benefits an employee will receive upon retirement. PEPRA excludes certain types of pay that do not count toward pensionable compensation, such as transportation reimbursements and unused vacation time, and caps pensionable compensation at a certain amount. Under the CalPERS system, the pensionable compensation limit for PEPRA members for the 2025 calendar year is \$155,081 for social security participants and \$186,096 for non-social security participants. In contrast, the limit for classic members is \$350,000. This bill increases the pensionable compensation limit for PEPRA members to a related limit established in federal law (currently \$280,000) for service earned on or after January 1, 2026. Increasing the compensation cap ultimately increases the future retirement benefit for PEPRA members who earn in excess of the existing cap.

Safety Members. State employees are grouped into three categories of CalPERS membership and local employees are grouped into two categories of CalPERS membership, with state safety members and local safety members, respectively, involved in law enforcement, fire suppression, and the protection of public safety. Each category of membership has its own specified retirement benefit formulas that calculate the percentage of pay the member is entitled to at the member’s retirement age. This bill enhances the retirement benefit formulas for PEPRA safety members by lowering the current maximum benefit factor age from 57 to 55, meaning that the member will be able to retire with the same benefit factor two years earlier than they are currently able. This bill also allows an employer to increase a safety member’s PEPRA formula to 3% at age 55 through an MOU.

Employer-Member Contributions. PEPRA requires retirement system members to contribute 50% of the total normal cost of the member’s defined benefit plan. This bill allows an employer and employees to collectively bargain and agree in an MOU for the employer to pay a portion of the member contribution.

- 3) **Support and Opposition.** This bill is sponsored by the California Professional Firefighters and dozens of local union affiliates, which argue this bill “will make targeted adjustments to the retirement system and help address recruitment, retention and promotion issues for public employees.” This bill is co-sponsored by the Peace Officers’ Research Association of California and supported by other labor organizations.

This bill is opposed by a coalition of local government associations led by the League of California Cities, which argue:

AB 1383 increases mandated costs without a way for public agencies to absorb them. The potential cost of this bill comes at a time of fiscal uncertainty. Much like the state, local agencies are facing budget challenges, as revenues are not keeping pace with the costs of delivering services, new mandates, and heightened uncertainty over critical resources. Some counties are currently considering significant

budget cuts across all departments. AB 1383 would cause increased benefit costs and new cost pressures over the provisions that can be bargained, leading to serious cost increases for local government.

- 4) **Related Legislation.** AB 569 (Stefani) authorizes a public employer to bargain over contributions for supplemental retirement benefits, subject to the express and existing limitations of PEPR. AB 569 is pending hearing by this committee.

Analysis Prepared by: Irene Ho / APPR. / (916) 319-2081

**FOR INFORMATION ONLY**

May 9, 2025

TO: Trustees – Board of Retirement

FROM: Jean J. Kim 
Senior Staff Counsel
Zack Meth 
Staff Counsel

DATE: Board of Retirement Meeting of June 4, 2025

SUBJECT: **REPORT OF REVISED PAY ITEMS**

INTRODUCTION

This memorandum addresses the following existing pay items, for which the Board of Retirement (the “Board”) previously made pensionability determinations:

1. High Desert Health System Assignment Bonus (Item No. 384HD); and
2. High Desert Health System Duty Assignment Bonus (Item No. 384HS).

As these pay items have been modified, staff has reviewed the revised pay items to ensure that the prior legal analysis and pensionability determinations are still applicable. For the reasons discussed below, the original legal analysis and the related pensionability determinations regarding the pay items remain relevant and applicable to the revised pay items. Therefore, no additional Board determinations are necessary.

A summary of the revised pay codes is attached as Attachment A, and the analysis presented in support of the Board’s prior pensionability determinations is attached as Attachment B.

BOARD AUTHORITY TO MAKE PENSIONABILITY DETERMINATIONS

The Board is charged with determining whether a pay item qualifies as pensionable 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 benefit. 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. A "PEPRA member" refers to anyone who first became 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 ITEMS

1. High Desert Health System Assignment Bonus (Item No. 384HD)

The High Desert Health System Assignment Bonus (Item No. 384HD) provides a bonus of \$57 per hour for each occasion that a physician from the Department of Health Services or Department of Public Health of an eligible bargaining unit agrees to work at a facility in the High Desert Health System.

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

- (1) Determined to be compensation earnable for legacy members pursuant to Cal. Govt. Code §31461(a) because this pay item is remuneration that is available to similarly situated members in the same grade or class of employment and at the same rate of pay, and members must meet the same set of criteria to qualify for this payment, and as such, qualifies as compensation under Cal. Govt. Code §31460, and it is not otherwise excludable from compensation earnable under Cal. Govt. Code §31461(b); and
- (2) Determined to not qualify as pensionable compensation for PEPRA members because it consists of a flat-dollar hourly rate bonus paid in addition to members' normal rate of base pay and is therefore excluded under Cal. Govt. Code §7522.34(c)(10), and because the bonus rate does

not appear on a publicly available pay schedule, it is therefore excluded under Cal. Govt. Code §7522.34(c)(11).

This pay item has now been modified to expand the eligible classifications of employees that qualify for the bonus to include non-represented management physicians. This change does not impact the original underlying pensionability analysis for this pay item. Therefore, the revised pay item remains (i) pensionable as compensation earnable for legacy members and (ii) not pensionable for PEPRA members as it does not qualify as pensionable compensation.

2. High Desert Health System Duty Assignment Bonus (Item No. 384HS)

High Desert Health System Duty Assignment Bonus (Item No. 384HS) provides a bonus of \$40 per hour for each occasion that a Mental Health Psychiatrist from the Department of Health Services or Department of Mental Health of an eligible bargaining unit agrees to work at a facility in the High Desert Health System.

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

- (1) Determined to be compensation earnable for legacy members pursuant to Cal. Govt. Code §31461(a) because this pay item is remuneration that is available to similarly situated members in the same grade or class of employment and at the same rate of pay, and members must meet the same set of criteria to qualify for this payment, and as such, qualifies as compensation under Cal. Govt. Code §31460, and it is not otherwise excludable from compensation earnable under Cal. Govt. Code §31461(b); and
- (2) Determined to not qualify as pensionable compensation for PEPRA members because it consists of a flat-dollar hourly rate bonus paid in addition to members' normal rate of base pay and is therefore excluded under Cal. Govt. Code §7522.34(c)(10), and because the bonus rate does not appear on a publicly available pay schedule, it is therefore excluded under Cal. Govt. Code §7522.34(c)(11).

This pay item has now been modified to expand the eligible classifications of employees that qualify for the bonus to include certain non-represented mental health psychiatrist classifications. This change does not impact the original underlying pensionability analysis for this pay item. Therefore, the revised pay item remains (i) pensionable as compensation earnable for legacy members and (ii) not pensionable for PEPRA members as it does not qualify as pensionable compensation.

Trustees – Board of Retirement
May 9, 2025
Re: Report of Revised Pay Items
Page 4

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 at <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).

Reviewed and Approved

A handwritten signature in blue ink, appearing to read "Steven P. Rice", is written over a horizontal line.

Steven P. Rice
Chief Counsel

JJK/ZM/et
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)
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INCLUDED under Section 31461 and EXCLUDED under 7522.34

384HD	HIGH DESERT HEALTH SYSTEM ASSIGNMENT BONUS	<p>This pay event is being revised to extend the High Desert Health System Assignment Bonus to non-represented Management Physicians pursuant to County Code Section 6.08.450(G).</p> <p>Effective January 1, 2025, a Physician in the Department of Health Services or the Department of Public Health agreeing to work at a facility in the Los Angeles County High Desert Health System shall receive a per-occasion bonus of \$57.00 per hour.</p> <p>To qualify for the bonus, the Physician must be on site to provide direct patient care. Physicians will be required to work hours equivalent to a half shift of their permanent work assignment, or a full shift of their permanent work assignment. Physicians providing services via telehealth shall not qualify for the bonus.</p>	9/4/2024
384HS	HIGH DESERT HEALTH SYSTEM DUTY ASSIGNMENT BONUS	<p>This pay event is being revised to extend the High Desert Health System Duty Assignment Bonus to non-represented Mental Health classifications pursuant to County Code Section 6.08.450(H).</p> <p>Effective June 1, 2024, any Department of Health Services or Department of Mental Health Supervising Mental Health Psychiatrist (Item No. 4737) or Chief Mental Health Psychiatrist (Item No. 4739) agreeing to work at a facility in the High Desert Health System shall receive a per-occasion bonus of \$40 per hour.</p> <p>To qualify for the bonus, the Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist must be on site to provide direct patient care. The Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist will be required to work hours equivalent to either a half shift of their permanent work assignment, or a full shift of their permanent work assignment. Services provided via telehealth or telemedicine shall not qualify for the bonus.</p>	9/4/2024

Attachment B

Original Analysis of Pay Code 384HD (Reviewed by BOR on 9/4/2024)

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 INCLUDED under Section 31461 and EXCLUDED under 7522.34					
384HD	HIGH DESERT HEALTH SYSTEM ASSIGNMENT BONUS (PHYSICIAN)	<p>This pay event is being created to provide additional compensation to any Department of Health Services (DHS) Physician or Department of Public Health (DPH) Physician in Bargaining Unit 324 who agrees to work at a facility in the High Desert Health System. The rate is \$57 per hour per occasion.</p> <p>To qualify for the bonus, the Physician must be on site to provide direct patient care. Physicians are required to work hours equivalent to either a half shift or a full shift of their permanent work assignment. Services provided via telehealth do not qualify for the bonus.</p>	(a)	(c)(10) (c)(11)	<p>This payment is available to similarly situated members in the same grade or class of employment and at the same rate of pay. Members must meet the same set of criteria to qualify for this payment. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This payment is a flat-dollar hourly rate bonus paid in addition to the normal rate of base pay under Section 7522.34(c)(10). The bonus rate does not appear on a publicly available pay schedule. 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>

Original Analysis of Pay Code 384HS (Reviewed by BOR on 9/4/2024)

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 INCLUDED under Section 31461 and EXCLUDED under 7522.34					
384HS	HIGH DESERT HEALTH SYSTEM ASSIGNMENT BONUS (MENTAL HEALTH PSYCHIATRIST)	<p>This pay event is being created to provide additional compensation to any Mental Health Psychiatrist (Item No. 4735) from the Department of Health Services (DHS) or Department of Mental Health (DMH) in Bargaining Unit 325 who agrees to work at a facility in the High Desert Health System. The rate is \$40 per hour per occasion.</p> <p>To qualify for the bonus, the Mental Health Psychiatrist must be on site to provide direct patient care. Mental Health Psychiatrists are required to work hours equivalent to either a half shift or a full shift of their permanent work assignment. Services provided via telehealth or telemedicine do not qualify for the bonus</p>	(a)	(c)(10) (c)(11)	<p>This payment is available to similarly situated members in the same grade or class of employment and at the same rate of pay. Members must meet the same set of criteria to qualify for this payment. The recommendation is to INCLUDE this payment in compensation earnable for LEGACY members.</p> <p>This payment is a flat-dollar hourly rate bonus paid in addition to the normal rate of base pay under Section 7522.34(c)(10). The bonus rate does not appear on a publicly available pay schedule. 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>

**FOR INFORMATION ONLY**

May 19, 2025

TO: Each Trustee
Board of Retirement**FROM:** Ricki Contreras *RC*
Administrative Services Division ManagerElsy Gutierrez *EG*
Supervising Administrative Assistant II**FOR:** June 4, 2025, Board of Retirement Meeting**SUBJECT: Contracting Activity Report – March 2025**

The Board of Retirement (BOR) adopted the [Policy for the Procurement of Goods and Services \(PGS\)](#) on September 4, 2024. The PGS requires the Vendor Management Group to provide the BOR a monthly report on all contracting activity. Below is a summary of the contracting activity for the month of April 2025.

Category	Total	Approximate Dollar Amount
New Contracts	4	\$59,774
Renewals	4	\$284,116
Extension	1	\$30,458
Total	9	\$374,348

Attachment

EG: eg

C: Santos H. Kreimann, Chief Executive Officer
Luis Lugo, Deputy Chief Executive Officer
JJ Popowich, Assistant Executive Officer
Laura Guglielmo, Assistant Executive Officer
Jon Gabel, Chief Investments Officer
Steven P. Rice, Chief Counsel
Richard Bendall, Chief Internal Audit
Carly Ntoya, Director of Human Resources

Summary of Contracting Activity: April 2025

Vendor	Division	Type	Term (Months)	New/Renewals	Total Contract Value
Nossaman, LLP.	Human Resources	Training Agreement	3	N	\$20,450.00
Alpha Solutions*	Systems	Installation Services	3	N	\$24,914.00
Greymatter	Systems	Software Subscription	12	N	\$499.00
NTH Generation Computing, INC.	Systems	Maintenance Agreement	12	N	\$13,911.00
Atlassian, PTY LTD*	Systems	Software Subscription	12	R	\$32,780.00
Carahsoft- Service Now*	Systems	Software Subscription	12	R	\$206,520.00
Atlassian, PTY LTD	Systems	Software Subscription	12	R	\$4,000.00
SurveyMonkey, INC.	Systems	Software Subscription	12	R	\$40,816.00
Total					\$343,890

Vendor	Division	Type	Term (Months)	Amendment/Extension	Total Contract Value
General Datatech, LP.	InfoSec Office	Software Subscription	2	E	\$30,458.00
Total					\$30,458

*Sole Source Procurements

** Contract executed by Business Owner

FOR INFORMATION ONLY

May 21, 2025

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: June 4, 2025 Board of Retirement Meeting
June 11, 2025 Board of Investments Meeting

SUBJECT: **Monthly Status Report on Legislation**

Attached is the monthly report on the status of legislation that staff is monitoring. Bills on which LACERA has adopted a position are highlighted in yellow.

