

# 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.gov](mailto:PublicComment@lacera.gov)

**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, DECEMBER 3, 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 November 5, 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](mailto:PublicComment@lacera.com).)

VI. EXECUTIVE UPDATE

- A. LACERA All Stars
- B. Member Spotlight
- C. Service Award
- 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 November 26, 2025, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated November 26, 2025)

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

Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Legal Services: That the Board approve the service provider invoice for Winet Patrick Creighton & Hanes. (Memo dated November 6, 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))

C. **Appeal for the Board of Retirement's Meeting of December 3, 2025**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement grant the appeals and requests for administrative hearing received from Tanya Chapman (Survivor) and direct the Disability Retirement Services Manager to refer each case to a referee. (Memo dated November 20, 2025)

VIII. CONSENT ITEMS (Continued)

D. **Pensionability Analysis Under CERL and PEPRA for New Pay Items**

Recommendation as submitted by Jean J. Kim, Senior Staff Counsel, that the Board 1. Approve the recommendations set forth as to the new pay item. 2. Instruct staff to coordinate with the Auditor-Controller to establish the necessary reporting mechanisms and procedures to permit LACERA to implement such determinations when calculating final compensation for legacy and PEPRA members. (Memo dated November 14, 2025)

IX. EXCLUDED FROM CONSENT ITEMS

X. NON – CONSENT ITEMS

A. **FY 2025-2026 Proposed Mid-Year Budget Adjustments**

Recommendation as submitted by Patrick Jones, Chair, Joint Organizational Governance Committee: That the Board of Retirement approve and adopt the Fiscal Year 2025-2026 Mid-Year Budget Adjustments to the LACERA Administrative Budget, including the addition of one Senior Investment Officer position. No changes are recommended for the Retiree Health Care Benefits Program Budget. (Memo dated November 24, 2025)

B. **Board of Retirement 2026 Meeting Calendar**

Recommendation as submitted by Luis A. Lugo, Acting Chief Executive Officer: That the Board of Retirement review the 2026 meeting calendar and consider rescheduling meeting dates that conflict with a holiday and/or the potential lack of a quorum. (Memo dated November 24, 2025)

XI. REPORTS

A. **FY 2024-2025 Final Budget Control Report**

Patrick Jones, Chair, Joint Organizational Governance Committee  
(For Information Only) (Memo dated November 24, 2025)

B. **Report of Revised Pay Items**

Jean J. Kim, Senior Staff Counsel  
(For Information Only) (Memo dated November 14, 2025)



XI. REPORTS (Continued)

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

Ricki Contreras, Administrative Services Division Manager

Elsy Gutierrez, Supervising Administrative Assistant II

(For Information Only) (Memo dated November 14, 2025)

D. **Monthly Trustee Travel & Education Report – October 2025**

**Fiscal Year 2025-2026 - 1<sup>st</sup> Quarter Trustee Travel and Education Expenditure Reports**

**Fiscal Year 2025-2026 – 1<sup>st</sup> Quarter Staff Travel Report**

Ted Granger, Chief Financial Officer

(For Information Only) (Memo dated November 20, 2025)

E. **Update on SACRS 2026 Legislative Platform**

Barry W. Lew, Legislative Affairs Officer

(For Information Only) (Memo dated November 20, 2025)

F. **November 2025 Fiduciary Counsel Contact and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated November 24, 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. 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](http://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. 4402 from 8:30 a.m. to 5:00 p.m. Monday through Friday or email [PublicComment@lacera.com](mailto:PublicComment@lacera.com), but no later than 48 hours prior to the time the meeting is to commence.***

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

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

9:00 A.M., WEDNESDAY, NOVEMBER 5, 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)

Elizabeth Ginsberg

Nancy Durazo

Bobbie Fesler

JP Harris (Alternate Retired)

Aleen Langton

Wayne Moore (Teleconference Due to Just Cause under Section 54953(f))

David Ryu

TRUSTEES ABSENT:

Jason E. Green

## STAFF ADVISORS AND PARTICIPANTS

Luis A. Lugo, Acting Chief Executive Officer

Jonathan Grabel, Chief Investment Officer

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

Jude Perez, Deputy Chief Investment Officer

Steven P. Rice, Chief Counsel

Ted Granger, Chief Financial Officer

Allison Barrett, Senior Staff Counsel

Tamara Caldwell, Disability Retirement Manager

Barry W. Lew, Legislative Affairs Officer

Jessica Rivas, Staff Counsel

Chaitanya Errande, Information Security Officer

Elsy Gutierrez, Supervising Administrative Assistant II

Palo Alto Networks Unit 42

Michelle Zhu, Consultant

Kyle Pelzer, Consultant

Dr. Glenn Ehresmann, Medical Advisor

### I. CALL TO ORDER

The meeting was called to order by Chair Robbins at 9:02 a.m. in the Board Room of Gateway Plaza.

## II. PLEDGE OF ALLEGIANCE

Trustee Ginsberg 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 Moore to participate by teleconference for Just Cause (A) Illness. Trustee Moore 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 October 1, 2025

Trustee Harris made a motion, Trustee Okum seconded, to approve the minutes of the Regular Meeting of October 1, 2025. The motion passed by the following roll call vote:

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

## V. PUBLIC COMMENT

Ms. Elizabeth Silver made a comment regarding Agenda Item XVI. A. 1.

## VI. EXECUTIVE UPDATE

- A. LACERA All Stars

Mr. Popowich announced the winners for the month: Julia Ray, Hannah Huynh, Chona Labtic-Austin and Jeff Shevlowitz. The web watcher was Benjamin Juarez and the Rideshare winner was Gloria Colorado.



VI. EXECUTIVE UPDATE (Continued)

B. Member Spotlight

Mr. Popowich recognized LACERA member, Bonnie Weise.

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

APPLICATION NO.

NAME

755E

MAUTIER, CHRISTIE J.

756E

COX, BILLY J.

757E

STRIBICH, DEVIN J.

758E

WELLS, DAVID B.

759E

OWINGS, THYRON

760E

BASEY, SCOTT P.

761E

ANDREWS, JAMES C., III

762E

LEICHT, DANIEL E.

763E

FORD, JENNIFER F.

764E

DAVIDSON, APRIL

765E

TATREAU, JAMES D., JR.

766E

PAAR, JASON F.

767E

SOLORZANO, JUAN F.

768E

SANDECKI, STEWART M.

769E

STEPHENS, MARY K.

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)

Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
770E*	ACERO, JOSE S.
771E	MCGEE, CHARLES M.
772E	CARLSON, BRENT S.
773E**	MENDOZA, KIMBERLY A.
774E*	VAZQUEZ, JOSEPH L.
775E	BLACKMER, DARREN C.
776E	PHILLIPPI, LORRAINE M.
777E*	HARDIMAN, FRANCIS X.
778E	MOORE, JOHN E.
779E*	DAVIS, GREGORY B.
780E	GRENIER, JOEL D.
781E	JOHNSON, CAREY E.

The motion passed by the following roll call vote:

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

\*Granted SCD – Retroactive

\*\*Granted SCD – Retro Employer Cannot Accommodate

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards

Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
1006C	MORALES, ROBERT C.
1007C	HOLLOWAY, MICHAEL S.
1008C*	ESPARZA, GILBERT J.
1009C	RINCON, JULIAN J.
1010C	WINGARD, JEFFREY M.
1011C	HARPER, THOMAS W.
1012C	GOODRICH, BRIAN A.
1013C	MCCLURE, DOUGLAS G.
1014C	FISHER, MICHAEL E., SR.
1015C	LEDESMA, KIMBERLEE

The motion passed by the following roll call vote:

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

\*Granted SCD – Retroactive

## VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General MembersService-Connected Disability Applications

On a motion by Trustee Harris, seconded by Trustee Kehoe, 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>
2006D	MAGDALENO, ALMA A.
2007D*	BRAND, BARBARA A.
2008D	SISTOSO, RENNEL P.
2009D**	JIMENEZ, DIANA
2010D	PARADIS, HELMUT
2011D	SLACK, RONALD D.
2012D***	SOTRO, LARRY S.
2013D**	PEREZ, APRIL
2014D	RAMSEY, ANDREA P.
2015D	LONGORIA, TERESA S.
2016D	MEADOWS, ERICA D.
2017D	PEREZ, ADOLFO C., JR.
2018D*	THOMAS-TUCKER, EVIA L.
2019D	LY, LIEM T.
2020D*	ADAMS, CAMELO L.
2021D	WANG-GONZALES, CATHERINE
2022D	FRANCISCO, ALICIA L.
2023D*	BLAKE, RANDY
2024D***	LAWLER, DWAYNE A.
2025D*	BLANKENSHIP, JAMES D.
2026D*	BROU, MARINA E.
2027D*	SMITH, CHERYL A.
2028D****	BRIDGEWATER, ROBIN F.

\*Granted SCD – Employer Cannot Accommodate

\*\*Granted SCD – Retro Employer Cannot Accommodate

\*\*\*Granted SCD – Retroactive

\*\*\*\*Granted SCD – Salary Supplement

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members (Continued)

Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
2029D***	GOMEZ, JIMMY A.
2030D*	WENNERSTROM, JEFFREY
2031D****	JOHNSON, ELAINE
2032D**	GRAVITT, ERIC L.
2033D***	LEW, MOON S.
2034D*	RIVERA, ROSE M.
2035D	TREMBLAY, MICHELE A.
2036D	TUNCAY, BARBARA L.

The motion passed by the following roll call vote:

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

\*Granted SCD – Employer Cannot Accommodate

\*\*Granted SCD – Retro 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 Okum, seconded by Trustee Harris, the Board of Retirement made a motion to approve a nonservice-connected disability retirement for the following named employee who met the burden of establishing permanent incapacity from the performance of her usual duties.

APPLICATION NO.  
4519

NAME  
ELEGINO, ALMA G.

The motion passed by the following roll call vote:

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

## VIII. CONSENT ITEMS

Trustee Harris made a motion, Trustee Okum seconded, to approve consent items A-D. The motion passed by the following roll call vote:

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

### **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 October 28, 2025, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated October 28, 2025)

### **B. Service Provider Invoice Approval Request - Israel Gorinstein, M.D.**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Israel Gorinstein, M.D.

VIII. CONSENT ITEMS(Continued)

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

C. **Federal Engagement: Visit with Congress**

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board: 1. Approve visits with Congress by Board trustees as designated by the Chair of the Board of Retirement and by staff as designated by the Acting Chief Executive Officer during the week of January 26, 2026, in Washington, D.C.; and 2. Approve reimbursement of all travel costs incurred in accordance with LACERA's Trustee Travel Policy.