Reviewed and Approved:



Luis Lugo, Deputy Chief Executive Officer

Attachments

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LACERA Legislative Report

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

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 State Net® Search Results

Term:

No term applied.

Tracking

Include tracked measures only

1.

California Assembly Bill 26 (2025-2026)

CAA 26 | [Carl DeMaio \(R-075\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | ASSEMBLY

Eliminate the Politicians Perks Act of 2025

States the intent of the Legislature to enact legislation that holds elected officials accountable by prohibiting Members of the Legislature from accepting gifts or trading in individual stock, imposing a lifetime lobbying ban, eliminating exemptions for the Legislature from labor, workplace, and public record laws, and eliminating government pensions for local elected officials.

Code:

An act relating to the Political Reform Act of 1974.

Status:

Dec 2, 2024: INTRODUCED.

 PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

2.

California Assembly Bill 259 (2025-2026)

CAA 259 | [Blanca E. Rubio \(D-048\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) |
Senate Local Government Committee

Open Meetings: Local Agencies: Teleconferences

Provides that existing law, until the specified date, authorizes the legislative body of a local agency to use alternative teleconferencing under certain conditions. Extends the alternative teleconferencing procedures until the specified date.

Code:

An act to amend and repeal Sections 54953 and 54954.2 of the Government Code, relating to local government.

Status:

May 14, 2025: To SENATE Committees on LOCAL GOVERNMENT and JUDICIARY.
[+ Show full status history](#)

 BROWN_ACT

| No tags, commentary, or attachment applied

3.

California Assembly Bill 288 (2025-2026)

CAA 288 | [Tina McKinnor \(D-061\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Appropriations Committee

Employment: Labor Organization

Expands the Public Employment Relations Board's jurisdiction by authorizing a worker to petition PERB to vindicate specified prescribed rights. Specifies who is an authorized worker, including an individual who petitions the National Labor Relations Board to vindicate their rights to full freedom of association, self-organization, or designation of representatives of their own choosing but has not received a determination or remedy within specified statutory timeframes.

Code:

An act to add Section 923.1 to the Labor Code, relating to employment.

Status:

May 7, 2025: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.
[+ Show full status history](#)

Hearing Dates:

05/23/2025 Appropriations



PUBLIC_EMPLOYMENT

| No tags, commentary, or attachment applied

4.

California Assembly Bill 339 (2025-2026)

CAA 339 | [Liz Ortega \(D-020\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) |
Assembly Appropriations Committee

Local Public Employee Organizations: Notice Requirement

Requires the governing body of a public agency, and boards and commissions designated by law or by the governing body of a public agency, to give the recognized employee organization no less than 120 days' written notice before issuing a request for proposals, request for quotes, or renewing or extending an existing contract to perform services that are within the scope of work of the job classifications represented by the recognized employee organization.

Code:

An act to add Section 3504.1 to the Government Code, relating to public employment.

Status:

Apr 9, 2025: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.
[+ Show full status history](#)

Hearing Dates:

05/23/2025 Appropriations



PUBLIC_EMPLOYMENT

| No tags, commentary, or attachment applied

5.

California Assembly Bill 340 (2025-2026)

CAA 340 | [Patrick Ahrens \(D-026\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) |
Assembly Appropriations Committee

Employer-Employee Relations: Confidential Communication

Prohibits a public employer from compelling a public employee, a representative of a recognized employee organization, or an exclusive representative to disclose confidential communications to a third party. Provides that this would not apply to a criminal investigation or when a public safety officer is under investigation and certain circumstances exist.

Code:

An act to ~~amend Sections 3506.5, 3519, 3543.5, and 3571 of the Government Code, and to amend Section 28858 of the Public Utilities~~ add Section 3558.9 to the Government Code, relating to employer-employee relations.

Status:

Apr 23, 2025: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.
[+ Show full status history](#)

Hearing Dates:

05/23/2025 Appropriations

 PUBLIC_EMPLOYMENT

| No tags, commentary, or attachment applied

6.

California Assembly Bill 409 (2025-2026)

CAA 409 | [Joaquin Arambula \(D-031\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | SENATE

Open Meetings: Teleconferences: Community College

Provides that existing law authorizes a State community college student body association and other specified student run community college organizations to use alternate teleconferencing provisions related to notice, agenda, and public participation. Extends the authorization for State community college student body associations and student run community college organizations to use the alternate teleconferencing provisions.

Code:

An act to amend Section 54953.9 of the Government Code, relating to open meetings.

Status:

May 12, 2025: In ASSEMBLY. Read third time. Passed ASSEMBLY. *****To SENATE.
[+ Show full status history](#)



BROWN_ACT

| No tags, commentary, or attachment applied

7.

California Assembly Bill 467 (2025-2026)

CAA 467 | [Mike Fong \(D-049\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) |
Senate Local Government Committee

Open Meetings: Teleconferences: Neighborhood Councils

Provides that existing law authorizes specified neighborhood city councils to use alternate teleconferencing provisions related to notice, agenda, and public participation if, among other requirements, the city council has adopted an authorizing resolution and 2/3 of the neighborhood city council votes to use alternate teleconference provisions. Extends the authorization for specified neighborhood city councils to use the alternate teleconferencing provisions until the specified date.

Code:

An act to amend Section 54953.8 of the Government Code, relating to local government.

Status:

May 14, 2025: To SENATE Committees on LOCAL GOVERNMENT and JUDICIARY.

[+ Show full status history](#)

 BROWN_ACT

| No tags, commentary, or attachment applied

8.

California Assembly Bill 569 (2025-2026)

CAA 569 | [Catherine Stefani \(D-019\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Assembly Appropriations Committee

California Public Employees' Pension Reform Act of 2013

Relates to the California Public Employees' Pension Reform Act of 2013. Authorizes a public employer to bargain over contributions for supplemental retirement benefits administered by, or on behalf of, an exclusive bargaining representative of one or more of the public employer's bargaining units, subject to certain limitations.

Code:

An act to amend Section 7522.18 of the Government Code, relating to retirement benefits.

Status:

May 21, 2025: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.

[+ Show full status history](#)

Hearing Dates:

05/21/2025 Appropriations



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

9.

California Assembly Bill 810 (2025-2026)

CAA 810 | [Jacqui Irwin \(D-042\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Appropriations Committee

Local Government: Internet Websites and Email Addresses

Provides that existing law requires that a local agency that maintains public email addresses to ensure that each email address provided to its employees uses a .gov domain name or a .ca.gov domain name. Requires a city, county, or city and county to comply with specified domain requirements. Requires a special district, joint powers authority, or other political subdivision to comply with similar domain requirements no later than the specified date.

Code:

An act to amend Section 50034 of the Government Code, relating to local government.

Status:

May 7, 2025: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.
[+ Show full status history](#)

Hearing Dates:

05/23/2025 Appropriations



PUBLIC_RECORDS_ACT

| No tags, commentary, or attachment applied

10.

California Assembly Bill 889 (2025-2026)

CAA 889 | [Heather Hadwick \(R-001\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | SENATE

Prevailing Wage: Per Diem Wages

Authorizes an employer to take full credit for the hourly amounts contributed to defined contribution pension plans that provide for both immediate participation and immediate vesting even if the employer contributes at a lower rate or does not make contributions to private construction. Requires the employer to prove that the credit for employer payments was calculated properly.

Code:

An act to amend Section 1773.1 of the Labor Code, relating to prevailing wage.

Status:

May 8, 2025: In ASSEMBLY. Read third time. Passed ASSEMBLY. *****To SENATE.

[+ Show full status history](#)



PUBLIC_EMPLOYMENT

| No tags, commentary, or attachment applied

11.

California Assembly Bill 1054 (2025-2026)

CAA 1054 | [Mike A. Gipson \(D-065\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Public Employment and Retirement...

Public Employees Retirement: Deferred Retirement Option

Establishes the Deferred Retirement Option Program as a voluntary program within the Public Employees Retirement System for employees of State Bargaining Units 5 (Highway Patrol) and 8 (Firefighters). Requires these State bargaining units to bargain with the Department of Human Resources to implement the program. Requires the program to result in a cost savings or be cost neutral. Requires the department to work with the Board of PERS to develop the program.

Code:

An act to ~~amend Section 20000 of~~ add Chapter 20 (commencing with Section 21717) to Part 3 of Division 5 of Title 2 of the Government Code, relating to retirement.

Status:

- Mar 24, 2025:** In ASSEMBLY. Read second time and amended. Re-referred to Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
- Mar 24, 2025:** From ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT With author's amendments.
- Mar 24, 2025:** To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
[+ Show full status history](#)



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

12.

California Assembly Bill 1067 (2025-2026)

CA A 1067 | [Sharon Quirk-Silva \(D-067\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Appropriations Committee

Public Employees Retirement: Felony Convictions

Requires a public employer that is investigating a public employee for misconduct arising out of, or in the performance of, the public employee's official duties in pursuit of the office or appointment, or in connection with obtaining salary, disability retirement, service retirement, or other benefits, to continue the investigation even if the public employee retires while under investigation.

Code:

An act to add Section 7522.76 to the Government Code, relating to public employees' retirement.

Status:

May 7, 2025: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.

[+ Show full status history](#)

Hearing Dates:

05/23/2025 Appropriations

 PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

13.

California Assembly Bill 1323 (2025-2026)

CAA 1323 | [Phillip Chen \(R-059\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Assembly Public Employment and Retirement...

County Employees Retirement: Administration

Provides that the County Employees Retirement Law authorizes counties to establish retirement systems pursuant to its provisions in order to provide pension benefits to county, city, and district employees and their beneficiaries. Provides that existing law sets forth the membership composition for boards of retirement and boards of investment. Authorizes the compensation rate to be increased by the board of retirement, for members in Orange County only, to not more than a specified amount per meeting.

Code:

An act [to amend Section 31521 of the Government Code](#), relating to public [employees'](#) retirement.

Status:

- Mar 24, 2025:** In ASSEMBLY. Read second time and amended. Re-referred to Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
- Mar 24, 2025:** From ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT With author's amendments.
- Mar 24, 2025:** To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
[+ Show full status history](#)



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

14.

California Assembly Bill 1383 (2025-2026)

CAA 1383 | [Tina McKinnor \(D-061\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) |
Assembly Appropriations Committee

Public Employees Retirement Benefits

Provides that the State Public Employees' Pension Reform Act requires each retirement system that offers a defined benefit plan for safety members of the Public Employees' Retirement System to use certain formulas for safety members. Establishes new retirement formulas. Authorizes a public employer and a recognized employee organization to negotiate a prospective increase to the retirement benefit formulas for members and new members, consistent with the formulas permitted under the act. Appropriates funds.

Code:

An act to amend ~~Section 7522.10~~ of Sections 7522.10, 7522.25, and 7522.30 of, and to add Sections 7522.19 and 7522.26 to, the Government Code, relating to public employees' retirement, and making an appropriation therefor.

Status:

May 14, 2025: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.
[+ Show full status history](#)

Hearing Dates:

05/23/2025 Appropriations

PUBLIC_RETIREMENT

Tags:

Staff_Recommendation: Neutral

IBLC_Recommendation: Watch

BOR_Position: Watch

15.

California Assembly Bill 1439 (2025-2026)

CAA 1439 | [Robert Garcia \(D-050\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Public Employment and Retirement...

Public Retirement Systems: Development Projects: Labor

Prohibits the board of a public pension or retirement system from making any additional or new investments of public employee pension or retirement funds in development projects in the State or providing financing for those projects with public employee pension or retirement funds unless those projects include labor standards protections.

Code:

An act to ~~amend Section 70397 of the Government Code, relating to courts.~~ add Section 7513.77 to the Government Code, relating to public retirement systems.

Status:

- Mar 24, 2025:** In ASSEMBLY. Read second time and amended. Re-referred to Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
- Mar 24, 2025:** From ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT With author's amendments.
- Mar 24, 2025:** To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
[+ Show full status history](#)

PUBLIC_INVESTMENT

Commentary:

Comment:

Apr 25, 2025 - 2:03 P.M. (PDT)

The bill has been pulled from further consideration for 2025 and will be revisited in 2026.

16.

California Assembly Bill 1451 (2025-2026)

CAA 1451 | [Al Muratsuchi \(D-066\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | ASSEMBLY

State Teachers' Retirement System

Makes a nonsubstantive change to the provision naming the Teachers' Retirement Law.

Code:

An act to amend Section 22000 of the Education Code, relating to teachers' retirement.

Status:

Feb 21, 2025: INTRODUCED.



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

17.

California Assembly Constitutional Amendment 2 (2025-2026)

CAACA 2 | [Corey Jackson \(D-060\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | ASSEMBLY

Legislature: Retirement

Creates the Legislative Diversification Act, to repeal a prohibition of members of the Legislature accruing any pension or retirement benefit as specified and instead require the Legislature to establish a retirement system for members elected to or serving in the Legislature on specified date.

Code:

A resolution to propose to the people of the State of California an amendment to the Constitution of the State, by repealing and adding Section 4.5 of Article IV thereof, relating to the Legislature.

Status:

Dec 2, 2024: INTRODUCED.



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

18.

California Senate Bill 8 (2025-2026)

CAS 8 | [Angelique Ashby \(D-008\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Third Reading File

Peace Officers: Injury or Illness: Leaves of Absence

Provides that existing law entitles local law enforcement, probation officers and firefighters to a leave of absence while disabled by injury or illness arising out of their duties. Provides that existing law provides that such leave is in lieu of temporary disability payments or maintenance allowance payments otherwise payable under the workers compensation system. Entitles specified peace officers who are employed on a regular, full time basis by a county of the eighth class to this leave.

Code:

An act to amend Section 4850 of the Labor Code, relating to public employment.

Status:

Mar 27, 2025: In SENATE. Read second time and amended. To third reading.

[+ Show full status history](#)

Hearing Dates:

05/21/2025 Senate Third Reading File - # 15



WORKERS_COMPENSATION

| No tags, commentary, or attachment applied

19.

California Senate Bill 239 (2025-2026)

CAS 239 | [Jesse Arreguin \(D-007\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) |
Senate Third Reading File

Open Meetings: Teleconferencing: Subsidiary Body

Provides that the Ralph M. Brown Act requires that all meetings of a legislative body be open and public and that all persons be permitted to attend and participate. Authorizes a subsidiary body to use alternative teleconferencing provisions and imposes requirements for notice, agenda, and public participation. Requires the subsidiary body to post the agenda at each physical meeting location designated by the subsidiary body.

Code:

An act to add and repeal Section 54953.05 of the Government Code, relating to local government.

Status:

May 8, 2025: In SENATE. Read second time. To third reading.

[+ Show full status history](#)

Hearing Dates:

05/21/2025 Senate Third Reading File - # 76

 BROWN_ACT

| No tags, commentary, or attachment applied

20.

California Senate Bill 301 (2025-2026)

CAS 301 | [Timothy S. Grayson \(D-009\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Third Reading File

County Employees Retirement Law of 1937

Makes nonsubstantive changes to provisions of the County Employees Retirement Law of 1937.

Code:

~~An act to amend Section 31560 of the Government Code, relating to retirement.~~

An act to add Section 31566 to the Government Code, relating to retirement.

Status:

May 1, 2025: In SENATE. Read second time. To third reading.

[+ Show full status history](#)

Hearing Dates:

05/21/2025 Senate Third Reading File - # 57



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

21.

California Senate Bill 443 (2025-2026)

CAS 443 | [Susan Rubio \(D-022\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) |
Senate Third Reading File

Retirement: Joint Powers Authorities

Relates to the California Public Employees Pension Reform Act of 2013. Authorizes a joint powers authority to offer specified defined benefit plans or formulas to a member agency that is a non founding member of the joint powers authority for employees who are not new members under PEPRAs and are employed by the joint powers authority within a specified number of days of the agency becoming a member agency.

Code:

An act to amend Section ~~7522.02~~ [7522.05](#) of the Government Code, relating to retirement.

Status:

Apr 8, 2025: In SENATE. Read second time. To third reading.

[+ Show full status history](#)

Hearing Dates:

05/21/2025 Senate Third Reading File - # 18



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

22.

California Senate Bill 538 (2025-2026)

CAS 538 | [Megan Dahle \(R-001\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) |
Senate Labor, Public Employment and Retirement...

Public Employees' Retirement System: Teaching

Authorizes member providing services as a substitute teacher, as defined, under certain circumstances to elect to retain coverage under the Public Employees' Retirement System.

Code:

An act to amend Section 20309 of the Government Code, relating to public employee's retirement.

Status:

Mar 5, 2025: To SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

[+ Show full status history](#)



PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

23.

California Senate Bill 707 (2025-2026)

CAS 707 | [Maria Elena Durazo \(D-026\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Third Reading File

Open Meetings: Meeting and Teleconference Requirements

Provides that the Ralph M. Brown Act requires that all meetings of a legislative body of a local agency be open and public. Provides that existing law authorizes a court to order a legislative body, upon a judgment of a violation of specified closed session provisions, to audio record closed sessions and preserve the recordings for a certain period and under certain terms. Expands the violations for specified closed sessions to include a violation of any provision under the act authorizing a closed session.

Code:

An act to amend Sections 54952, 54952.7, 54953, 54953.5, 54953.7, 54954.2, ~~and 54954.3~~ 54954.3, 54956, 54956.5, 54957.1, 54957.6, 54960, and 54960.2 of, to amend and repeal Section 54952.2 of, to add Sections 54953.8, 54953.8.1, and 54953.8.2 to, and to add and repeal Sections 54953.8.3, 54953.8.4, 54953.8.5, 54953.8.6, 54953.8.7, and 54953.9 of, the Government Code, relating to local government.

Status:

May 6, 2025: In SENATE. Read second time. To third reading.
[+ Show full status history](#)

Hearing Dates:

05/21/2025 Senate Third Reading File - # 65

 BROWN_ACT

| No tags, commentary, or attachment applied

24.

California Senate Bill 853 (2025-2026)

CAS 853 | Labor, Public Employment and Retirement | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Public Employment and Retirement...

Public Employees' Retirement

Provides that under the Public Employees' Retirement Law, the compensation earnable during any period of service as a member of the Judges' Retirement System, the Judges' Retirement System II, the Legislators' Retirement System, or the Defined Benefit Program of the State Teachers' Retirement Plan is considered compensation earnable as a member of the Public Employees' Retirement System for purposes of computing final compensation for the member, if that member retires concurrently under both systems.

Code:

An act to amend Sections 22104.8, 22131, 22146.5, 22713, 22954, 22955, 22955.1, 24616.2, and 26122 of the Education Code, and to amend Sections 7522.02, 20034, 20069, 20638, 20639, 31462.05, 31470.14, and 31680.9 of the Government Code, relating to public retirement systems.

Status:

May 19, 2025: To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.

[+ Show full status history](#)

PUBLIC_RETIREMENT

Tags:

Staff_Recommendation: Support

IBLC_Recommendation: Support

BOR_Position: Support

25.

United States Senate Bill 1504 (2025-2026)

USS 1504 | [Bill Cassidy \(R-LA\)](#) and 4 Co-sponsors | Pending | Senate Finance Committee

Social Security Administration

Requires the Social Security Administration to make changes to the social security terminology used in the rules, regulation, guidance, or other materials of the Administration.

Status:

Apr 29, 2025: To SENATE Committee on FINANCE.

Apr 29, 2025: In SENATE. Read second time.

Apr 29, 2025: INTRODUCED.

[+ Show full status history](#)

SOCIAL_SECURITY

| No tags, commentary, or attachment applied

26.

United States Senate Bill 1505 (2025-2026)

USS 1505 | [Bill Cassidy \(R-LA\)](#) and 3 Co-sponsors | Pending | Senate Finance Committee

Social Security Beneficiaries

Ensures that Social Security beneficiaries receive regular statements from the Social Security Administration.

Status:

Apr 29, 2025: To SENATE Committee on FINANCE.

Apr 29, 2025: In SENATE. Read second time.

Apr 29, 2025: INTRODUCED.

[+ Show full status history](#)

 SOCIAL_SECURITY

| No tags, commentary, or attachment applied

**FOR INFORMATION ONLY**

May 22, 2025

TO: Trustees
Board of Retirement
Board of Investments

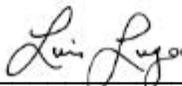
FROM: Ted Granger 
Chief Financial Officer

FOR: June 4, 2025 Board of Retirement Meeting
June 11, 2025 Board of Investments Meeting

SUBJECT: **FY 2024-2025 3RD QUARTER STAFF TRAVEL REPORT**

Attached for your information for trips between July 1, 2024 and March 31, 2025 (1) Staff Travel Report, (2) Q1 (Calendar Year) FPPC Form 801 Travel and Other Payments Paid by Third Parties, and (3) Transportation and Travel Accounts Budget to Actual Expenditures as of March 31, 2025.

REVIEWED AND APPROVED:



Luis A. Lugo
Deputy Chief Executive Officer

TG/JT/EW/SC/SE/gj

Attachments

c: J. Popowich
L. Guglielmo
J. Gabel
S. Rice
R. Contreras

**STAFF TRAVEL REPORT
FOR FISCAL YEAR 2024 - 2025
MARCH 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Administrative Services				
James Beasley	1	Edu - Servant Leadership Conference - Grapevine TX	01/30/2025 - 01/31/2025	Attended
Ricki Contreras	1	Edu - NCPERS Module 3 and 4: Risk Management and Human Capital - Palm Springs CA	10/26/2024 - 10/27/2024	Attended
	2	Edu - Servant Leadership Conference - Grapevine TX	01/30/2025 - 01/31/2025	Attended
Esmeralda Delgado	1	Edu - Servant Leadership Conference - Grapevine TX	01/30/2025 - 01/31/2025	Attended
Elsy Gutierrez	1	Edu - Cobblestone User Conference 2024 - Las Vegas NV	10/16/2024 - 10/18/2024	Attended
	2	Edu - Servant Leadership Conference - Grapevine TX	01/30/2025 - 01/31/2025	Attended
Lindsay Knight	1	Edu - CALAPRS Management Academy Session #3 - Pasadena CA	07/22/2024 - 07/24/2024	Attended
Martin Sandoval	1	Edu - Crucial Conversations for Mastering Dialogue - Denver CO	07/30/2024 - 07/31/2024	Attended
	2	Edu - Servant Leadership Conference - Grapevine TX	01/30/2025 - 01/31/2025	Attended
Jonathan Sosa	1	Edu - DRI 2025 Business Continuity Conference - Las Vegas NV	02/02/2025 - 02/05/2025	Attended
Kaelyn Ung	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Canceled