(Memo dated October 24, 2025)

D. **Pensionability Analysis Under CERL and PEPRA for New Pay Items**

Recommendation as submitted by Jean Kim, Senior Staff Counsel: That the Board 1. Approve the recommendations set forth above as to the pay items. 2. Instruct staff to coordinate with the Auditor-Controller to establish the necessary reporting mechanisms and procedures to permit LACERA to implement such determinations when calculating final compensation for legacy and PEPRA members. (Memo dated October 7, 2025)

IX. EXCLUDED FROM CONSENT ITEMS

There were no items pulled for discussion.

X. NON – CONSENT ITEMS

A. **Provide Voting Directions on SACRS 2026 Legislative Platform**

Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Board direct its voting delegate to vote YES on sponsorship by the State Association of County Retirement Systems (SACRS) of an omnibus bill for the SACRS 2026 legislative platform. (Memo dated October 21, 2025)

X. NON – CONSENT ITEMS(Continued)

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

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

B. **Revised Policy for the Procurement of Goods and Services**

Recommendation as submitted by Ricki Contreras, Administrative Services Division Manager and Elsy Gutierrez, Supervising Administrative Assistant II: That the Board adopt the revised Policy for the Procurement of Goods and Services.

(Memo dated October 22, 2025)

Trustee Langton made a motion, Trustee Robbins seconded, to approve only Exhibits A and B to the proposed policy, and to incorporate the Board's suggested changes to the policy, and return the item to the Board at a future meeting for final approval. The motion passed by the following roll call vote.

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

XI. REPORTS

A. **Impact of SB 852 on LACERA Form 700 Filing Processes**

Jessica Rivas, Staff Counsel

(Presentation) (Memo dated October 22, 2025)

Ms. Rivas provided a presentation and answered questions from the Board. This item was received and filed.

B. **Unit 42 Power Hour**

Chaitanya Errande, Information Security Officer

Michelle Zhu, Consultant

Kyle Pelzer, Consultant

(Presentation)

XI. REPORTS (Continued)

Mr. Errande and Ms. Zhu and Mr. Pelzer of Palo Alto Networks Unit 42 provided a presentation and answered questions from the Board. This item was received and filed.

C. **Report of Revised Pay Items**

Jean J. Kim, Senior Staff Counsel

(For Information Only) (Memo dated October 17, 2025)

This item was received and filed.

D. **Contracting Activity Report – September 2025**

Ricki Contreras, Administrative Services Division Manager

Elsy Gutierrez, Supervising Administrative Assistant II

(For Information Only) (Memo dated October 22, 2025)

This item was received and filed.

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

Ted Granger, Chief Financial Officer

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

This item was received and filed.

F. **Monthly Status Report on Legislation**

Barry W. Lew, Legislative Affairs Officer

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

This item was received and filed.

G. **2025 Quarterly Reports of Paid Invoices 1st Quarter – July 1, 2025 to September 30, 2025**

Tamara Caldwell, Division Manager, Disability Retirement Services

(For Information Only) (Memo dated October 14, 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.

XI. REPORTS (Continued)

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

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated October 29, 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

There were no items to report.

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

5467B – SALCIDO, JENNIFER A.

Trustee Kehoe made a motion, Trustee Langton seconded, to grant a nonservice-connected disability retirement without prejudice pursuant to Government Code Section 31720. The motion passed by the following roll call vote:

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



XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

APPLICATION NO. & NAME AND BOARD ACTION

5468B – ARCHER, MYRNA

Trustee Kehoe made a motion, Trustee Langton 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, Ginsberg, Kehoe, Langton, Moore, Okum, Robbins, Ryu

APPLICATION NO. & NAME AND BOARD ACTION

5469B – ESTEBAN, AILEEN I.

Trustee Harris 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, Ginsberg, Kehoe, Langton, Moore, Okum, Robbins, Ryu

APPLICATION NO. & NAME AND BOARD ACTION

5455B – CHAPMAN, RALPH J. (DEC'D)

Trustee Kehoe made a motion, Trustee Ginsberg seconded, to deny a service-connected survivor benefit. The motion passed by the following roll call vote:

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

APPLICATION NO. & NAME AND BOARD ACTION

934D – HOLM, HEATHER A.

## XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

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

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

### B. Disability Retirement Appeals

#### APPLICATION NO. & NAME AND BOARD ACTION

MADRID, MAX – In Pro Per  
Jason Waller for the Respondent

Trustee Okum made a motion, Trustee Robbins seconded, to deny a service-connected disability retirement and to grant a nonservice-connected disability retirement. The motion passed by the following roll call vote:

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

### C. Staff Recommendations

#### 1. **Michael E. Rowe: Recommendation to Correct a Staff Error and Grant a Service-Connected Disability Retirement with the Option of an Earlier-Effective Date**

Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Legal Services: That the Board correct, under Government Code section 31541, an error made while processing Michael Rowe's disability-retirement application and grant him a service-connected disability retirement with the option of an earlier-effective date under Government Code sections 31720 and 31724. (Memo dated October 20, 2025)

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

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

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

XVI. EXECUTIVE SESSION

- A. Conference with Legal Counsel - Anticipated Litigation  
(Initiation of Litigation Pursuant to Paragraph (4) of subdivision (d) of California Government Code Section 54956.9)

1. **Administrative Appeal of Daniel Gordon, Steven Arnold, Michael Jackson, and Brian Nicholson**  
(Memo dated October 20, 2025)

On a motion by Trustee Kehoe, seconded by Trustee Moore, the Board voted to grant the administrative appeal of Daniel Gordon, Steven Arnold, Michael Jackson, and Brian Nicholson. The motion passed by the following roll call vote:

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

- B. Conference with Staff and Legal Counsel to Consider the Purchase or Sale of Particular, Specific Pension Fund Investments  
(Pursuant to California Government Code Section 54956.81)

1. **LACERA Headquarters – Gateway Plaza**  
Jonathan Grabel, Chief Investment Officer  
(Presentation) (Memo dated November 5, 2025)

There is nothing to report.

XVII. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 11:30 a.m.

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SHAWN R. KEHOE, SECRETARY

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LES ROBBINS, CHAIR





# Recognizing Our Members' Service and Accomplishments

LACERA has over 120,000 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.





## MEMBER SPOTLIGHT

Retiring Member

# Kurt Keller

Deputy Probation Officer, Hall of Records

Years of Service: 39

**Notable Contributions:** Kurt Keller will be retiring in April 2026 after 39 years of dedicated service to L.A. County—beginning in Juvenile Placement before becoming a Probation Officer. In his role, Kurt is responsible for preparing reports and making recommendations to the courts, among other duties. Aside from his formal job responsibilities, he credits his longevity to his ability to show love and compassion in his work.

**Proudest Accomplishment:** Among his many accomplishments, Kurt is most proud of his time working at a youth sports camp, where he helped kids learn valuable lessons both on and off the field.

**Retirement Plans:** Kurt looks forward to relaxing and focusing on his health once he retires. He is especially excited about taking a long road trip with his wife and their dogs.





# **Chief Executive Officer's Report**

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**December 2025**



# Organizational Updates

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# Membership Snapshot

Reporting Period October 16, 2025 – November 15, 2025



## MEMBERSHIP COUNT

	Active		Inactive		Retired			Survivors	Total
	Active Vested	Active Non-Vested	Inactive Vested	Inactive Non-Vested	Service Retirement	SCD-Disability Retirement	NSCD-Disability Retirement		
General Plans	65,229	23,215	7,914	12,774	50,151	3,157	577	8,458	171,475
AG	32		8	30	10,256	764	122	4,053	15,265
BG	6		5	3	539	33	5	80	671
CG	6		4	7	339	35	4	68	463
DG	29,566	113	3,657	3,608	21,965	2,245	433	2,332	63,919
EG	10,878	4	2,170	325	16,549			1,883	31,809
GG	24,741	23,098	2,070	8,801	503	80	13	43	59,349
Safety Plans	10,244	2,025	555	1,022	5,172	7,614	76	2,234	28,942
AS			1	2	1,632	2,149	21	1,711	5,516
BS	6,353	19	376	341	3,520	5,414	54	518	16,595
CS	3,891	2,006	178	679	20	51	1	5	6,831
Total	75,473	25,240	8,469	13,796	55,323	10,771	653	10,692	200,417

Membership Count vesting status excludes reciprocal service credit.

## MEMBER GROSS AVERAGE MONTHLY BENEFIT

General & Safety Plan Average

\$5,527

General Plans

\$4,486

Safety Plans

\$9,884

## SURVIVOR GROSS AVERAGE MONTHLY BENEFIT

\$3,846

Excludes active deaths and replacement benefit plan benefits

## OCTOBER 2025 PAYROLL

New Retired Payees | 248

Monthly Payroll | \$409.09M

Payroll Fiscal Year to Date | \$1.64B

Monthly Payroll by Direct Deposit | 98.42%

Monthly Payroll by Check | 1.58%

## MONTHLY BENEFIT ALLOWANCE DISTRIBUTION

Members and Survivors

Gross Benefit Range	General Plans	Safety Plans	Total
\$0 to \$3,999	36,237	1,435	37,672
\$4,000 to \$7,999	17,828	4,509	22,337
\$8,000 to \$11,999	5,514	4,699	10,213
\$12,000 to \$15,999	1,623	3,184	4,807
\$16,000 to \$19,999	566	870	1,436
\$20,000 to \$23,999	193	257	450
\$24,000 to \$27,999	40	50	90
> \$28,000	29	17	46
Total	62,030	15,021	77,051

# LACERA Updates



## **LIFETIME MAXIMUM BENEFIT (LMB) UPDATE | ANTHEM BLUE CROSS PLANS**

LA County Board of Supervisor's Agenda | December 2, 2025

- Approval to LMB Increase from \$1.5 Million to \$2.25 Million
- Letter of Support Submitted to Board of Supervisor's

## **LABOR NEGOTIATIONS UNDERWAY**

- Service Employees International Union (SEIU) Local 721

Two Memoranda of Understanding (MOU) LACERA Administrative, Technical, Clerical, and Blue-Collar Unit 850 and LACERA Supervisory Unit 851

## **LACERA MANAGEMENT OFFSITE | DECEMBER 2025**

- Culture Survey Feedback Insight and Action Plan

## **THANK YOU FOR YOUR SERVICE**

- Appointed Trustees (Term Ending December 31, 2025): BOR Trustee, Ronald Okum and BOI Trustee, David Ryu
- Board of Supervisor 2026 Appointments: Hilda Solis (BOR) and Holly Mitchell (BOI)

# Retiree Healthcare Updates



## 2026 MEDICARE PARTS A & B PREMIUMS AND DEDUCTIBLES ANNOUNCED

Center for Medicare and Medicaid Services (CMS)

- Effective January 2026 | Standard Medicare Part B Premium Increase by \$17.90: Total to \$202.90 (2025 Rate - \$185)
- Segal Recommendation | Continuation of the Medicare Part B Premium Reimbursement for Retirees/Eligible Dependents
- Los Angeles County Review | Consultants Conducting Analysis
- Board of Supervisor's Agenda for December 9, 2025 | Eligible Member's Reimbursement Scheduled for December 31, 2025 Payroll

# Hiring Update

Reporting Period October 16, 2025 – November 15, 2025



## Additions to the Team

### Communications

Amanda Aguayo, Senior Writer

### Investments

Albert Jiang, Financial Analyst I

## Recruitments Underway

### Administrative Services

Intermediate Clerk

### Executive Office

Assistant Executive Officer

### Financial & Accounting Services

Accountant I  
(General & Investment Accounting)

### Human Resources

Human Resource Analyst

### Investments

Finance Analyst II & III

### Legal

Legal Analyst  
Senior Staff Counsel

### Various Divisions

Retirement Benefits Specialist I (Trainee)



# CEO DASHBOARD

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Service Metrics



# Disability Retirement | December Agenda Snapshot

Reporting as of November 21, 2025



## APPLICATIONS

Pending Applications  
in Process  
**1,089**

## APPEALS

Pending Appeals  
in Process  
**61**

New Applications | 78  
Applications Received Fiscal Year to Date (FYTD) | 308  
Applications Presented to Board (Month) | 45  
Applications Presented to Board (FYTD) | 179  
New Appeals | 0  
Appeals Received Fiscal Year to Date (FYTD) | 4

### PENDING APPLICATIONS (TOP 5 BY DEPARTMENT)

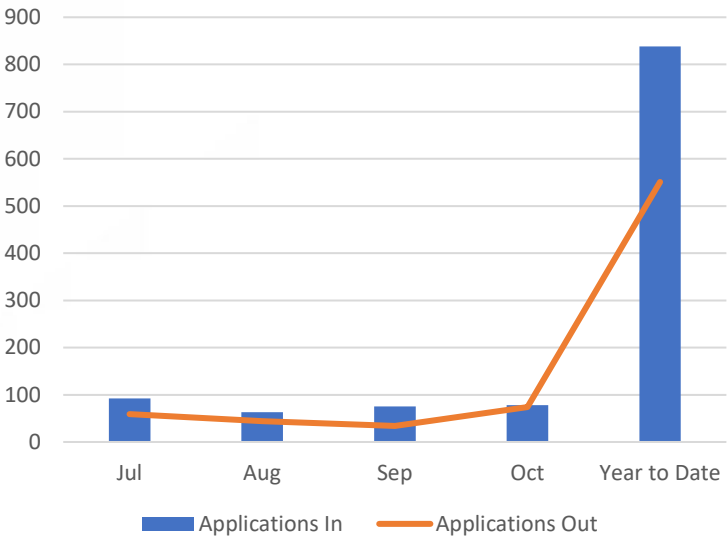
Sheriff | 508  
Probation | 195  
Fire | 185  
Children & Family Services | 27  
Public Social Services | 22

### PENDING APPLICATIONS BY MILESTONE

Milestone	Applications	Percentage
Intake Review	68	6.24%
Records Request	174	15.98%
File Indexing	292	26.81%
Pending Interview	248	22.77%
Drafting Report	123	11.29%
Medical Review	134	12.30%
Post Medical Review	11	1.01%
Board Prep	25	2.30%
Final Case Review	14	1.29%
<b>Total</b>	<b>1,089</b>	<b>100%</b>

### APPLICATIONS IN VS. OUT

July to October 30, 2025 - Year to Date



# Disability Retirement | Snapshot

Reporting as of November 21, 2025



Total Cases on  
December Agenda

56

Processed in 12  
Months or Less

9%

Average Processing  
in Months

19

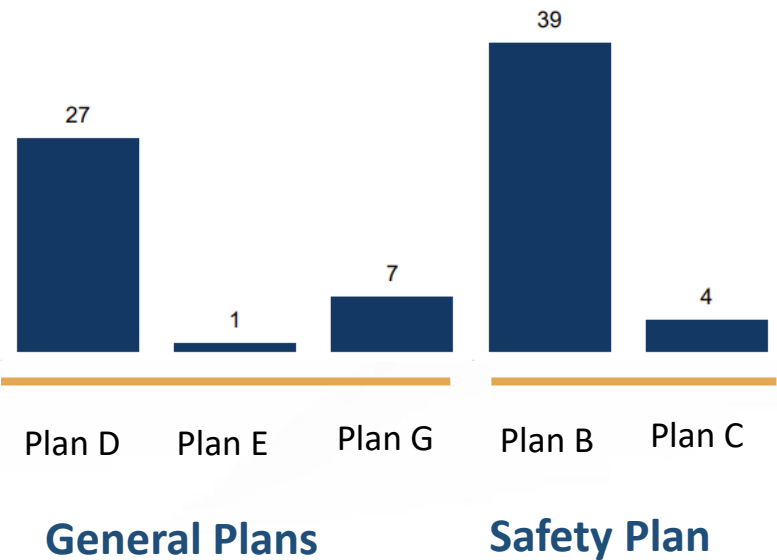


**TARGET**  
12 Months

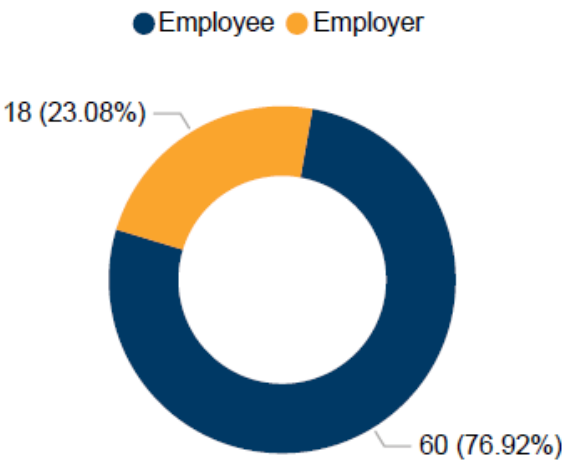
## APPLICATIONS FILED BY TYPE

Service-Connected Disability (SCD) | 62  
SCD Supplemental Allowance | 8  
Pending Acceptance | 4  
Nonservice-Connected Disability (NSCD) | 3  
NSCD Supplemental Allowance | 1

## APPLICATIONS FILED BY PLAN



## APPLICATIONS FILED BY SOURCE

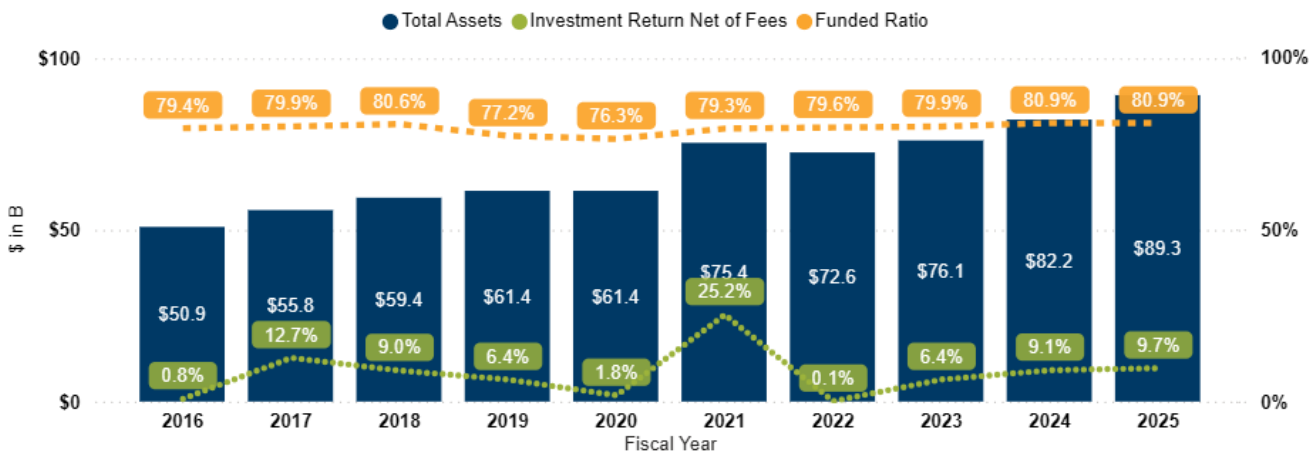


# Key Financial Information

Fiscal Year End June 30, 2025



## FISCAL YEAR END FINANCIAL UPDATE



### Funding Metrics

UAAL | 14.73%  
Assumed Rate | 7.00%  
Star Reserve | \$607.M  
Total Net Assets | 86.2B

### Annualized Investment Returns | Net of Fees

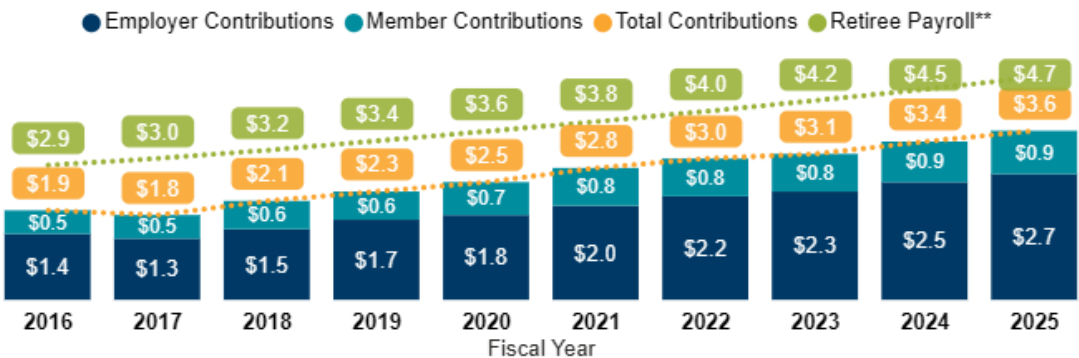
1-Year	3-Years	5-Years	10-Years
9.7%	8.4%	9.8%	7.9%

### Contributions

Employer Annual Contribution | \$2.7B  
Employer % of Payroll | 25.61%  
Member Annual Contribution | \$919.1M  
Member % of Payroll | 8.46%

## CONTRIBUTIONS AND RETIREE PAYROLL BY YEAR

(Dollars in Billions)