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Benefits				
Bryan Durant	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Xue-Mei Gao	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Louis Gittens	1	Edu - CALAPRS Management Academy Session #3 - Pasadena CA	07/22/2024 - 07/24/2024	Attended
	2	Edu - IFEBP Annual Employee Benefits Conference - San Diego CA	11/10/2024 - 11/13/2024	Attended
Nancy Harper	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Canceled
Maggie Luong	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Gina Massarotti	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Alejandro Ochoa	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Shonita Peterson	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Carla Quezada	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Latonya Robinson	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Vanessa Ventura	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Joshua Wong	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Communications				
Cynthia Martinez	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Canceled
	2	Edu - NCPERS 2025 Pension Communication Summit - Washington, DC	01/26/2025 - 01/27/2025	Attended
Disability Retirement Services				
Stephanie Ashley	1	Edu - CALAPRS In-Person Disability Round Table - San Diego CA	02/21/2025 - 02/21/2025	Attended
Hernan Barrientos	1	Edu - CALAPRS In-Person Disability Round Table - San Diego CA	02/21/2025 - 02/21/2025	Attended
Tamara Caldwell	1	Edu - CALAPRS Management Academy Session #3 - Pasadena CA	07/22/2024 - 07/24/2024	Attended
	2	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
	3	Edu - CALAPRS In-Person Disability Round Table - San Diego CA	02/21/2025 - 02/21/2025	Attended
Justin Chiu	1	Edu - CALAPRS In-Person Disability Round Table - San Diego CA	02/21/2025 - 02/21/2025	Attended
Ruby Minjares	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Canceled
Sarah Robles	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Disability Retirement Services				
Sarah Robles	2	Edu - CALAPRS In-Person Disability Round Table - San Diego CA	02/21/2025 - 02/21/2025	Attended
Melena Sarkisian	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Maria Silva	1	Edu - CALAPRS Management Academy Session #3 - Pasadena CA	07/22/2024 - 07/24/2024	Attended
	2	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
	3	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Frida Skugrud	1	Edu - CALAPRS In-Person Disability Round Table - San Diego CA	02/21/2025 - 02/21/2025	Attended
Gabriela Valadez	1	Edu - CALAPRS In-Person Disability Round Table - San Diego CA	02/21/2025 - 02/21/2025	Attended
Michelle Yanes	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Executive Offices				
Laura Guglielmo	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Santos Kreimann	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
	2	Admin - CALAPRS General Assembly 2025 - Napa CA	03/02/2025 - 03/05/2025	Attended
	3	Admin - 19th Annual Managers' breakfast with 2025 Chair of the Board of Supervisors - Arcadia CA	03/16/2025 - 03/16/2025	Attended
Barry Lew	1	Edu - CALAPRS Intermediate Course in Retirement Plan Administration - San Jose CA	11/06/2024 - 11/08/2024	Attended
	2	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
	3	Edu - NCPERS Legislative Conference & Policy Day - Washington, DC	01/27/2025 - 01/29/2025	Attended
	4	Admin - Business Meetings to Discuss Legislative Matters - Sacramento CA	03/25/2025 - 03/25/2025	Attended
	5	Admin - SACRS Legislative Committee Meeting - Sacramento CA	03/28/2025 - 03/28/2025	Attended
Luis Lugo	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA	10/14/2024 - 10/18/2024	Attended
	3	Admin - Business Meetings to Discuss Legislative Matters - Sacramento CA	03/25/2025 - 03/25/2025	Attended
John Popowich	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Edu - Xperience Orange County - Genesys Cloud - Irvine CA	10/01/2024 - 10/01/2024	Attended
	3	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Financial & Accounting Services				
Sevag Antabian	1	Edu - Public Pension Financial Forum (P2F2) Annual Conference - Indianapolis IN	10/27/2024 - 10/30/2024	Attended
Sabrina Chen	1	Edu - Public Pension Financial Forum (P2F2) Annual Conference - Indianapolis IN	10/27/2024 - 10/30/2024	Attended
Ted Granger	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	11/19/2024 - 11/19/2024	Attended
Michael Huang	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	11/19/2024 - 11/19/2024	Attended
Giselle Jaimes	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Claro Lanting	1	Edu - Public Pension Financial Forum (P2F2) Annual Conference - Indianapolis IN	10/27/2024 - 10/30/2024	Attended
Ervin Wu	1	Admin - LACERA Management Offsite Meeting - San Marino CA	11/19/2024 - 11/19/2024	Attended
Human Resources				
Erika Alcazar	1	Edu - PSHRA Annual Conference 2024 - Washington, DC	09/04/2024 - 09/06/2024	Attended
Lucy Alvarez-Nunez	1	Edu - NeoGov Ignite Conference - Las Vegas NV	10/01/2024 - 10/03/2024	Attended
	2	Edu - Southern California Public Labor Relations Council (SCPLRC) Annual Conference - Lakewood CA	02/20/2025 - 02/20/2025	Attended
Sandra Carbajal	1	Edu - Vacancies Front & Center - SCPLRC - Complying with AB 2561 - Cerritos CA	01/23/2025 - 01/23/2025	Attended
Armand Castillon	1	Edu - NeoGov Ignite Conference - Las Vegas NV	10/01/2024 - 10/03/2024	Attended
Annette Cleary	1	Edu - Southern California Public Labor Relations Council (SCPLRC) Annual Conference - Lakewood CA	02/20/2025 - 02/20/2025	Attended
Rachel Figueroa	1	Edu - NeoGov Ignite Conference - Las Vegas NV	10/01/2024 - 10/03/2024	Attended
Carly Ntoya	1	Edu - NCPERS Public Pension HR Summit - Denver CO	09/24/2024 - 09/26/2024	Attended
Adam Quinteros	1	Edu - NeoGov Ignite Conference - Las Vegas NV	10/01/2024 - 10/03/2024	Attended
Julia Ray	1	Edu - NeoGov Ignite Conference - Las Vegas NV	10/01/2024 - 10/03/2024	Attended
Ana Ronquillo	1	Edu - SHRM Inclusion Conference 2024 - Denver CO	11/03/2024 - 11/07/2024	Attended
Roberta Van Nortrick	1	Edu - ATD Organizational Development Conference - Atlanta GA	10/06/2024 - 10/09/2024	Attended
	2	Edu - SCCE Basic Compliance & Ethics Academies - San Jose CA	02/10/2025 - 02/13/2025	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Internal Audit				
Richard Bendall	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - 13th Annual Public Pension Fund ERM Peer Group Forum - Austin TX	10/09/2024 - 10/11/2024	Attended
	3	Edu - APPFA Professional Development Conference - Tallahassee FL	11/04/2024 - 11/07/2024	Attended
Leisha Collins	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Christina Logan	1	Admin - 13th Annual Public Pension Fund ERM Peer Group Forum - Austin TX	10/09/2024 - 10/11/2024	Attended
Gabriel Tafoya	1	Edu - APPFA Professional Development Conference - Tallahassee FL	11/04/2024 - 11/07/2024	Attended
Investments				
Didier Acevedo	1	Admin - Qiming Venture Partners - Monrovia CA	07/12/2024 - 07/12/2024	Attended
	2	Admin - 2024 AIF West Coast Investors' Forum - Santa Monica CA	07/17/2024 - 07/17/2024	Attended
	3	Admin - Due diligence on Summit Partners, Insight Partners, and Primary Venture Partners - Boston MA and New York City NY	09/03/2024 - 09/05/2024	Attended
	4	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	5	Admin - Innovation Endeavors AGM - San Francisco CA	09/12/2024 - 09/12/2024	Attended
	6	Edu - Toigo Foundation 35th Anniversary Gala - Los Angeles CA	11/20/2024 - 11/20/2024	Attended
	7	Admin - Attend Primary Ventures Partners AGM and LPAC. Meet with potential managers (Lux Ventures, CoinFund, or Radian Capital) - New York City NY	02/12/2025 - 02/13/2025	Attended
	8	Admin - ALTSLA 2025 - Los Angeles CA	03/17/2025 - 03/19/2025	Attended
	9	Admin - CFA Institute's DEI Code Roundtable - Los Angeles CA	03/26/2025 - 03/26/2025	Attended
Amit Aggarwal	1	Admin - Due Diligence on site meetings with Clarion-Lion Industrial and property tours of LACERA assets - Dallas TX	07/16/2024 - 07/18/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Edu - PREA Conference and asset tours of Sonnet and Westview Corporation properties - Washington, DC	10/22/2024 - 10/24/2024	Attended
	4	Admin - Meeting with Whitman Peterson - Westlake Village CA	10/31/2024 - 10/31/2024	Attended
	5	Admin - Aermont Capital Real Estate Fund IV, LP LPAC meetings and site tours of properties, meet and site tours with Prologis European Logistics Fund - Berlin Germany and London UK	11/16/2024 - 11/22/2024	Attended
Josiah Bezet	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Calvin Chang	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - Due diligence on Blue Sage Capital IV - Austin TX	10/03/2024 - 10/03/2024	Attended
Jason Choi	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Jason Choi	2	Admin - Albourne Conference and due diligence with Credit managers and Hedge Fund managers - New York City NY and Greenwich CT	10/15/2024 - 10/18/2024	Attended
Esmeralda Del Bosque	1	Edu - Girls Who Invest Fireside Chat: "Female Leaders in Finance" - Los Angeles CA	07/29/2024 - 07/29/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Edu - National Society of Compliance Professionals Annual Conference - Dallas TX	10/27/2024 - 10/30/2024	Attended
	4	Admin - 2024 100 Women in Finance's Gala - New York City NY	11/06/2024 - 11/06/2024	Attended
	5	Admin - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/19/2025 - 03/20/2025	Attended
Terra Elijah	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Edu - Stepstone's 360 Conference - New York City NY	09/25/2024 - 09/26/2024	Attended
	3	Edu - Albourne Conference - New York City NY	10/14/2024 - 10/17/2024	Attended
	4	Admin - ARA AGM and Manager Meetings - Boston MA	10/22/2024 - 10/23/2024	Attended
	5	Admin - Macquarie LPAC Meeting Americas 2025 - Fort Lauderdale FL	02/10/2025 - 02/12/2025	Attended
Soniah Ginoyan	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Adrian Gonzalez	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Jon Grabel	1	Admin - 2024 AIF West Coast Investors' Forum - Santa Monica CA	07/17/2024 - 07/17/2024	Attended
	2	Admin - Annual Girls Who Invest SoCal Summer Event and Bloomberg Women's Buyside Network - Los Angeles CA	08/06/2024 - 08/06/2024	Attended
	3	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	4	Admin - New America Alliance Mexico City Symposium - Mexico City Mexico	09/25/2024 - 09/26/2024	Canceled
	5	Admin - 2024 PCAOB International Institute on Audit Regulation Institute - Washington, DC	09/25/2024 - 09/26/2024	Attended
	6	Admin - Inaugural Girls Who Invest Gala /2024 Blackstone CIO Symposium/Goldman Sachs - New York City NY	09/30/2024 - 10/01/2024	Attended
	7	Edu - AAAIM Elevate 2024 - Los Angeles CA	10/08/2024 - 10/08/2024	Attended
	8	Admin - 2024 Global CIO Summit - New York City NY	10/22/2024 - 10/23/2024	Attended
	9	Admin - 2024 100 Women in Finance's Gala - New York City NY	11/06/2024 - 11/06/2024	Attended
	10	Edu - Toigo Foundation 35th Anniversary Gala - Los Angeles CA	11/20/2024 - 11/20/2024	Attended
	11	Admin - 2024 KKR CIO Symposium - Washington, DC	12/02/2024 - 12/03/2024	Attended
	12	Admin - 2025 AIF West Coast Investors' Forum - Los Angeles CA	02/26/2025 - 02/27/2025	Canceled

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Investments				
Jon Grabel	13	Edu - Girls Who Invest's 10-Year Anniversary Kickoff - New York City NY	02/27/2025 - 02/27/2025	Canceled
	14	Admin - ALTSLA 2025 - Los Angeles CA	03/17/2025 - 03/19/2025	Attended
	15	Admin - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/19/2025 - 03/20/2025	Attended
Terri Herubin	1	Admin - CBRE Logistics On-Site Due Diligence and Manager Visits (MS, Pru) - New York City NY	07/22/2024 - 07/23/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Edu - AAAIM Elevate 2024 - Los Angeles CA	10/08/2024 - 10/08/2024	Attended
	4	Admin - The Rise Koreatown existing investment - Los Angeles CA	10/08/2024 - 10/08/2024	Attended
	5	Edu - PREA Conference and asset tours of Sonnet and Westview Corporation properties - Washington, DC	10/22/2024 - 10/24/2024	Attended
	6	Edu - 2024 Urban Land Institute Fall Meeting - Las Vegas NV	10/28/2024 - 10/30/2024	Attended
	7	Admin - Meeting with Whitman Peterson - Westlake Village CA	10/31/2024 - 10/31/2024	Attended
	8	Admin - Asana and Bell Partners onsite Due Diligence for potential investment opportunities - Charlotte and Raleigh North Carolina NC	01/21/2025 - 01/23/2025	Attended
	9	Admin - CBRE Value-Add Asia Fund VII operational and investment due diligence and site inspections for potential investment opportunity, meet and conduct site tours with Angelo, Gordon Asia Fund IV, meet with AEW Asia Fund III and meet with Invesco Core Asia. Introductory meeting with Bentall Green Oak and conduct site tours - Tokyo Japan	02/02/2025 - 02/07/2025	Attended
	10	Admin - Diligence Property Tours in Los Angeles for a Potential Investment Opportunity with Asana - Los Angeles CA	03/04/2025 - 03/04/2025	Attended
	11	Admin - Bell Asset Tour (3330 E. Foothill Boulevard) - Pasadena CA	03/06/2025 - 03/06/2025	Attended
	12	Admin - Pension Real Estate Association Bi-Annual Meeting; Manager Meetings and Site Tours - Dallas TX	03/24/2025 - 03/27/2025	Attended
Piers Hugh Smith	1	Admin - CII Conference - Washington, DC	03/09/2025 - 03/13/2025	Attended
Pushpam Jain	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - Existing and potential private market manager meetings - Chicago IL	10/01/2024 - 10/02/2024	Attended
Khalice Johnson	1	Edu - Girls Who Invest SoCal Social with Bloomberg LP, Oaktree, and PIMCO - Los Angeles CA	08/06/2024 - 08/06/2024	Attended
	2	Edu - Restructuring Fundamentals & Valuation - Los Angeles CA	08/07/2024 - 08/07/2024	Attended
	3	Edu - Company and Industry Analysis - Los Angeles CA	08/14/2024 - 08/14/2024	Attended
Dale Johnson	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Edu - AAAIM Elevate 2024 - Los Angeles CA	10/08/2024 - 10/08/2024	Attended
Jasmine Jones	1	Edu - Bloomberg Training for Interns - Century City CA	07/24/2024 - 07/24/2024	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Jasmine Jones	2	Edu - Girls Who Invest SoCal Social with Bloomberg LP, Oaktree, and PIMCO - Los Angeles CA	08/06/2024 - 08/06/2024	Attended
	3	Edu - Restructuring Fundamentals & Valuation - Los Angeles CA	08/07/2024 - 08/07/2024	Attended
	4	Edu - Company and Industry Analysis - Los Angeles CA	08/14/2024 - 08/14/2024	Attended
John Kim	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Edu - ISRP Annual Conference - Park City UT	09/12/2024 - 09/12/2024	Attended
	3	Admin - Due diligence with managers for the Risk and ESG RFP for the total Fund and OPEB Master Trust - New York City NY	10/01/2024 - 10/03/2024	Attended
Derek Kong	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - Kingswood Capital Management AMG - Beverly Hills CA	11/06/2024 - 11/06/2024	Attended
	3	Admin - STG 2024 AGM/LPAC and meet with an existing manager (TSG) - San Francisco CA	11/18/2024 - 11/19/2024	Attended
	4	Edu - Annual Private Markets Secondaries Meeting - Santa Monica CA	02/12/2025 - 02/13/2025	Attended
Mike Lombardo	1	Admin - Meeting with Whitman Peterson - Westlake Village CA	10/31/2024 - 10/31/2024	Attended
Cheryl Lu	1	Admin - Due diligence on existing manager (GGV Capital Partners) and potential manager (Jungle Ventures) - Singapore	07/12/2024 - 07/17/2024	Attended
	2	Admin - Girls Who Invest SoCal Social Service Event and Volunteer Service Event hosted by Bloomberg LP, Oaktree, and PIMCO - Los Angeles CA	08/06/2024 - 08/06/2024	Attended
	3	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	4	Admin - Accel KKR AGM and LPAC - Atlanta GA	09/24/2024 - 09/25/2024	Attended
	5	Admin - Revelstoke AMG and LPAC - Boulder CO	10/09/2024 - 10/10/2024	Attended
	6	Admin - CFA Institute's DEI Code Roundtable - Los Angeles CA	03/26/2025 - 03/26/2025	Attended
Vache Mahseredjian	1	Edu - Girls Who Invest Fireside Chat: "Female Leaders in Finance" - Los Angeles CA	07/29/2024 - 07/29/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Edu - AAAIM Elevate 2024 - Los Angeles CA	10/08/2024 - 10/08/2024	Attended
	4	Admin - Due Diligence with existing managers and meet with Albourne - Seattle WA and San Francisco CA	11/14/2024 - 11/15/2024	Attended
Quoc Nguyen	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Jude Perez	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - New America Alliance Mexico City Symposium - Mexico City Mexico	09/25/2024 - 09/26/2024	Attended
	3	Admin - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/19/2025 - 03/20/2025	Attended
Krista Powell	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Krista Powell	2	Admin - Albourne Conference and due diligence with Credit managers and Hedge Fund managers - New York City NY and Greenwich CT	10/15/2024 - 10/18/2024	Attended
	3	Admin - Due Diligence with existing managers and meet with Albourne - Seattle WA and San Francisco CA	11/14/2024 - 11/15/2024	Attended
Jim Rice	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Cindy Rivera	1	Edu - Girls Who Invest Fireside Chat: "Female Leaders in Finance" - Los Angeles CA	07/29/2024 - 07/29/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Admin - The Rise Koreatown existing investment - Los Angeles CA	10/08/2024 - 10/08/2024	Attended
	4	Edu - PREA Conference - Washington, DC	10/22/2024 - 10/25/2024	Attended
	5	Edu - Toigo Foundation 35th Anniversary Gala - Los Angeles CA	11/20/2024 - 11/20/2024	Attended
	6	Admin - Morgan Stanley Global Real Assets Conference - Miami FL	03/03/2025 - 03/05/2025	Attended
Michael Romero	1	Admin - Due Diligence on site meetings with Clarion-Lion Industrial and property tours of LACERA assets - Dallas TX	07/16/2024 - 07/18/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Edu - Lion Properties Fund Advisory Council Meetings - Nashville TN	11/06/2024 - 11/08/2024	Attended
	4	Admin - Asana Due Diligence for potential investment opportunity - Charlotte NC	01/21/2025 - 01/23/2025	Attended
	5	Admin - Diligence Property Tours in Los Angeles for a Potential Investment Opportunity with Asana - Los Angeles CA	03/04/2025 - 03/04/2025	Attended
Ron Senkandwa	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Magdalia Serna-Armstrong	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Inga Tadevosyan	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Sergik Tahmazyan	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Shelly Tilaye	1	Admin - Girls Who Invest SoCal Social Service Event and Volunteer Service Event hosted by Bloomberg LP, Oaktree, and PIMCO - Los Angeles CA	08/06/2024 - 08/06/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Edu - PEWIN West Coast LP Spotlight: Los Angeles County City Employees' Retirement System (LACERS) and Los Angeles Fire and Police Pensions (LAFPP) - Los Angeles CA	10/03/2024 - 10/03/2024	Attended
Chad Timko	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Kathryn Ton	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Edu - ISRP Annual Conference - Park City UT	09/12/2024 - 09/12/2024	Attended