\*Based on the latest actuarial valuation data available, as of June 30, 2024

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

## LACERA PENSION DOLLAR

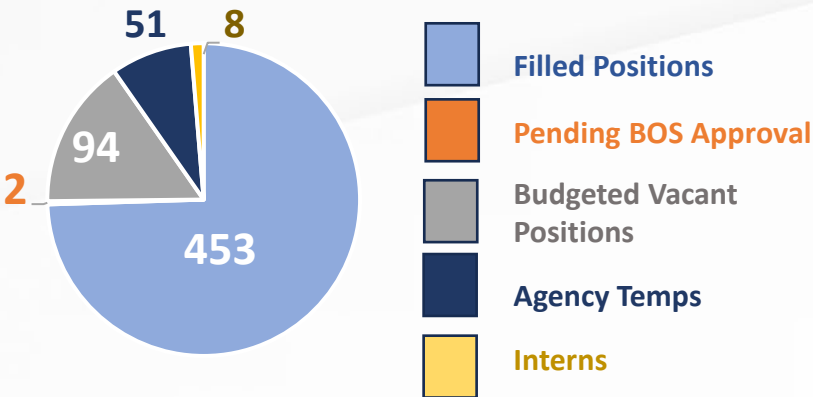
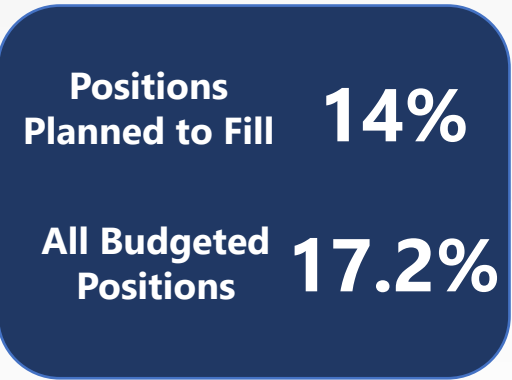


# HUMAN RESOURCE - SNAPSHOT

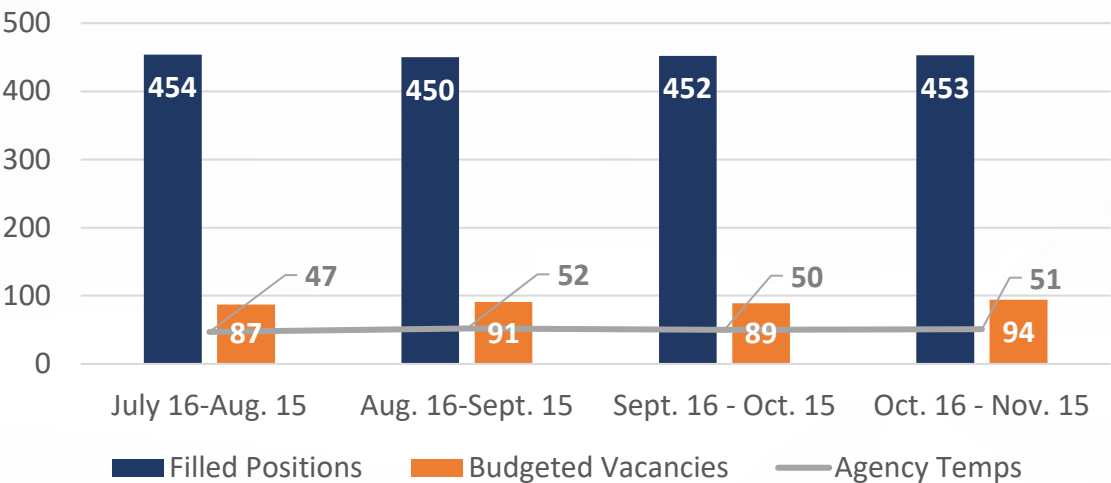
Reporting Period October 16, 2025 – November 15, 2025



## VACANCY RATE

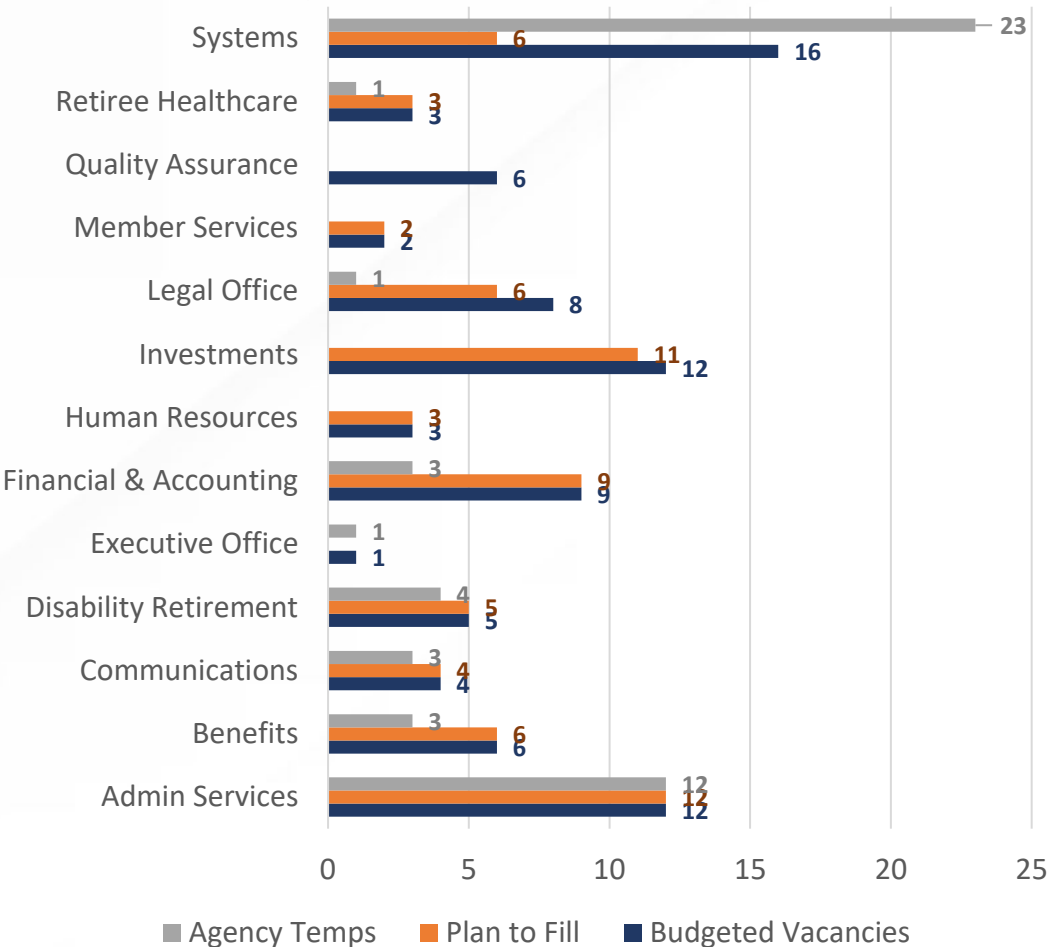


## MONTH TO MONTH PERFORMANCE



## VACANCIES BY DIVISION\*

Budgeted Positions vs. Plan to Fill Positions



\*Does not include intern vacancy

# Member Services (MS) Snapshot

Reporting Period Month End | October 31, 2025



## EVENT/WEBINARS

Current Month | Year to Date

**33 | 138**

### ATTENDANCE

Current Month | Year to Date

**2,978 | 8,156**

Webinar Satisfaction | 1-5 Scale

**4.6**

(44% Response Rate)

EMAIL  
RHC Member



## MS CENTER (MSC) APPOINTMENTS

Current Month | Fiscal Year to Date

**1,067 | 4,582**

MSC Satisfaction | % Scale

(27% Response Rate)

**98%**

**October**

In-Person | 566

Virtual | 481

Phone | 20

**Fiscal Year  
Monthly Average**

In-Person | 575

Virtual | 539

Phone | 35



## MS CALL CENTER

94% Answered | 6% Abandoned

**9,163 | 567**

Average Speed of Answer: 2 Min, 45 Sec.

Average Duration: 16 Min, 43 Sec.

**Total Calls 9,730**

### CALL BACK QUEUE

100% Answered | 0% Abandoned

**956 | 4**

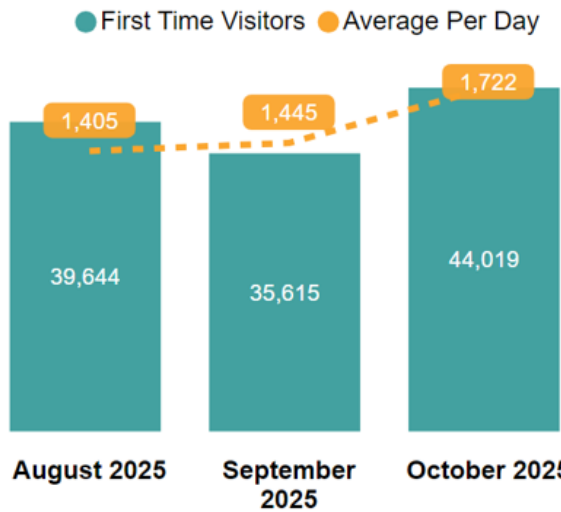
Average Speed of Answer: 5 Min, 41 Sec.

Average Duration: 14 Min, 0 Sec.