**STAFF TRAVEL REPORT
FOR FISCAL YEAR 2024 - 2025
MARCH 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Kathryn Ton	3	Admin - Due diligence with managers for the Risk and ESG RFP for the total Fund and OPEB Master Trust - New York City NY	10/01/2024 - 10/03/2024	Attended
Mel Tsao	1	Admin - CBRE Logistics On-Site Due Diligence and Manager Visits (MS, Pru) - New York City NY	07/22/2024 - 07/23/2024	Attended
	2	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	3	Edu - NCREIF Fall Conference & Academy - Fort Lauderdale FL	10/13/2024 - 10/18/2024	Attended
	4	Edu - 2024 CBRE IM Investor Meeting - New York City NY	10/28/2024 - 10/30/2024	Attended
	5	Admin - Bell Asset Tour (3330 E. Foothill Boulevard) - Pasadena CA	03/06/2025 - 03/06/2025	Attended
Christopher Wagner	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
Hanzhi Xia	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - Attend Grain Management 2025 Annual Investor Meeting - Washington, DC	03/10/2025 - 03/11/2025	Attended
Scott Zdrazil	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Admin - UN Principles for Responsible Investments - Los Angeles CA	09/30/2024 - 09/30/2024	Attended
	3	Admin - Speaking at Albourne Client Conference - New York City NY	10/13/2024 - 10/17/2024	Canceled
	4	Admin - Stanford Institutional Investors Forum - Stanford CA	12/03/2024 - 12/04/2024	Attended
	5	Admin - Speak at Corporate Directors Forum and participate in Diversity Exchange - San Diego CA	02/20/2025 - 02/21/2025	Attended
	6	Admin - Speaking at Council of Institutional Investors Spring Conference - Washington, DC	03/09/2025 - 03/12/2025	Attended
	7	Admin - CFA Institute's DEI Code Roundtable - Los Angeles CA	03/26/2025 - 03/26/2025	Attended

**STAFF TRAVEL REPORT
FOR FISCAL YEAR 2024 - 2025
MARCH 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Legal Services				
Allison Barrett	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Canceled
	2	Edu - SCCE Basic Compliance & Ethics Academies - San Jose CA	02/10/2025 - 02/13/2025	Attended
Jasmine Bath	1	Edu - Labor Law and Labor Arbitration Conference - Los Angeles CA	01/09/2025 - 01/09/2025	Canceled
	2	Edu - Employment Discrimination and Employee Relations Laws Seminar - Monrovia CA	03/19/2025 - 03/19/2025	Attended
	3	Edu - The Castle Seminar: Employee Handbook and Personnel Policies - Monrovia CA	03/25/2025 - 03/25/2025	Attended
Frank Boyd	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Michael Herrera	1	Admin - Public Funds Forum 2024 - Laguna Beach CA	09/03/2024 - 09/05/2024	Attended
Jean Kim	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Canceled
	2	Edu - American Bar Association 2025 Midyear Tax Meeting - Los Angeles CA	02/19/2025 - 02/21/2025	Attended
Zachary Meth	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Steven Rice	1	Admin - Board of Investments Offsite - Glendale CA	09/10/2024 - 09/11/2024	Attended
	2	Edu - CALAPRS Attorneys Roundtable - San Jose CA	09/13/2024 - 09/13/2024	Attended
Susan Wang	1	Admin - Institutional Limited Partners Association (ILPA) Summit 2024 - Sacramento CA	10/30/2024 - 10/30/2024	Attended
Member Services				
Gladys Asuncion	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Tatiana Bayer	1	Edu - CALAPRS Management Academy Session #3 - Pasadena CA	07/22/2024 - 07/24/2024	Attended
	2	Edu - ICMI Contact Center Expo - Orlando FL	10/21/2024 - 10/24/2024	Attended
	3	Edu - IFEBP Annual Employee Benefits Conference - San Diego CA	11/10/2024 - 11/13/2024	Attended
David Bayha	1	Edu - Xperience Orange County - Genesys Cloud - Irvine CA	10/01/2024 - 10/01/2024	Attended
Valerie Calderon	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Maria Calderon	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Renee Copeland	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
	2	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Trudi Hayashida	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Stephanie Kawai	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Armendina Lejano	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended

**STAFF TRAVEL REPORT
FOR FISCAL YEAR 2024 - 2025
MARCH 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Member Services				
Bill Lindstrom	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Laura Magallanes	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Ani Mazmanyanyan	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Canceled
Vanessa Muro	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Pelin Ozkuzu	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Kelly Puga	1	Edu - ICMI Contact Center Expo - Orlando FL	10/21/2024 - 10/24/2024	Attended
Valerie Quiroz	1	Edu - ICMI Contact Center Expo - Orlando FL	10/21/2024 - 10/24/2024	Attended
Amy Saruwatari	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Jeff Shevlowitz	1	Edu - IFEBP Annual Employee Benefits Conference - San Diego CA	11/10/2024 - 11/13/2024	Attended
Toneashia Tate	1	Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
Nga Van	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
QA & Metrics				
Bernardo Buenaflor	1	Edu - Association of Certified Fraud Examiners (ACFE) Review Course and Examination - Los Angeles CA	07/22/2024 - 07/25/2024	Attended

**STAFF TRAVEL REPORT
FOR FISCAL YEAR 2024 - 2025
MARCH 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Retiree Healthcare				
Jan Bautista	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Araceli Gamboa	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Leilani Ignacio	1	Admin - Anthem Blue Cross Due Diligence - Rancho Cordova CA	09/10/2024 - 09/10/2024	Attended
	2	Edu - IFEBP Annual Employee Benefits Conference - San Diego CA	11/10/2024 - 11/13/2024	Attended
Cassandra Smith	1	Admin - CMS National Training Program - Medicare Program Workshop - Woodbridge NJ	08/13/2024 - 08/15/2024	Attended
	2	Admin - Anthem Blue Cross Due Diligence - Rancho Cordova CA	09/10/2024 - 09/10/2024	Attended
	3	Admin - Anthem Blue Cross Inaugural CA Strategic Accounts Client Advisory Meeting - Long Beach CA	09/19/2024 - 09/20/2024	Attended
	4	Edu - Public Sector HealthCare Roundtable Annual Conference - Washington, DC	11/06/2024 - 11/08/2024	Attended
	5	Edu - IFEBP Annual Employee Benefits Conference - San Diego CA	11/10/2024 - 11/13/2024	Attended
	6	Edu - NCPERS Legislative Conference & Policy Day - Washington, DC	01/27/2025 - 01/29/2025	Attended
	7	Admin - 2025 CVS Health Forum - New Orleans LA	03/19/2025 - 03/21/2025	Attended
	8	Edu - AHIP 2025 Medicare, Medicaid, Duals & Commercial Markets Forum - Baltimore MD	03/25/2025 - 03/27/2025	Attended
Systems				
Eduardo Ascencio	1	Edu - Sielox Product Certification Training - Pleasanton CA	10/07/2024 - 10/11/2024	Attended
Iveta Brecko	1	Edu - PMI Global Summit 2024 - Los Angeles CA	09/18/2024 - 09/21/2024	Attended
Monica Bustamante	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
Christian Chabtini	1	Edu - JavaOne 2025 - Redwood Shores CA	03/18/2025 - 03/20/2025	Attended
David Choe	1	Edu - PMI Global Summit 2024 - Los Angeles CA	09/18/2024 - 09/21/2024	Attended
Kathy Delino	1	Edu - Los Angeles Digital Government Summit - Los Angeles CA	08/13/2024 - 08/13/2024	Attended
	2	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Attended
	3	Edu - Gartner CIO Leadership Forum - Phoenix AZ	02/24/2025 - 02/25/2025	Attended
Larisa Fradkin	1	Edu - Devnexus Conference 2025 - Atlanta GA	03/04/2025 - 03/06/2025	Attended
	2	Edu - JavaOne 2025 - Redwood Shores CA	03/18/2025 - 03/20/2025	Attended
Lynn Francisco	1	Edu - TDWI Transform Conference - San Diego CA	08/04/2024 - 08/09/2024	Attended
Ganesh Gopanapalli	1	Edu - CALAPRS IT Round Table - San Jose CA	10/11/2024 - 10/11/2024	Attended
	2	Edu - Gartner IT Symposium - Orlando FL	10/21/2024 - 10/24/2024	Attended

**STAFF TRAVEL REPORT
FOR FISCAL YEAR 2024 - 2025
MARCH 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Systems				
Lawrence Greene li	1	Admin - Conduct Site Visit of Mesa, AZ Facility - Mesa AZ	01/13/2025 - 01/16/2025	Attended
Vasudevan Kuppuswamy	1	Edu - Los Angeles Digital Government Summit - Los Angeles CA	08/13/2024 - 08/13/2024	Attended
	2	Edu - BMC Connect 2024 Conference - Las Vegas NV	10/14/2024 - 10/16/2024	Attended
	3	Edu - IBM TechXchange Conference - Las Vegas NV	10/21/2024 - 10/24/2024	Attended
	4	Admin - Conduct Site Visit of Mesa, AZ Facility - Mesa AZ	01/13/2025 - 01/16/2025	Attended
Jim Lyle	1	Edu - Gartner IT Infrastructure, Operations & Cloud Strategies Conference - Las Vegas NV	12/10/2024 - 12/12/2024	Attended
Sandy Pang	1	Edu - TDWI Transform Conference - San Diego CA	08/04/2024 - 08/09/2024	Attended
Penelope Rodriguez	1	Edu - Los Angeles County Women's Leadership Conference - Los Angeles CA	08/15/2024 - 08/15/2024	Canceled
	2	Edu - Cobblestone User Conference 2024 - Las Vegas NV	10/16/2024 - 10/18/2024	Attended
Susana Seeckts	1	Edu - TDWI Transform Conference - San Diego CA	08/04/2024 - 08/09/2024	Attended
Celso Templo	1	Edu - Los Angeles Digital Government Summit - Los Angeles CA	08/13/2024 - 08/13/2024	Attended
	2	Edu - PMI Global Summit 2024 - Los Angeles CA	09/18/2024 - 09/21/2024	Attended
	3	Edu - Cobblestone User Conference 2024 - Las Vegas NV	10/16/2024 - 10/18/2024	Attended
Summy Voong	1	Edu - Gartner IT Infrastructure, Operations & Cloud Strategies Conference - Las Vegas NV	12/10/2024 - 12/12/2024	Attended

CY 2025 Q1 FPPC FORM 801 STAFF TRAVEL EXPENSES

CY 2025 Q1 FPPC FORM 801 STAFF TRAVEL EXPENSES																			
2. Donor Name and Address					3. Payment Information														
Name					3.1(a) Travel Payment										3.2 Payment Description			3.3 Officials who used payment in Section 3.1	
Item Number	Individual	Other	Entity's Business Activity	Address	Location	Dates	Transportation Provider	Type	Name of Lodging Facility	Lodging Expenses	Meal Expenses	Transportation Expenses	Other Expenses	Total Expenses		Last Name	First Name	Position/Title	Department/Division
1	N/A	Pension Real Estate Association	Non-profit trade association for the institutional real estate investment industry	100 Pearl Street, 13th Floor, Hartford, CT 06103	Dallas, TX	March 24-26, 2025	N/A	Lodging	Fairmont Dallas	\$400.00	\$0.00	\$0.00	\$0.00	\$400.00	The payment (\$200/night credit for lodging) was made for the travel expenses of an official for the purpose of receiving training directly related to the official's job duties and the payment is provided by an organization that commonly provides such training.	Herubin	Terri	Senior Investment Officer	Investments

FISCAL YEAR 2024-2025

SUMMARY OF ALL UNITS

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$110,000.00	\$42,333.67	(\$67,666.33)
TRAVEL	838,500.00	311,490.27	(527,009.73)
TOTAL	<u>948,500.00</u>	<u>353,823.94</u>	<u>(594,676.06)</u>

FISCAL YEAR 2024-2025

LACERA BUDGET CONTROL REPORT

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$108,500.00	\$41,474.29	(\$67,025.71)
TRAVEL	813,800.00	297,556.72	(516,243.28)
TOTAL	<u>922,300.00</u>	<u>339,031.01</u>	<u>(583,268.99)</u>

FISCAL YEAR 2024-2025

BOARD OF RETIREMENT

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$11,000.00	\$4,717.63	(\$6,282.37)
TRAVEL	82,500.00	39,109.23	(43,390.77)
TOTAL	<u>93,500.00</u>	<u>43,826.86</u>	<u>(49,673.14)</u>

FISCAL YEAR 2024-2025

BOARD OF INVESTMENTS

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$26,000.00	\$8,477.12	(\$17,522.88)
TRAVEL	220,000.00	68,931.51	(151,068.49)
TOTAL	<u>246,000.00</u>	<u>77,408.63</u>	<u>(168,591.37)</u>

FISCAL YEAR 2024-2025

ADMINISTRATIVE SERVICES DIVISION

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$2,900.00	\$830.86	(\$2,069.14)
TRAVEL	28,700.00	8,687.36	(20,012.64)
TOTAL	<u>31,600.00</u>	<u>9,518.22</u>	<u>(22,081.78)</u>

FISCAL YEAR 2024-2025

BENEFITS DIVISION

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$2,100.00	\$1,055.28	(\$1,044.72)
TRAVEL	12,600.00	11,039.55	(1,560.45)
TOTAL	<u>14,700.00</u>	<u>12,094.83</u>	<u>(2,605.17)</u>

FISCAL YEAR 2024-2025

COMMUNICATIONS

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$700.00	\$55.00	(\$645.00)
TRAVEL	16,900.00	1,974.58	(14,925.42)
TOTAL	<u>17,600.00</u>	<u>2,029.58</u>	<u>(15,570.42)</u>

FISCAL YEAR 2024-2025

DISABILITY LITIGATION

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$800.00	\$0.00	(\$800.00)
TRAVEL	6,500.00	0.00	(6,500.00)
TOTAL	<u>7,300.00</u>	<u>0.00</u>	<u>(7,300.00)</u>

FISCAL YEAR 2024-2025

DISABILITY RETIREMENT

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$1,500.00	\$962.42	(\$537.58)
TRAVEL	6,200.00	3,875.29	(2,324.71)
TOTAL	<u>7,700.00</u>	<u>4,837.71</u>	<u>(2,862.29)</u>

FISCAL YEAR 2024-2025

ETHICS AND COMPLIANCE OFFICE

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$3,500.00	\$144.31	(\$3,355.69)
TRAVEL	8,000.00	1,551.74	(6,448.26)
TOTAL	<u>11,500.00</u>	<u>1,696.05</u>	<u>(9,803.95)</u>

FISCAL YEAR 2024-2025

EXECUTIVE OFFICE

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$4,100.00	\$1,315.07	(\$2,784.93)
TRAVEL	64,000.00	6,450.32	(57,549.68)
TOTAL	<u>68,100.00</u>	<u>7,765.39</u>	<u>(60,334.61)</u>

FISCAL YEAR 2024-2025

FINANCIAL AND ACCOUNTING SERVICES DIVISION

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$3,000.00	\$557.29	(\$2,442.71)
TRAVEL	26,000.00	5,321.95	(20,678.05)
TOTAL	<u>29,000.00</u>	<u>5,879.24</u>	<u>(23,120.76)</u>

FISCAL YEAR 2024-2025

HUMAN RESOURCES

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$1,200.00	\$610.67	(\$589.33)
TRAVEL	15,000.00	12,288.22	(2,711.78)
TOTAL	<u>16,200.00</u>	<u>12,898.89</u>	<u>(3,301.11)</u>

FISCAL YEAR 2024-2025

INFORMATION SECURITY OFFICE

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$2,200.00	\$0.00	(\$2,200.00)
TRAVEL	14,000.00	0.00	(14,000.00)
TOTAL	<u>16,200.00</u>	<u>0.00</u>	<u>(16,200.00)</u>

FISCAL YEAR 2024-2025

INTERNAL AUDIT SERVICES

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$2,000.00	\$892.92	(\$1,107.08)
TRAVEL	15,000.00	7,068.78	(7,931.22)
TOTAL	<u>17,000.00</u>	<u>7,961.70</u>	<u>(9,038.30)</u>

FISCAL YEAR 2024-2025

INVESTMENT OFFICE

**DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025**

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$33,000.00	\$13,285.45	(\$19,714.55)
TRAVEL	186,000.00	85,202.40	(100,797.60)
TOTAL	<u>219,000.00</u>	<u>98,487.85</u>	<u>(120,512.15)</u>

FISCAL YEAR 2024-2025

LEGAL SERVICES

**DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025**

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$6,000.00	\$1,007.27	(\$4,992.73)
TRAVEL	35,000.00	6,302.10	(28,697.90)
TOTAL	<u>41,000.00</u>	<u>7,309.37</u>	<u>(33,690.63)</u>

FISCAL YEAR 2024-2025

MEMBER SERVICES

**DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025**

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$4,300.00	\$2,468.69	(\$1,831.31)
TRAVEL	19,000.00	16,589.57	(2,410.43)
TOTAL	<u>23,300.00</u>	<u>19,058.26</u>	<u>(4,241.74)</u>

FISCAL YEAR 2024-2025

QUALITY ASSURANCE

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$1,200.00	\$183.78	(\$1,016.22)
TRAVEL	8,400.00	1,443.16	(6,956.84)
TOTAL	<u>9,600.00</u>	<u>1,626.94</u>	<u>(7,973.06)</u>

FISCAL YEAR 2024-2025

RETIREE HEALTHCARE

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$1,500.00	\$859.38	(\$640.62)
TRAVEL	24,700.00	13,933.55	(10,766.45)
TOTAL	<u>26,200.00</u>	<u>14,792.93</u>	<u>(11,407.07)</u>

FISCAL YEAR 2024-2025

SYSTEMS DIVISION

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$3,000.00	\$4,910.53	\$1,910.53
TRAVEL	50,000.00	21,720.96	(28,279.04)
TOTAL	<u>53,000.00</u>	<u>26,631.49</u>	<u>(26,368.51)</u>

FISCAL YEAR 2024-2025

SUMMARY EXCLUDE RHC

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$108,500.00	\$41,474.29	(\$67,025.71)
TRAVEL	813,800.00	297,556.72	(516,243.28)
TOTAL	<u>922,300.00</u>	<u>339,031.01</u>	<u>(583,268.99)</u>

FISCAL YEAR 2024-2025

SUMMARY EXCLUDE RHC, BOR, AND BOI

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$71,500.00	\$28,279.54	(\$43,220.46)
TRAVEL	511,300.00	189,515.98	(321,784.02)
TOTAL	<u>582,800.00</u>	<u>217,795.52</u>	<u>(365,004.48)</u>

FISCAL YEAR 2024-2025

BOR AND BOI ONLY

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$37,000.00	\$13,194.75	(\$23,805.25)
TRAVEL	302,500.00	108,040.74	(194,459.26)
TOTAL	<u>339,500.00</u>	<u>121,235.49</u>	<u>(218,264.51)</u>

FISCAL YEAR 2024-2025

SUMMARY EXCLUDE BOR AND BOI

DETAIL OF TRANSPORTATION AND TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2025

	<u>BUDGET</u>	<u>YTD ACTUAL</u>	<u>OVER/(UNDER) BUDGET</u>
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	\$73,000.00	\$29,138.92	(\$43,861.08)
TRAVEL	536,000.00	203,449.53	(332,550.47)
TOTAL	<u>609,000.00</u>	<u>232,588.45</u>	<u>(376,411.55)</u>

FOR INFORMATION ONLY

May 22, 2025

TO: Trustees
Board of Retirement
Board of Investments

FROM: Ted Granger 
Chief Financial Officer

FOR: June 4, 2025 Board of Retirement Meeting
June 11, 2025 Board of Investments Meeting

SUBJECT: **FY 2024-2025 3RD QUARTER TRUSTEE TRAVEL & EDUCATION
EXPENDITURE REPORTS**

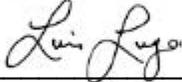
Attached for your review:

(1) Trustee Travel & Education Expenditure Report which includes expenses for events between July 1, 2024 and March 31, 2025 excluding Regular Board and Committee Meetings.

(2) Regular Board and Committee Meetings Expenditure Report for accumulated lodging and mileage reimbursed for events between July 1, 2024 and March 31, 2025.

(3) The Trustee Cancellation & Credit Expenditures Report which includes credits and expenses associated with trip cancellations for FY 2021-2022, FY 2023-2024, and Q3 FY 2024-2025. No credits remain for FY 2022-2023.

REVIEWED AND APPROVED:



Luis A. Lugo
Deputy Chief Executive Officer

TG/JT/EW/SC/SE/gj

Attachments

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



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Nancy Durazo													
A	1 Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 10/14/2024 - 10/18/2024	Attended	\$14,930.28	\$13,500.00	\$0.00	\$1,266.95	\$0.00	\$49.45	\$0.00	\$0.00	\$0.00	\$88.88	\$25.00
V	- Edu - Southern New Hampshire University: Principles of Finance & Public Fiscal Management (Weekly Course) - VIRTUAL - 07/01/2024 - 08/25/2024	Attended	\$1,485.00	\$1,485.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
-	Edu - Southern New Hampshire University: Program Accountability and Driving Business Opportunities (Weekly Course) - VIRTUAL - 10/28/2024 - 12/22/2024	Attended	\$1,485.00	\$1,485.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Totals for Nancy Durazo:			\$17,900.28	\$16,470.00	\$0.00	\$1,266.95	\$0.00	\$49.45	\$0.00	\$0.00	\$0.00	\$88.88	\$25.00
Trevor Fay (term ended 12/31/2024)													
A	1 Edu - Infrastructure Investor: North America Forum - New York City NY - 12/04/2024 - 12/05/2024	Attended	\$8,454.30	\$2,445.00	\$2,592.34	\$3,416.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
B	- Edu - Toigo Foundation 35th Anniversary Gala - Los Angeles CA - 11/20/2024 - 11/20/2024	Attended	\$275.00	\$275.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Totals for Trevor Fay (term ended 12/31/2024):			\$8,729.30	\$2,720.00	\$2,592.34	\$3,416.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Mike Gatto													
A	1 Edu - 2024 SACRS UC Berkeley Public Pension Investment Management Program - Berkeley CA - 07/14/2024 - 07/17/2024	Attended	\$4,810.36	\$3,000.00	\$1,182.84	\$306.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$76.00	\$10.00
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA - 07/10/2024 - 07/11/2024	Attended	\$1,347.92	\$399.00	\$775.28	\$0.00	\$0.00	\$91.52	\$0.00	\$60.12	\$0.00	\$17.00	\$5.00
	- Edu - IFEBP Annual Employee Benefits Conference - San Diego CA - 11/10/2024 - 11/13/2024	Attended	\$524.36	\$170.00	\$0.00	\$0.00	\$0.00	\$180.36	\$0.00	\$60.00	\$0.00	\$104.00	\$10.00
Totals for Mike Gatto:			\$6,682.64	\$3,569.00	\$1,958.12	\$306.96	\$234.56	\$271.88	\$0.00	\$120.12	\$0.00	\$197.00	\$25.00
Elizabeth Ginsberg													
A	1 Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 10/14/2024 - 10/18/2024	Attended	\$15,736.86	\$13,500.00	\$0.00	\$2,162.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
B	- Edu - Pathways for Women Conference 2024 - Anaheim CA - 08/26/2024 - 08/27/2024	Attended	\$293.00	\$249.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$44.00	\$0.00	\$0.00	\$0.00
	- Edu - IFEBP New Trustees Institute - Level I: Core Concepts - San Diego CA - 11/09/2024 - 11/11/2024	Attended	\$2,055.00	\$1,995.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$60.00	\$0.00	\$0.00	\$0.00
Totals for Elizabeth Ginsberg:			\$18,084.86	\$15,744.00	\$0.00	\$2,162.96	\$73.90	\$0.00	\$0.00	\$104.00	\$0.00	\$0.00	\$0.00