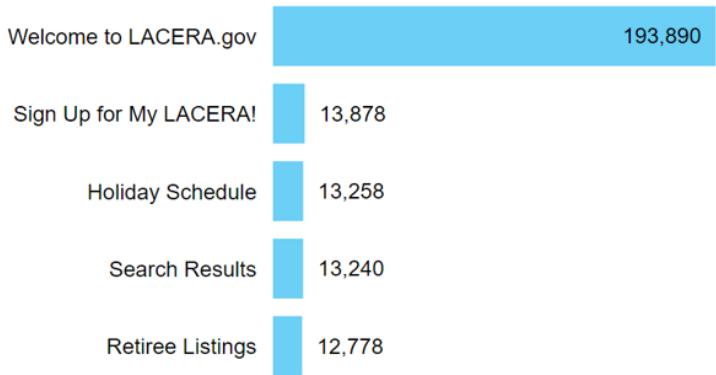
**Total Calls 960**



## LACERA.GOV USER TRAFFIC



## TOP FIVE LACERA.GOV PAGE VIEWS



Total Member Accounts

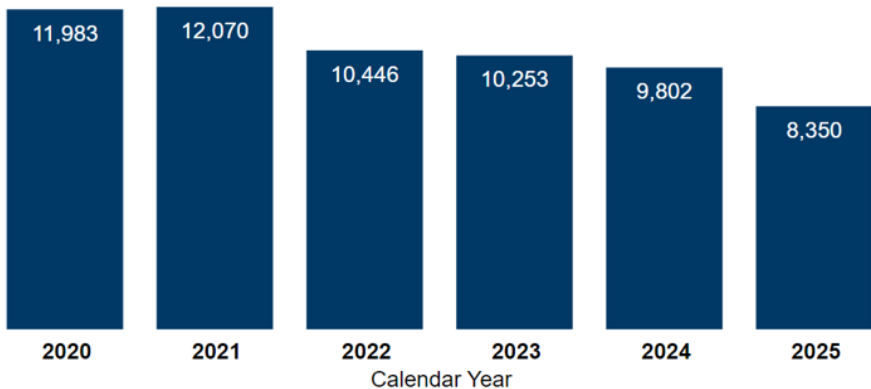
**125,773**

Percentage of  
Total Members

**63%**

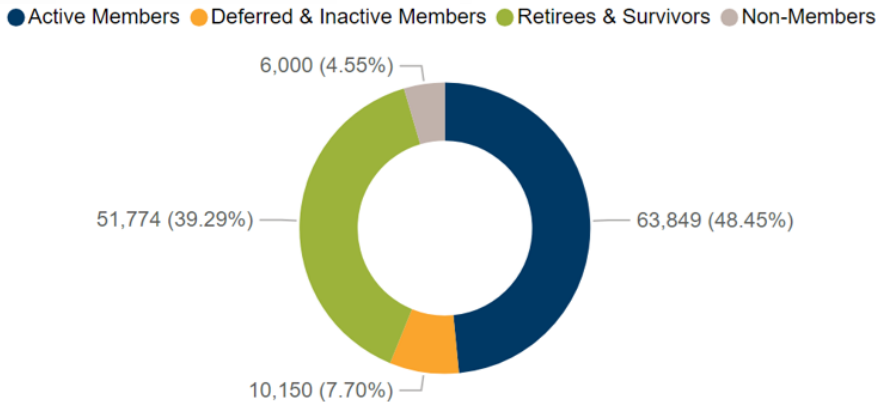
*Excludes Non-Members*

## ANNUAL NEW MYLACERA ACCOUNTS



*Data labels may not appear for all values*

## TOTAL ACCOUNTS BY MEMBER TYPE\*



*\*Data as of  
November 15, 2025*

*Non-Members include legal split payees and withdrawn members.*

# Retiree Healthcare (RHC)

Reporting Period Month End | October 31, 2025



EMAILS  
healthcare@lacera.gov  
**340**



SECURE MESSAGE  
MyLACERA  
**471**

SERVICE LEVEL  
24 Business Hours

Retiree Healthcare Program Enrollments			
Benefit	Employer	Member	Enrollments
Medical	\$253.4	\$17.9	57,790
Dental	\$18.5	\$1.6	60,103
Part B	\$36.5	\$0.0	40,137
Long Term Care	-	-	56
Total	\$308.4	\$19.5	158,086



## RHC CALL CENTER | MAIN QUEUE

96% Answered | 4% Abandoned  
**4,126 | 424**

Average Speed of Answer  
6 Minutes, 02 Seconds  
  
Average Duration  
12 Minutes, 40 Seconds

Total Calls **4,550**

## RHC CALL CENTER | CALL BACK QUEUE

100% Answered | 0% Abandoned  
**493 | 3**

Average Speed of Answer  
17 Minutes, 58 Seconds  
  
Average Duration  
9 Minutes, 53 Seconds

Total Calls **496**

TOP CALL TOPICS | Medical/Dental Enrollments, Medicare Part B, General Benefit Inquiries

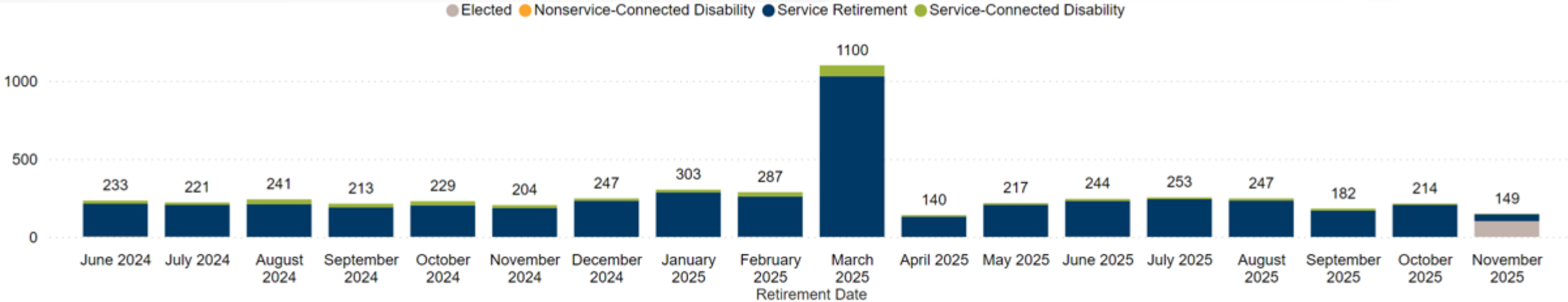


# Retirements | Member Snapshot

Reporting Period October 16, 2025 – November 15, 2025



## MONTHLY RETIREMENTS

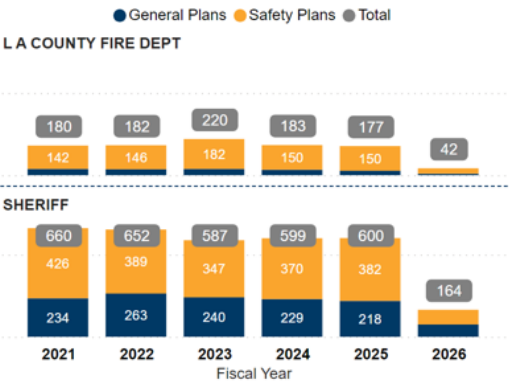


Elected retirements are members placed on the BOR Agenda, but not yet retired as of reporting date

## MONTHLY RETIREMENT TYPES

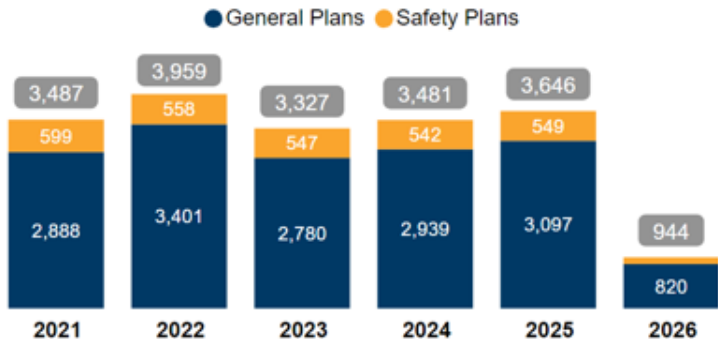
Retirement Type	November 2025
Elected	101
Service Retirement	45
Service-Connected Disability	3
Total	149

## FIRE AND SHERIFF RETIREMENTS



Fiscal Year End

## TOTAL RETIREMENTS BY TYPE



Fiscal Year End





# APPENDIX

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Additional Reports and Information



A quiet period is a period during which LACERA is prohibited from communicating with vendors about a specific procurement. This is typically done to avoid any conflicts of interest.

The quiet period typically begins when LACERA releases a solicitation (i.e., Request for Proposal – RFP, Request for Quote – RFQ, etc.) and ends when the contract is awarded. During this time, trustees and staff are not allowed to have any contact with vendors, including phone calls, emails, or in-person meetings.

There are a few exceptions to the quiet period rule. For example, trustees and staff may still communicate with vendors if they are:

- Responding to a question or clarification that was asked in writing to authorized staff pursuant to the solicitation.

- Participating in a pre-bid conference with authorized LACERA personnel that was scheduled before the quiet period began.

- Negotiating a contract after the award has been made.

- Conducting other existing business.

- Conducting Proof of Concept studies

If you are unsure whether or not you are allowed to communicate with a vendor during a quiet period, it is always best to err on the side of caution and avoid any contact or seek advice from the LACERA Legal Office.

# Quiet List | Administrative/Operations

\*Subject to Change



Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
<b>Auditing and Consulting Services Pool</b>	Internal Audit	2/13/2025	Contract Development	Eide Bailly, Grant Thornton, Tap International Inc.
<b>Economic Impact Analysis</b>	Executive Office	08/08/25	Contract Development	Beacon Economics LLC, Berkely Economic Advising and Research
<b>eDiscovery</b>	Legal/InfoSec	12/1/2023	Contract Development	GlobalRelay
<b>Fiduciary Counsel Legal Services</b>	Legal Office	10/30/2025	Solicitation Process	Groom Law Group, Klausner Kaufman Jensen & Levinson, Nossaman LLP Olson Remcho LLP, Reed Smith LLP
<b>Financial Auditor Search</b>	Internal Audit	4/30/2025	Contract Execution	CLA (Clifton, Larson, Allen), CPAs
<b>Knowledge Management Solution</b>	Disability Litigation	10/31/2025	Solicitation Process	Eccentex Iknow LLC, Enterprise Knowledge, LLC, Progress Federal Solutions
<b>Quality Assurance and Process Management Group Classification and Compensation Study</b>	Human Resources	07/21/2025	Contract Development	CBIZ Benefits & Insurance Services, Inc., CPS HR Consulting, Gallagher Benefits Services, Inc., Segal Western States, Transformance Consulting
<b>SAAS Provider: Drupal Hosting</b>	Systems	08/11/2025	Bid Review	AIM Technical Group LLC, Amaze.io, ATZ Solutions LLC, Datanetiix Solutions, Dynamics Federal Technologies, Exemplifai LLC, Pantheon Systems, Inc., Smashing Infolabs Private Limited

# Quiet List | Investments



Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
<b>Passive Cash Overlay Investment Manager Search</b>	Investments	6/13/2025	Contract Development	Legal & General Asset Management, NISA Investment Advisors, Parametric Portfolio Associates, Russell Investments, State Street Investment Management
<b>Real Assets Emerging Manager Program Discretionary Separate Account Manager</b>	Investments	3/29/2023	Contract Development	Aether Investment Partners, Artemis Real Estate Partners, Barings, BGO Strategic Capital Partners, Belay Investment Group, BlackRock, Cambridge Associates, GCM Grosvenor, Hamilton Lane , Neuberger Berman Group, ORG Portfolio Management, Seed Partners, Stable Asset Management, StepStone, The Townsend Group, Wafra Inc.