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Vivian Gray (term ended 12/31/2024)													
A	1 Edu - 2024 Koried Global Summit: What Matters Now in 2024: Trends and Insights for Tomorrow - Coral Gables FL - 07/17/2024 - 07/19/2024	Attended	\$2,777.84	\$0.00	\$637.14	\$1,769.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$167.50	\$20.00
	2 Edu - CII 2024 Fall Conference - Brooklyn NY - 09/09/2024 - 09/11/2024	Attended	\$3,448.38	\$0.00	\$0.00	\$2,518.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$334.00	\$25.00
	3 Edu - New America Alliance International Symposium - Mexico City Mexico - 09/25/2024 - 09/26/2024	Attended	\$5,865.20	\$2,563.00	\$1,907.20	\$826.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$354.00	\$100.00
	4 Edu - PRI in Person 2024 - Toronto, Canada - 10/08/2024 - 10/10/2024	Attended	\$7,422.25	\$2,918.16	\$2,103.32	\$1,474.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$487.00	\$140.00
B	- Admin - SACRS Board of Directors - Sacramento CA - 09/16/2024 - 09/16/2024	Attended	\$801.40	\$0.00	\$445.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$172.00	\$0.00
	- Edu - CALAPRS Intermediate Course in Retirement Plan Administration - San Jose CA - 11/06/2024 - 11/08/2024	Attended	\$1,024.57	\$0.00	\$221.75	\$502.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$138.00	\$0.00
	- Edu - SACRS Fall Conference 2024 - Monterey CA - 11/12/2024 - 11/15/2024	Attended	\$2,317.76	\$120.00	\$764.46	\$1,032.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$263.00	\$10.00
	- Admin - 28th Annual NASP Symposium - Queens NY - 11/20/2024 - 11/21/2024	Attended	\$4,205.95	\$0.00	\$936.51	\$2,528.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$312.00	\$10.00
Totals for Vivian Gray (term ended 12/31/2024):			\$27,863.35	\$5,601.16	\$7,015.56	\$10,653.85	\$2,060.28	\$0.00	\$0.00	\$0.00	\$0.00	\$2,227.50	\$305.00
Jason Green													
A	1 Edu - NCPERS Legislative Conference & Policy Day - Washington, DC - 01/27/2025 - 01/29/2025	Attended	\$4,024.43	\$0.00	\$1,614.02	\$1,656.76	\$0.00	\$102.20	\$0.00	\$210.00	\$0.00	\$410.00	\$31.45
V	- Edu - NCPERS 2024 Webinar - State and Federal Legislative Outlook for Public Pensions - VIRTUAL - 12/05/2024 - 12/05/2024	Attended	\$750.00	\$750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Totals for Jason Green:			\$4,774.43	\$750.00	\$1,614.02	\$1,656.76	\$0.00	\$102.20	\$0.00	\$210.00	\$0.00	\$410.00	\$31.45
Patrick Jones													
A	1 Edu - NACD Directors Summit 2024 - Washington, DC - 10/06/2024 - 10/09/2024	Attended	\$9,000.33	\$4,895.00	\$1,200.06	\$2,296.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$370.00	\$25.00
	2 Edu - Goldman Sachs the Garland Summit: Enduring Legacy - New York City NY - 10/09/2024 - 10/10/2024	Attended	\$5,041.83	\$475.81	\$1,079.45	\$3,196.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$98.00	\$10.00
	3 Edu - Infrastructure Investor: North America Forum - New York City NY - 12/04/2024 - 12/05/2024	Attended	\$8,874.42	\$2,545.00	\$1,809.85	\$4,096.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$144.00	\$20.00
	4 Edu - PPI 2025 Winter Roundtable - Seattle WA - 03/05/2025 - 03/07/2025	Attended	\$2,748.80	\$1,545.00	\$611.24	\$342.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$69.00	\$15.00
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA - 07/10/2024 - 07/11/2024	Attended	\$1,804.39	\$399.00	\$1,141.84	\$0.00	\$0.00	\$0.00	\$0.00	\$60.12	\$0.00	\$102.00	\$15.00
	- Edu - NACD PSW Corporate Directors Symposium - Los Angeles CA - 11/15/2024 - 11/15/2024	Attended	\$706.89	\$675.00	\$0.00	\$0.00	\$0.00	\$31.89	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - ALTSLA 2025 - Los Angeles CA - 03/17/2025 - 03/19/2025	Attended	\$425.76	\$149.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/19/2025 - 03/20/2025	Attended	\$466.87	\$295.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
V	- Edu - NACD Workforce Challenges and Future Strategy - Why Directors Should Be Engaged - VIRTUAL - 11/04/2024 - 11/04/2024	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
X	- Edu - IDAC 2024 Annual Summit - Broomfield CO - 09/24/2024 - 09/26/2024	Canceled	\$150.00	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Totals for Patrick Jones:			\$29,249.29	\$11,158.81	\$5,842.44	\$9,933.83	\$1,354.20	\$31.89	\$0.00	\$60.12	\$0.00	\$783.00	\$85.00
Shawn Kehoe													
B	- Admin - Professional Peace Officers Association (PPOA) Board Offsite - Carlsbad CA - 01/25/2025 - 01/25/2025	Attended	\$114.80	\$0.00	\$0.00	\$0.00	\$0.00	\$114.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Totals for Shawn Kehoe:			\$114.80	\$0.00	\$0.00	\$0.00	\$0.00	\$114.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Aleen Langton													
A	1 Edu - NCPERS 2025 Pension Communication Summit - Washington, DC - 01/26/2025 - 01/27/2025	Attended	\$2,415.75	\$500.00	\$866.72	\$668.83	\$0.00	\$0.00	\$0.00	\$157.84	\$0.00	\$182.00	\$17.50
B	- Edu - NCPERS Accredited Fiduciary Program Modules 1 & 2: Governance & Finance - Palm Springs CA - 10/26/2024 - 10/27/2024	Attended	\$1,039.00	\$0.00	\$635.48	\$0.00	\$0.00	\$171.52	\$0.00	\$160.00	\$0.00	\$72.00	\$0.00
	- Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/19/2025 - 03/20/2025	Attended	\$926.72	\$295.00	\$499.10	\$0.00	\$0.00	\$39.62	\$0.00	\$65.00	\$0.00	\$23.00	\$5.00
C	- Edu - NCPERS Legislative Conference & Policy Day - Washington, DC - 01/27/2025 - 01/29/2025	Attended	\$2,665.76	\$750.00	\$866.73	\$668.83	\$0.00	\$0.00	\$0.00	\$157.84	\$0.00	\$182.00	\$17.50
Totals for Aleen Langton:			\$7,047.23	\$1,545.00	\$2,868.03	\$1,337.66	\$45.72	\$211.14	\$0.00	\$540.68	\$0.00	\$459.00	\$40.00
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	\$10,174.02	\$7,500.00	\$503.06	\$1,756.48	\$0.00	\$144.72	\$0.00	\$0.00	\$0.00	\$128.00	\$20.00
Totals for Debbie Martin:			\$10,174.02	\$7,500.00	\$503.06	\$1,756.48	\$121.76	\$144.72	\$0.00	\$0.00	\$0.00	\$128.00	\$20.00



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
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	\$9,689.66	\$7,500.00	\$503.06	\$1,293.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$184.00	\$30.00
	2 Edu - New America Alliance International Symposium - Mexico City Mexico - 09/25/2024 - 09/26/2024	Attended	\$5,605.83	\$2,563.00	\$1,495.94	\$1,030.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$297.00	\$100.00
	3 Edu - 2024 PPI Executive Seminar and Asia Roundtable - Hong Kong - 10/20/2024 - 10/25/2024	Attended	\$17,226.14	\$5,608.00	\$3,056.06	\$7,491.90	\$0.00	\$34.04	\$0.00	\$0.00	\$0.00	\$576.00	\$324.00
	4 Edu - CII NYU Corporate Governance Bootcamp - New York City NY - 11/14/2024 - 11/15/2024	Attended	\$6,077.72	\$2,800.00	\$1,143.08	\$1,466.96	\$0.00	\$55.54	\$0.00	\$159.09	\$0.00	\$209.00	\$20.00
	5 Edu - PPI 2025 Winter Roundtable - Seattle WA - 03/05/2025 - 03/07/2025	Attended	\$3,725.22	\$1,545.00	\$1,222.48	\$507.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$200.00	\$15.00
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA - 07/10/2024 - 07/11/2024	Attended	\$1,008.95	\$399.00	\$473.51	\$0.00	\$0.00	\$75.44	\$0.00	\$0.00	\$0.00	\$51.00	\$10.00
	- Edu - Pathways for Women Conference 2024 - Anaheim CA - 08/26/2024 - 08/27/2024	Attended	\$514.64	\$199.00	\$164.33	\$0.00	\$0.00	\$36.98	\$0.00	\$57.33	\$0.00	\$52.00	\$5.00
	- Edu - Saxena White Women's Alliance Luncheon - Los Angeles CA - 09/30/2024 - 09/30/2024	Attended	\$122.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$22.00	\$0.00	\$0.00	\$0.00
	- Edu - WIIN 10th Anniversary Event - Los Angeles CA - 10/02/2024 - 10/02/2024	Attended	\$14.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14.00	\$0.00	\$0.00	\$0.00
	- Edu - AAAIM Elevate 2024 - Los Angeles CA - 10/08/2024 - 10/08/2024	Attended	\$2,824.35	\$2,300.00	\$348.59	\$0.00	\$0.00	\$65.26	\$0.00	\$71.50	\$0.00	\$34.00	\$5.00



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Nicole Mi													
B -	Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/19/2025 - 03/20/2025	Attended	\$966.90	\$295.00	\$499.10	\$0.00	\$0.00	\$79.80	\$0.00	\$65.00	\$0.00	\$23.00	\$5.00
-	Edu - AAAIM Network of Women - Los Angeles CA - 03/27/2025 - 03/27/2025	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
V -	Edu - NACD Post Election Federal Policy Outlook for Directors - VIRTUAL - 02/05/2025 - 02/05/2025	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
-	Edu - NACD - Bridging the Gap: Lessons Public and Private Boards Can Share - VIRTUAL - 03/19/2025 - 03/19/2025	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Totals for Nicole Mi:			\$47,865.41	\$23,399.00	\$8,906.15	\$11,790.70	\$893.58	\$347.06	\$0.00	\$388.92	\$0.00	\$1,626.00	\$514.00
Wayne Moore													
A	1 Edu - CII 2024 Fall Conference - Brooklyn NY - 09/09/2024 - 09/11/2024	Attended	\$5,785.82	\$0.00	\$3,002.38	\$2,334.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$192.50	\$20.00
	2 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA - 11/20/2024 - 11/22/2024	Attended	\$10,580.27	\$7,500.00	\$2,418.00	\$250.04	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161.00	\$73.00
	3 Edu - NCPERS 2025 Pension Communication Summit - Washington, DC - 01/26/2025 - 01/27/2025	Attended	\$2,813.64	\$700.00	\$866.72	\$969.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.00	\$39.00
B -	Edu - SACRS Fall Conference 2024 - Monterey CA - 11/12/2024 - 11/15/2024	Attended	\$1,518.50	\$120.00	\$509.64	\$306.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.00	\$34.00
-	Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/19/2025 - 03/20/2025	Attended	\$254.84	\$210.00	\$0.00	\$0.00	\$0.00	\$14.84	\$0.00	\$30.00	\$0.00	\$0.00	\$0.00



**3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.	
Wayne Moore														
C -	Edu - NCPERS Legislative Conference & Policy Day - Washington, DC - 01/27/2025 - 01/29/2025	Attended	\$2,113.64	\$0.00	\$866.72	\$969.98	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$142.00	\$39.00	
V -	Edu - NCPERS 2024 Webinar - State and Federal Legislative Outlook for Public Pensions - VIRTUAL - 12/05/2024 - 12/05/2024	Attended	\$750.00	\$750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Totals for Wayne Moore:			\$23,816.71	\$9,280.00	\$7,663.46	\$4,830.59	\$981.32	\$14.84	\$0.00	\$30.00	\$0.00	\$811.50	\$205.00	
David Ryu														
A 1	Edu - 2024 PPI Executive Seminar and Asia Roundtable - Hong Kong - 10/20/2024 - 10/25/2024	Attended	\$15,592.10	\$5,608.00	\$3,063.78	\$5,723.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$873.00	\$324.00	
B -	Edu - AAAIM Elevate 2024 - Los Angeles CA - 10/08/2024 - 10/08/2024	Attended	\$2,379.30	\$2,300.00	\$0.00	\$0.00	\$0.00	\$26.80	\$0.00	\$52.50	\$0.00	\$0.00	\$0.00	
Totals for David Ryu:			\$17,971.40	\$7,908.00	\$3,063.78	\$5,723.32	\$0.00	\$26.80	\$0.00	\$52.50	\$0.00	\$873.00	\$324.00	
Cnt: 24			Grand Totals:	\$220,273.72	\$105,644.97	\$42,026.96	\$54,837.02	\$5,765.32	\$1,314.78	\$0.00	\$1,506.34	\$0.00	\$7,603.88	\$1,574.45

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.



3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Nancy Durazo													
	FYTD Lodging/Mileage (M):				\$0.00			\$405.28					
Trevor Fay (term ended 12/31/2024)													
	FYTD Lodging/Mileage (M):				\$0.00			\$227.78					
Bobbie Fesler													
	FYTD Lodging/Mileage (M):				\$267.38			\$0.00					
Mike Gatto													
	FYTD Lodging/Mileage (M):				\$1,026.68			\$364.08					
Elizabeth Ginsberg													
	FYTD Lodging/Mileage (M):				\$0.00			\$0.00					
Vivian Gray (term ended 12/31/2024)													
	FYTD Lodging/Mileage (M):				\$534.96			\$246.56					
Jason Green													
	FYTD Lodging/Mileage (M):				\$300.92			\$1,156.14					
Patrick Jones													
	FYTD Lodging/Mileage (M):				\$0.00			\$295.86					
Shawn Kehoe													
	FYTD Lodging/Mileage (M):				\$1,627.29			\$0.00					



**3RD QUARTER TRUSTEE
 TRAVEL AND EDUCATION EXPENDITURE REPORT
 FOR FISCAL YEAR 2025
 FOR EVENTS DURING JULY 2024 - MARCH 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Aleen Langton													
	FYTD Lodging/Mileage (M):				\$0.00			\$0.00					
Debbie Martin													
	FYTD Lodging/Mileage (M):				\$0.00			\$401.22					
Nicole Mi													
	FYTD Lodging/Mileage (M):				\$2,953.46			\$376.66					
Les Robbins													
	FYTD Lodging/Mileage (M):				\$0.00			\$196.16					
David Ryu													
	FYTD Lodging/Mileage (M):				\$0.00			\$249.33					
Total of FYTD Lodging/Mileage (M):					\$6,710.69			\$3,919.07					

Category Legend:

M - Regular Board and Committee Meetings



**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT
FOR FISCAL YEAR 2022
FOR EVENTS DURING JULY 2021 - JUNE 2022**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Alan Bernstein												
Edu - SuperReturn International Berlin - Berlin, Germany - 11/09/2021 - 11/12/2021 - Canceled	X	\$375.02	\$375.02	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Attendee Totals:		\$375.02	\$375.02	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
David Green												
Edu - 2021 CII Fall Conference - Chicago IL - 09/22/2021 - 09/24/2021 - Host Canceled	X	\$387.13	\$0.00	\$0.00	\$387.13	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Attendee Totals:		\$387.13	\$0.00	\$0.00	\$387.13	\$0.00		\$0.00		\$0.00		\$0.00
Patrick Jones												
Edu - Duke University Executive Education Program - Corporate Social Responsibility - Durham NC - 09/23/2021 - 09/25/2021 - Host Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Shawn Kehoe												
Edu - 2021 Milken Institute Global Conference - Los Angeles CA - 10/17/2021 - 10/20/2021 - Canceled	X	\$23.96	\$0.00	\$23.96	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Edu - SACRS Fall Conference - Los Angeles CA - 11/09/2021 - 11/12/2021 - Canceled	X	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Attendee Totals:		\$143.96	\$120.00	\$23.96	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Joseph Kelly												
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - 12/14/2021 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Keith Knox												
Edu - 2022 Milken Institute Global Conference - Los Angeles CA - 05/01/2022 - 05/04/2022 - Canceled	X	\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Attendee Totals:		\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Les Robbins												
Edu - AHIP Health Conference - Las Vegas NV - 06/21/2022 - 06/23/2022 - Canceled	X	\$919.28	\$400.00	\$519.28	\$0.00	\$0.00	Yes	\$0.00		\$97.96	12/31/2040	\$0.00
Attendee Totals:		\$919.28	\$400.00	\$519.28	\$0.00	\$0.00		\$0.00		\$97.96		\$0.00

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Gina Sanchez												
Edu - 2021 CII Fall Conference - Chicago IL - 09/22/2021 - 09/24/2021 - Host Canceled	X	\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
Attendee Totals:		\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
Herman Santos												
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - 12/14/2021 - Canceled	X	\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Edu - NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/23/2022 - 03/24/2022 - Cancelled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Attendee Totals:		\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Grand Totals:		\$3,760.12	\$900.01	\$2,190.18	\$669.93	\$0.00		\$0.00		\$97.96		\$0.00

Category Legend:

X - Canceled events for which expenses have been incurred.
Z - Trip was Canceled - Balance of \$0.00

**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT
FOR FISCAL YEAR 2024
FOR EVENTS DURING JULY 2023 - JUNE 2024**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Vivian Gray (term ended 12/31/2024)												
Edu - NCPERS 2023 Fall Conference - Las Vegas NV - 10/21/2023 - 10/25/2023 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Edu - Kayne Anderson 2023 Investor Conference - Beverly Hills CA - 10/25/2023 - 10/26/2023 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Edu - Pension Bridge Private Credit Conference - San Diego CA - 02/26/2024 - 02/27/2024 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
James Harris												
Edu - SACRS 2023 Fall Conference - Rancho Mirage CA - 11/07/2023 - 11/10/2023 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Onyx Jones												
Edu - NCPERS 2023 Fall Conference - Las Vegas NV - 10/21/2023 - 10/25/2023 - Canceled	X	\$855.00	\$855.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
Attendee Totals:		\$855.00	\$855.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Debbie Martin												
Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 04/15/2024 - 04/19/2024 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Nicole Mi												
Edu - SACRS 2024 Spring Conference - Santa Barbara CA - 05/07/2024 - 05/10/2024 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Les Robbins												
Admin - Joint Organizational Governance Committee Meeting - Pasadena CA - 02/29/2024 - 02/29/2024 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$48.64		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$48.64		\$0.00		\$0.00		
Herman Santos												
Edu - 2024 PREA's Spring Conference - Nashville TN - 03/21/2024 - 03/22/2024 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Grand Totals:		\$855.00	\$855.00	\$0.00	\$0.00	\$48.64		\$0.00		\$0.00		

Category Legend:
X - Canceled events for which expenses have been incurred.
Z - Trip was Canceled - Balance of \$0.00



**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - MARCH 2025**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Patrick Jones												
Edu - IDAC 2024 Annual Summit - Broomfield CO - 09/24/2024 - 09/26/2024 - Canceled	X	\$150.00	\$150.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
Attendee Totals:		\$150.00	\$150.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Aleen Langton												
Edu - NCPERS Public Safety Conference - Palm Springs CA - 10/27/2024 - 10/30/2024 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Debbie Martin												
Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 10/14/2024 - 10/18/2024 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Attendee Totals:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Grand Totals:		\$150.00	\$150.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		

Category Legend:

X - Canceled events for which expenses have been incurred.

Z - Trip was Canceled - Balance of \$0.00

**FOR INFORMATION ONLY**

May 22, 2025

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger *TG*
Chief Financial Officer

FOR: June 4, 2025 Board of Retirement Meeting
June 11, 2025 Board of Investments Meeting

SUBJECT: MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – APRIL 2025

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 April 2025.

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:

Luis A. Lugo
Deputy Chief Executive Officer

TG/JT/EW/SC/SE/gj

Attachments

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

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

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
	- Edu - National University: Public Personnel Policy (Weekly Course) - VIRTUAL	02/03/2025 - 02/24/2025	Attended
Trevor Fay (term ended 12/31/2024)			
A	1 Edu - Infrastructure Investor: North America Forum - New York City NY	12/04/2024 - 12/05/2024	Attended
B	- 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
	- 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
	- Edu - IFEBP New Trustees Institute - Level I: Core Concepts - San Diego CA	11/09/2024 - 11/11/2024	Attended
Vivian Gray (term ended 12/31/2024)			
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
APRIL 2025

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Jason Green			
A	1 Edu - NCPERS Legislative Conference & Policy Day - Washington, DC	01/27/2025 - 01/29/2025	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 - NACD Directors Summit 2024 - Washington, DC	10/06/2024 - 10/09/2024	Attended
	2 Edu - Goldman Sachs the Garland Summit: Enduring Legacy - New York City NY	10/09/2024 - 10/10/2024	Attended
	3 Edu - Infrastructure Investor: North America Forum - New York City NY	12/04/2024 - 12/05/2024	Attended
	4 Edu - PPI 2025 Winter Roundtable - Seattle WA	03/05/2025 - 03/07/2025	Attended
B	- Edu - 2024 The Investment Diversity Exchange (TIDE) Spark - Laguna Niguel CA	07/10/2024 - 07/11/2024	Attended
	- Edu - NACD PSW Corporate Directors Symposium - Los Angeles CA	11/15/2024 - 11/15/2024	Attended
	- Edu - ALTSLA 2025 - Los Angeles CA	03/17/2025 - 03/19/2025	Attended
	- Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/19/2025 - 03/20/2025	Attended
V	- Edu - NACD Workforce Challenges and Future Strategy - Why Directors Should Be Engaged - VIRTUAL	11/04/2024 - 11/04/2024	Attended
	- Edu - NACD - Planning for a Transaction: Compensation and Leadership Considerations - VIRTUAL	04/22/2025 - 04/22/2025	Attended
	- Edu - NACD - Elevate Your Personal Brand and Unlock New Board Opportunities - VIRTUAL	04/29/2025 - 04/29/2025	Attended
X	- Edu - IDAC 2024 Annual Summit - Broomfield CO	09/24/2024 - 09/26/2024	Canceled
Shawn Kehoe			
B	- Admin - Professional Peace Officers Association (PPOA) Board Offsite - Carlsbad CA	01/25/2025 - 01/25/2025	Attended
Aleen Langton			
A	1 Edu - NCPERS 2025 Pension Communication Summit - Washington, DC	01/26/2025 - 01/27/2025	Attended
B	- Edu - NCPERS Accredited Fiduciary Program Modules 1 & 2: Governance & Finance - Palm Springs CA	10/26/2024 - 10/27/2024	Attended
	- Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/19/2025 - 03/20/2025	Attended
C	- Edu - NCPERS Legislative Conference & Policy Day - Washington, DC	01/27/2025 - 01/29/2025	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

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

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
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
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
	5 Edu - PPI 2025 Winter Roundtable - Seattle WA	03/05/2025 - 03/07/2025	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
	- 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 - 10/08/2024	Attended
	- Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/19/2025 - 03/20/2025	Attended
	- Edu - AAAIM Network of Women - Los Angeles CA	03/27/2025 - 03/27/2025	Attended
	- Edu - AAAIM Venture Capital Summit 2025 - San Francisco CA	04/17/2025 - 04/17/2025	Attended
	- Admin - Prioritize Your Health at the Staying Healthy Together Workshop - Los Angeles CA	04/29/2025 - 04/29/2025	Attended
V	- Edu - NACD Post Election Federal Policy Outlook for Directors - VIRTUAL	02/05/2025 - 02/05/2025	Attended
	- Edu - NACD - Bridging the Gap: Lessons Public and Private Boards Can Share - VIRTUAL	03/19/2025 - 03/19/2025	Attended
Wayne Moore			
A	1 Edu - CII 2024 Fall Conference - Brooklyn NY	09/09/2024 - 09/11/2024	Attended
	2 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA	11/20/2024 - 11/22/2024	Attended
	3 Edu - NCPERS 2025 Pension Communication Summit - Washington, DC	01/26/2025 - 01/27/2025	Attended
	4 Edu - IFEBP Health Care Management Conference 2025 - Fort Meyers FL	04/28/2025 - 04/29/2025	Attended
B	- Edu - SACRS Fall Conference 2024 - Monterey CA	11/12/2024 - 11/15/2024	Attended
	- Edu - 2025 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/19/2025 - 03/20/2025	Attended
C	- Edu - NCPERS Legislative Conference & Policy Day - Washington, DC	01/27/2025 - 01/29/2025	Attended
V	- Edu - NCPERS 2024 Webinar - State and Federal Legislative Outlook for Public Pensions - VIRTUAL	12/05/2024 - 12/05/2024	Attended

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

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
David Ryu			
A	1 Edu - 2024 PPI Executive Seminar and Asia Roundtable - Hong Kong	10/20/2024 - 10/25/2024	Attended
B	- Edu - AAAIM Elevate 2024 - Los Angeles CA	10/08/2024 - 10/08/2024	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.



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

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



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