\*Subject to Change

# Upcoming Conferences



Date	Conference Title
December 7-11	Pacific Pension Institute (PPI) West Asia Study Mission to Abu Dhabi and Riyadh Abu Dhabi, United Arab Emirates (December 7-9) Riyadh, Kingdom of Saudi Arabia (December 10-11)
December 11	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
January 20-22	IFEBP (International Foundation of Employment Benefit Plans) Health Benefits Conference & Expo Ponte Vedra Beach, FL
January 26-28	NCPERS (National Conference on Public Employee Retirement Systems) Legislative Conference and Policy Day Washington D.C
March 2-4	NCPERS (National Conference on Public Employee Retirement Systems) Communications & Member Services Summit (formerly Pension Communications Summit) Washington D.C.
March 8-11	CALAPRS (California Association of Public Retirement Systems) General Assembly 2026 Carlsbad, CA
March 9-11	Council of Institutional Investors (CII) Spring Conference Washington D.C.
March 23-25	AHIP (America’s Health Insurance Plans) Medicare, Medicaid, Duals and Commercial Markets Forum Washington D.C
March 26-27	PREA (Pension Real Estate Association) Spring Conference Nashville, TN
April 9-10	National Association of Corporate Directors (NACD) Master Class – Technology & Innovation Oversight Washington D.C.

# Report of Felony Forfeiture Cases

As of November 17, 2025



Member's Last Name	Member's First Name	Dept.	Conviction Date	LACERA Notified	Initial Impact Notice Sent	Final Impact Notice Sent	Status*	Disability Status	Serv. Level
COBERG	MICHAEL D.	SHERIFF	9/29/2025	10/20/2025	N/A	N/A	PEND	N/A	N/A
CADMAN	CHRISTOPHER M.	SHERIFF	7/14/2025	9/11/2025	N/A	N/A	PEND	N/A	N/A
RODRIGUEZ	DAVID A.	SHERIFF	7/14/2025	9/11/2025	N/A	N/A	PEND	N/A	N/A
MEISER	MICHAEL	SHERIFF	7/10/2025	8/1/2025	N/A	N/A	PEND	N/A	N/A
KAMACK	DANNIE T.	PROBATION	3/3/2025	4/22/2025	N/A	N/A	DELAY – CD	N/A	N/A
BENZA	JOSEPH M.	SHERIFF	12/17/2024	2/11/2025	N/A	N/A	PEND	PEND	N/A
SAAVEDRA	ERIC C.	SHERIFF	1/16/2025	2/6/2025	N/A	N/A	PEND	N/A	N/A
PINEDA	REMIN	SHERIFF	11/19/2024	1/10/2025	10/15/2025	N/A	PEND	N/A	N/A
ESSEX	SEAN	SHERIFF	6/7/2024	7/22/2024	N/A	N/A	PEND	N/A	N/A
RIDLEY-THOMAS	MARK	BOS	3/31/2023	3/31/2023	10/23/2023	N/A	APPEAL	N/A	N/A

## STATUS LEGEND:

APPEAL: Pending an appeal filed with LACERA

CLOSED: RET: Retired member, case is complete

CLOSED: DEF: Deferred member, case complete

CLOSED: INA: Inactive member – not eligible until age 70, case closed

DELAY-MI: Member input needed (i.e. pending a legal split decision)

DELAY-CD: Pending a court decision (reduction in charges pending conditions being met)

PEND: Case is currently in evaluation and notification stages

WITHDRAWN: Member withdrew prior to conviction – no impact

# Public Records Requests

Reporting Period October 15, 2025 – November 14, 2025



Date Received	Requestor	Documents Requested and Submitted During Reporting Period
10-14-25 Legal Received 10-15-25	L. Chatar, SmartProcure	Request: Any and all purchasing records from July 10, 2025, to current.
10-15-25	N. Lee, Preqin	Request: 1. A list of ALL hedge funds and fund of hedge funds in which LACERA is an investor; and 1. Month by month market value of Los April 1 2025 to June 30 2025; 2. Month by month amount in each fund from April 1 2025 to June 30 2025, and 3. Month by month net returns (net of fees) earned April 1 2025 to June 30 2025.
10-17-25	L. Albanese, FIN	Request: The 6/30/25 quarterly investment reports from emerging manager-of-managers Leading Edge Investment Advisors and New Alpha Asset Management.
10-21-25	A. Terrazas	Request: Records identifying a potential member under LACERA- administered retirement or deferred-compensation plan.
10-21-25	O. Smith, Records Retrieval Solutions	Request: Executed contracts, agreements, or purchase orders, any amendments, renewals, or extensions, award documents, if applicable (including bid tabulations or vendor selection memos, if available) from January 1, 2022, to September 30, 2025.
10-26-25	R. Saffra, Bloomberg	Request: Copy of documents from Los Angeles County Metropolitan Transportation Authority Pension Plan copy of all documents, materials, and/or presentations, including those by external consultants, pertaining to alternative investments.
10-29-25	J. Lau, Secondary- Link	Request: Updated alternative investment data as of Q1 2025, and also, if available, Q2 and next reporting period.
10-31-25	B. Harp, Individual	Request: All documents with my name that you received from attorneys or courts to be mailed via USPS including the tracking number.

# Public Records Requests (Continued)

Reporting Period October 15, 2025 – November 14, 2025



Date Received	Requestor	Documents Requested and Submitted During Reporting Period
11-03-25	A. Bejerano, with. Intelligence	Request: Information regarding LACERA investment pools, relating to the performance of all the closed-end funds including Private Equity, Venture Capital, Private Debt, Real Estate, Real Assets/Infrastructure funds LACERA invests in for Q3 2025 (or as of 30 September 2025).
11-05-25	H. Ahaiwe, HR, LA County and 1 other Recipient	Per monthly request: Monthly Agenda.csv dated November 5, 2025.
11-05-25	Sheriffs Dept, LA County, and 3 other Recipients	Per monthly request: Monthly Agenda Reports for Sheriff Department Listing and Fire Department listing, each dated November 5, 2025.
11-05-25	C. Siverson, Fire, LA County, and 6 other Recipients	Monthly Response: Board of Retirement Meeting Benefit Approval List dated November 5, 2025.pdf.
11-12-25	G. Burke, Navrate	Request: Investment data on a quarterly basis for quarterly reports dating from March 31, 2006, to December 31, 2021, relating to LACERA's private fund investments.
11-13-25	B. Campbell, with. Intelligence	Request: Monthly performance data from your investment pools for all the absolute return/hedge funds in which LACERA is currently invested in for September 2025.





# Thank You!

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**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**

November 25, 2025

**TO:** Trustees, Board of Retirement

**FOR:** Board of Retirement Meeting on December 3, 2025

**SUBJECT:** Ratification of Service Retirement and Survivor Benefit Application Approvals

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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 DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TAMAR L. ABRAHAM	SHERIFF Dept.#SH	01-13-2026	35 YRS ½ MOS
JAVIER P. AZTECA	SHERIFF Dept.#SH	01-30-2026	33 YRS 09 MOS
EDWARD B. BREHM	L A COUNTY FIRE DEPT Dept.#FR	01-31-2026	25 YRS 01 MOS
KEITH L. BRINKMAN	L A COUNTY FIRE DEPT Dept.#FR	10-21-2025	27 YRS 03 MOS
JOSEPH M. CABRAL III	SHERIFF Dept.#SH	11-29-2025	34 YRS 03 MOS
MARIO CHAVEZ	L A COUNTY FIRE DEPT Dept.#FR	12-31-2025	32 YRS 03½ MOS
JENNY A. CHRISTIANSEN	SHERIFF Dept.#SH	11-21-2025	33 YRS 08 MOS
MITCHELL R. JONES	SHERIFF Dept.#SH	10-31-2025	28 YRS 04½ MOS
BRENDON A. NEFULDA	L A COUNTY FIRE DEPT Dept.#FR	11-08-2025	35 YRS 07½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROBERT J. POINDEXTER	SHERIFF Dept.#SH	11-23-2025	30 YRS 04 MOS
ANTHONY G. REGALADO	SHERIFF Dept.#SH	01-31-2026	33 YRS 05 MOS
SCOTT M. RIGGS	L A COUNTY FIRE DEPT Dept.#FR	10-31-2025	23 YRS 03 MOS
PATRICIA A. RINES	SHERIFF Dept.#SH	12-17-2025	31 YRS 08 MOS
MICHAEL A. RIVAS	SHERIFF Dept.#SH	12-30-2025	31 YRS 07 MOS
REBECCA L. RODRIQUEZ	SHERIFF Dept.#SH	01-31-2026	26 YRS 04 MOS
JOSE M. SANDOVAL	SHERIFF Dept.#SH	01-31-2026	25 YRS 01½ MOS
JASON M. SCHREINER	SHERIFF Dept.#SH	11-29-2025	34 YRS 08 MOS
JUAN F. SOLORZANO	SHERIFF Dept.#SH	12-31-2025	30 YRS 07½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JAYD A. SWENDSEID	L A COUNTY FIRE DEPT Dept.#FR	12-01-2025	33 YRS 04½ MOS
SAMMIE L. THOMPSON JR	SHERIFF Dept.#SH	12-31-2025	27 YRS 07½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TAMMY A. ACOSTA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-30-2025	11 YRS 04 MOS
GLORIA AGUILAR	AGING DEPARTMENT Dept.#AG	01-10-2026	26 YRS 03½ MOS
AGAVNI AMBARTSUMYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	18 YRS 08 MOS
HASMIK AMIRKHANIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	26 YRS 10 MOS
JOCELYN A. ARTIAGA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2026	25 YRS 01 MOS
LUIS P. AVITIA	PUBLIC HEALTH PROGRAM Dept.#PH	01-16-2026	39 YRS 02 MOS
CESAR AZENON	PUBLIC HEALTH PROGRAM Dept.#PH	12-13-2025	27 YRS 02½ MOS
PATRICK BABA	MENTAL HEALTH Dept.#MH	11-01-2025	10 YRS 07½ MOS
LYDELL L. BALL	SHERIFF Dept.#SH	10-31-2025	25 YRS 10½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NORMA BANUELOS	PUBLIC HEALTH PROGRAM Dept.#PH	12-31-2025	33 YRS 02 MOS
MARTIN A. BARBOZA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-10-2025	27 YRS 02½ MOS
MONICA BARRAGAN	CHILD SUPPORT SERVICES Dept.#CD	01-01-2026	30 YRS ½ MOS
HRATCH BASHMAKIAN	SHERIFF Dept.#SH	01-31-2026	33 YRS 04 MOS
ROGELIO M. BATSON	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	01-31-2026	38 YRS 10 MOS
JOSE BERNAL	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2026	31 YRS 04 MOS
DAVID J. BILAR	L A COUNTY FIRE DEPT Dept.#FR	12-15-2025	25 YRS 01½ MOS
BRENDA BOOTH-WEST	PUBLIC HEALTH PROGRAM Dept.#PH	10-31-2025	40 YRS 02½ MOS
BRYAN D. BORYS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-01-2026	31 YRS 02½ MOS



# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOHN BOYD	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-02-2026	20 YRS 04½ MOS
JANICE L. BRANTLEY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2025	45 YRS 04½ MOS
HENRY BROUWER	PARKS AND RECREATION Dept.#PK	12-28-2025	12 YRS 02 MOS
ROBERT L. BROWN	PARKS AND RECREATION Dept.#PK	12-31-2025	20 YRS 01½ MOS
MARY A. BROWN	SHERIFF Dept.#SH	12-31-2025	45 YRS 01½ MOS
DEBRA A. BRYAN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-31-2026	25 YRS 08 MOS
MOISES R. BUENAFE JR	AMBULATORY CARE NETWORK Dept.#HN	12-31-2025	25 YRS 01½ MOS
PERLA I. CABRERA	MENTAL HEALTH Dept.#MH	01-01-2026	24 YRS 04½ MOS
EDGAR A. CAMPBELL	ALTERNATE PUBLIC DEFENDER Dept.#AD	01-10-2026	10 YRS 02½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RAYMOND J. CAMPOY III	INTERNAL SERVICES Dept.#IS	11-12-2025	28 YRS 09½ MOS
CONNIE CARDOZA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-30-2025	35 YRS 11 MOS
RAQUEL CARLOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	35 YRS 11½ MOS
DAVID R. CARRILLO	PARKS AND RECREATION Dept.#PK	11-15-2025	20 YRS 01 MOS
ROBERT A. CHELEDEN	DISTRICT ATTORNEY Dept.#DA	12-31-2025	35 YRS 01½ MOS
DEBORAH L. CHILDS	COUNTY COUNSEL Dept.#CC	01-01-2026	39 YRS 07½ MOS
MAE DANG	SHERIFF Dept.#SH	12-29-2025	35 YRS 11 MOS
PAULETTE G. DAVIS	PUBLIC HEALTH PROGRAM Dept.#PH	12-31-2025	40 YRS 07½ MOS
VALERIE J. DAVIS	BEACHES & HARBORS Dept.#BH	12-31-2025	36 YRS 07 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RAMIL D. DE GUZMAN	PUBLIC WORKS Dept.#PW	11-07-2025	28 YRS 05½ MOS
DEANNA DELGADO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	35 YRS 02 MOS
ADELA DURAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-27-2025	30 YRS 10 MOS
LARITA A. EDWARDS	COUNTY COUNSEL Dept.#CC	12-27-2025	26 YRS 05 MOS
KENNETH R. ELLISON	CHILDREN & FAMILY SERVICES Dept.#CH	12-27-2025	29 YRS 03 MOS
LISA V. ENRIQUEZ-MAR	MENTAL HEALTH Dept.#MH	12-22-2025	26 YRS 08½ MOS
LUCY ERICKSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-29-2025	31 YRS 00 MOS
ARDESHIR FAMILI	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	11-29-2025	30 YRS 10 MOS
ROSEMARY FIGUEROA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-29-2025	34 YRS 07 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HARRY FUNG	HEALTH SERVICES ADMINISTRATION Dept.#HS	01-02-2026	35 YRS 11½ MOS
DEBRA GARCIA	HEALTH SERVICES ADMINISTRATION Dept.#HS	10-21-2025	13 YRS 01 MOS
GUSTAVO M. GARCIA	PROBATION DEPARTMENT Dept.#PB	12-31-2025	38 YRS 10½ MOS
JUAN G. GARCIA	PROBATION DEPARTMENT Dept.#PB	01-02-2026	30 YRS 03½ MOS
CARMEN M. GARRIDO	ANIMAL CONTROL Dept.#AN	12-12-2025	35 YRS 05½ MOS
BISSIRAT B. GHEBREZGHI	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-31-2026	06 YRS 04½ MOS
ERIK A. GILLARD	PROBATION DEPARTMENT Dept.#PB	01-31-2026	24 YRS 01 MOS
PAUL M. GITHONGO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	10-23-2025	26 YRS 11 MOS
CHARLENE H. GOFF	CHILDREN & FAMILY SERVICES Dept.#CH	11-01-2025	43 YRS 06½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SONIA GONZALEZ-ACO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	31 YRS ½ MOS
RICKEY J. GORE	PROBATION DEPARTMENT Dept.#PB	12-31-2025	33 YRS 11½ MOS
GUADALUPE GUTIERREZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-27-2025	36 YRS 08 MOS
ENRIQUE GUZMAN	REG-RECORDER/COUNTY CLERK Dept.#RR	12-31-2025	31 YRS 08 MOS
MAURICIO HENRIQUEZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-27-2025	19 YRS 04 MOS
VICTORIA D. HERNANDEZ	COUNTY COUNSEL Dept.#CC	12-31-2025	10 YRS 03½ MOS
MATTHEW HERRERA	ASSESSOR Dept.#AS	01-06-2026	35 YRS 05½ MOS
STEVEN H. HOANG	LACERA Dept.#NL	12-17-2025	33 YRS 01 MOS
AMALIE J. HOHN	MENTAL HEALTH Dept.#MH	12-27-2025	12 YRS 07 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ROSA HOLGUIN	DISTRICT ATTORNEY Dept.#DA	12-31-2025	34 YRS 03 MOS
KOLEATHA HOLMAN	AMBULATORY CARE NETWORK Dept.#HN	12-01-2025	34 YRS 03 MOS
ELIZABETH A. HOWARD	CHILDREN & FAMILY SERVICES Dept.#CH	11-29-2025	33 YRS 04 MOS
PRIMOUS R. HOWARD JR	PROBATION DEPARTMENT Dept.#PB	12-31-2025	35 YRS 06 MOS
EVELYN I. HUGHES	BOARD OF SUPERVISORS Dept.#BS	10-31-2025	09 YRS ½ MOS
RHONDA HUNTER	CHILDREN & FAMILY SERVICES Dept.#CH	12-31-2025	34 YRS 01½ MOS
JENNY L. INUGAY	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	12-31-2025	27 YRS 02½ MOS
RENE ITAHARA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	01-31-2026	50 YRS 02 MOS
ARMAH V. JOHNSON	CORRECTIONAL HEALTH Dept.#HC	01-03-2026	28 YRS 10½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JESSE D. JONES	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-31-2025	33 YRS 08½ MOS
TRACY KALLAS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	25 YRS 05 MOS
SUSANA LAMOTTE	SHERIFF Dept.#SH	10-16-2025	22 YRS 09½ MOS
GILBERT LAZAR	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-31-2025	25 YRS 00 MOS
WINNIE LEE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	11-29-2025	24 YRS 00 MOS
JULIE S. LEE	MENTAL HEALTH Dept.#MH	01-30-2026	18 YRS 04 MOS
STEPHANIE R. LEVY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-31-2025	34 YRS 05 MOS
MARC S. LEWINSTEIN	ALTERNATE PUBLIC DEFENDER Dept.#AD	01-03-2026	41 YRS ½ MOS
SHANDEL M. LEWIS	HEALTH SERVICES ADMINISTRATION Dept.#HS	11-01-2025	25 YRS 03½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TERESITA G. LOPEZ	CHILDREN & FAMILY SERVICES Dept.#CH	12-31-2025	35 YRS 05 MOS
DONNA P. LOUGH	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	01-01-2026	34 YRS 04½ MOS
JESSICA LUU	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2025	36 YRS 01½ MOS
NELSON P. MANABAT	PUBLIC WORKS Dept.#PW	11-29-2025	43 YRS 01 MOS
MICHELLE I. MARTINEZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-31-2025	25 YRS 08 MOS
SALLY MC GAUGHEY	PUBLIC WORKS Dept.#PW	11-29-2025	45 YRS 07 MOS
BEVERLY A. MCDANIELS	REG-RECORDER/COUNTY CLERK Dept.#RR	01-31-2026	21 YRS 04½ MOS
DEIRDRE MCNAIR-PIERC	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-29-2025	36 YRS 01 MOS
ALMA R. MEDELLIN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-27-2025	25 YRS 08½ MOS



## BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

### BENEFIT APPROVAL LIST

#### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NVART MESROPIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2026	27 YRS 05 MOS
LUDMILA METSOYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	26 YRS 03½ MOS
EVA MORA	ASSESSOR Dept.#AS	01-30-2026	43 YRS 00 MOS
TRISHA A. NELSON	SHERIFF Dept.#SH	12-26-2025	38 YRS 07 MOS
HONG ANH T. NGUYEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	25 YRS ½ MOS
TOMMY HUNG Q. NGUYEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	35 YRS 05½ MOS
REUBEN A. OKONKWO	PUBLIC HEALTH PROGRAM Dept.#PH	01-03-2026	19 YRS 01 MOS
ALBA D. ORTIZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-29-2025	11 YRS 08½ MOS
OFELIA ORTIZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	27 YRS 04½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CRAIG M. OSAKI	PUBLIC DEFENDER Dept.#PD	11-30-2025	31 YRS 05½ MOS
LINDA OSUNA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-26-2025	25 YRS 03 MOS
ANNIE PADILLA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2025	38 YRS 01 MOS
BRIGITTE V. PATTERSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	35 YRS 08½ MOS
TRACY L. PECK	SHERIFF Dept.#SH	12-31-2025	26 YRS 02 MOS
IVETTE PENA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-31-2025	30 YRS 02 MOS
GAUDENCIA POLICARPO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-31-2025	23 YRS 06 MOS
MARIA D. PONCE	MENTAL HEALTH Dept.#MH	11-03-2025	29 YRS 01½ MOS
CHINDE L. QUINES	CHILDREN & FAMILY SERVICES Dept.#CH	12-31-2025	36 YRS 06 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CECILIA C. QUINONEZ	CORRECTIONAL HEALTH Dept.#HC	12-31-2025	25 YRS 02½ MOS
CAROLINE QUINTANILLA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2026	19 YRS 06 MOS
MAHNAZ RAHIMIARDABI	PUBLIC HEALTH PROGRAM Dept.#PH	12-17-2025	29 YRS 10 MOS
RAMON RANGEL	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2025	21 YRS 05 MOS
ALONZO REAL	ANIMAL CONTROL Dept.#AN	10-31-2025	33 YRS 09½ MOS
MIRIAM O. REMO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2026	25 YRS 09½ MOS
KAREN A. RICHARDS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-15-2025	10 YRS 07½ MOS
LINDA M. RODRIGUEZ-CA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-27-2025	34 YRS 01 MOS
RONALD A. SAAVEDRA	PARKS AND RECREATION Dept.#PK	12-31-2025	25 YRS 01½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LAURA SALMAN	JUVENILE COURT HEALTH SERVICES Dept.#HJ	12-26-2025	46 YRS 06 MOS
MARIA SANCHEZ	CHILD SUPPORT SERVICES Dept.#CD	11-29-2025	31 YRS 10½ MOS
SYLVIA SANCHEZ	AMBULATORY CARE NETWORK Dept.#HN	12-31-2025	26 YRS 03½ MOS
LOUISE A. SANFORD	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2026	30 YRS 09 MOS
ARLENE SANTOS	AMBULATORY CARE NETWORK Dept.#HN	12-30-2025	27 YRS 01 MOS
RICHARD SATO	DISTRICT ATTORNEY Dept.#DA	12-27-2025	35 YRS 11 MOS
SHEILA SCOTT	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-27-2025	25 YRS 00 MOS
CASEY D. SILVA	PUBLIC HEALTH PROGRAM Dept.#PH	12-31-2025	24 YRS 05½ MOS
DELORES R. SIMPSON	CHILDREN & FAMILY SERVICES Dept.#CH	12-31-2025	40 YRS 02½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARIFE P. SISON	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	11-21-2025	16 YRS 02½ MOS
STELLA A. SMITH	SHERIFF Dept.#SH	11-29-2025	38 YRS 08 MOS
MINERVA M. SMITH	AMBULATORY CARE NETWORK Dept.#HN	01-01-2026	26 YRS 01½ MOS
NICOLE P. STARR	MENTAL HEALTH Dept.#MH	12-27-2025	24 YRS 00 MOS
SUSAN C. SUAREZ	AMBULATORY CARE NETWORK Dept.#HN	12-31-2025	33 YRS 03½ MOS
ERNEST J. TAYLOR	PROBATION DEPARTMENT Dept.#PB	12-24-2025	26 YRS 10 MOS
TERRI LYNN TAYLOR	PROBATION DEPARTMENT Dept.#PB	11-21-2025	31 YRS 09 MOS
ROSETTA P. THAI	REG-RECORDER/COUNTY CLERK Dept.#RR	12-31-2025	19 YRS 10 MOS
LIZETTE A. TIRADO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2026	26 YRS 02 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DIANA S. TOLEDO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-31-2025	17 YRS 00 MOS
ROGER A. TORRES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-20-2025	19 YRS 00 MOS
EDNA TORRES	CHILDREN & FAMILY SERVICES Dept.#CH	12-27-2025	35 YRS 07 MOS
FANNY TRAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-01-2026	36 YRS 03½ MOS
YAN ENG T. UY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-19-2025	35 YRS 02 MOS
MARY ANN VALENZUELA	LACERA Dept.#NL	01-24-2026	12 YRS 03 MOS
RICK A. VIDUYA	SHERIFF Dept.#SH	11-29-2025	37 YRS 06 MOS
JUANITA VIRAMONTES	SHERIFF Dept.#SH	12-31-2025	37 YRS 08 MOS
CHANDRA D. VON ARX	SHERIFF Dept.#SH	01-31-2026	28 YRS 01 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ORVETTE L. WALKER	PROBATION DEPARTMENT Dept.#PB	11-30-2025	40 YRS 10 MOS
MAGDALANA WHITE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-31-2025	10 YRS 04 MOS
RUSSELL M. WICKRAMASING	SHERIFF Dept.#SH	11-07-2025	25 YRS 01½ MOS
SHARON J. WILLIAMS	SHERIFF Dept.#SH	12-26-2025	32 YRS 03½ MOS
JAY L. WILLIAMS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-02-2026	39 YRS 09½ MOS
TRUDE D. WILSON	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-01-2026	35 YRS 05½ MOS
YOLANDA S. WISCO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-27-2025	25 YRS 00 MOS
TYLER K. YAMAKIDO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	41 YRS 01½ MOS
GIGI L. ZAMAYA	SHERIFF Dept.#SH	12-26-2025	34 YRS 09 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JUDITH A. ZISSA	CHILDREN & FAMILY SERVICES Dept.#CH	01-30-2026	18 YRS ½ MOS
ZEWDITU A. ZURIAW	PUBLIC HEALTH PROGRAM Dept.#PH	12-29-2025	21 YRS 06 MOS



## BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

### BENEFIT APPROVAL LIST

#### GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JALEN R. WILLIAMS	ALCOHOL/DRUG PGMS. ADMIN. Dept.#PG	12-31-2016	05 YRS 11 MOS
SON of JALEN R. WILLIAMS dec'd on 12-30-2016, Sect. #31781.1			
CHARLES WHANG	CHILD SUPPORT SERVICES Dept.#CD	07-31-2025	30 YRS 02 MOS
SPOUSE of LOURIS S WHANG dec'd on 07-30-2025, Sect. #31781.3			

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
KENNETH E. IMPELLIZERI	SHERIFF Dept.#SH	06-27-2025	02 YRS 05 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
YVETTE A. ABELIAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-22-2026	11 YRS 01 MOS
BERTHA A. AYALA MANZAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2025	02 YRS 09 MOS
CHRISTINA M. BIASIO	PUBLIC WORKS Dept.#PW	10-29-2025	13 YRS 06 MOS
STEPHANIE BROWN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-03-2025	34 YRS 07½ MOS
MICHAEL J. CABRAL	DISTRICT ATTORNEY Dept.#DA	12-11-2025	19 YRS 11 MOS
MARK CHIMARUSTI	PUBLIC HEALTH PROGRAM Dept.#PH	12-29-2025	06 YRS 04 MOS
GLENN P. DIMAANO	PUBLIC HEALTH PROGRAM Dept.#PH	06-27-2025	01 YRS 01 MOS
VICTOR A. DOWBUSZ	PARKS AND RECREATION Dept.#PK	12-30-2025	06 YRS 01 MOS
INEZ FINNIGAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-11-2025	22 YRS 07 MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
BEVERLY A. FLORES	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-27-2025	10 YRS 06 MOS
H. JAY FORD III	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-02-2025	08 YRS 00 MOS
MARIA GARAN-MARTIN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-31-2025	30 YRS 09 MOS
RHIO GILLON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	11-10-2025	30 YRS 06½ MOS
ARACELI GONZALEZ	PARKS AND RECREATION Dept.#PK	10-09-2025	07 YRS 10 MOS
LARISA G. GUINTO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-17-2025	25 YRS 09 MOS
MARY L. HUWE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-27-2025	38 YRS 00 MOS
PHILIP W. HYDEN	AMBULATORY CARE NETWORK Dept.#HN	11-10-2025	05 YRS 06 MOS
AMIR S. IBRAHIM	PUBLIC WORKS Dept.#PW	01-01-2026	25 YRS 02½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANN MARIE JOHANSEN	ANIMAL CONTROL Dept.#AN	11-14-2025	05 YRS 07½ MOS
JOSEPH H. KANG	PUBLIC DEFENDER Dept.#PD	10-18-2025	23 YRS 07½ MOS
JOSE L. MAGANA	PARKS AND RECREATION Dept.#PK	11-06-2025	18 YRS 09½ MOS
VICHUDA L. MATTHEWS	HEALTH SERVICES ADMINISTRATION Dept.#HS	01-28-2026	13 YRS 00 MOS
WARREN D. MC GEE JR	PROBATION DEPARTMENT Dept.#PB	12-22-2025	12 YRS 10 MOS
DIMETRA J. MCBRIDE	INTERNAL SERVICES Dept.#IS	11-04-2025	01 YRS 03½ MOS
ANA W. MCDONALD	MENTAL HEALTH Dept.#MH	10-20-2025	10 YRS 01 MOS
IRENE F. ONG	PUBLIC HEALTH PROGRAM Dept.#PH	10-20-2025	19 YRS 07 MOS
LINDA D. PEREZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-21-2025	39 YRS 07½ MOS

# BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RAPHAEL ROMERO	MENTAL HEALTH Dept.#MH	10-23-2025	13 YRS 10½ MOS
WENDY K. SCHIFFER	PUBLIC HEALTH PROGRAM Dept.#PH	12-01-2025	23 YRS 02½ MOS
ROBYN M. SHEETS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	11-05-2025	15 YRS 03 MOS
STEPHANIE A. STONE	MILITARY & VETRANS AFFAIRS Dept.#MV	10-21-2025	10 YRS 10½ MOS
JEFFREY D. SUMMERS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-01-2026	12 YRS 05 MOS
NGOC M. TRINH	CHILDREN & FAMILY SERVICES Dept.#CH	11-18-2025	22 YRS 10½ MOS
LAIA VICENS FUSTE	MENTAL HEALTH Dept.#MH	08-04-2025	12 YRS 03½ MOS
RYAN C. WILLIAMS	DISTRICT ATTORNEY Dept.#DA	11-30-2025	15 YRS 06 MOS
DAWN D. WORTHY	SHERIFF Dept.#SH	10-31-2025	10 YRS 00 MOS

## BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025

### BENEFIT APPROVAL LIST

#### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CHONGYING XIANG	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-01-2025	00 YRS 08 MOS
VAZGEN J. YEROMIAN	INTERNAL SERVICES Dept.#IS	10-15-2025	15 YRS ½ MOS
LYNN M. YOUNG	CHILDREN & FAMILY SERVICES Dept.#CH	10-30-2025	00 YRS 11 MOS
LORI ZELLER	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-07-2025	05 YRS 09 MOS

**BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025  
RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS**

**SAFETY MEMBER APPLICATIONS FOR SERVICE RETIRMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
ROBERT R. SMITH	L A COUNTY FIRE DEPT	CHANGE OF DATE TO January 07, 2026
ROCHONNE D. ROSE	SHERIFF	CHANGE OF DATE TO November 29, 2025



**BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025  
RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS**

**GENERAL MEMBER APPLICATIONS FOR SERVICE RETIRMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
ABNER Q. SOLOMON	RANCHO LOS AMIGOS HOSPITAL	CHANGE OF DATE TO January 23, 2026
ANGELO P. TRAMONTANO	SHERIFF	CHANGE OF DATE TO January 24, 2026
ANTHONY J. GALVAN	PROBATION DEPARTMENT	CHANGE OF DATE TO December 10, 2025
ARCEL D. POBLETE	MENTAL HEALTH	CHANGE OF DATE TO December 31, 2025
ARMENUI ZARGARYAN	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO December 31, 2025
CARLOS F. CORONADO	PROBATION DEPARTMENT	CHANGE OF DATE TO December 31, 2025
DAVID A. ROSS	ALTERNATE PUBLIC DEFENDER	CHANGE OF DATE TO December 31, 2025
DAVID R. MARTINEZ	PROBATION DEPARTMENT	CHANGE OF DATE TO January 30, 2026
EDDIE ELLOIE	PROBATION DEPARTMENT	CHANGE OF DATE TO December 03, 2025
ELENA J. BRIGGS	CHILD SUPPORT SERVICES	CHANGE OF DATE TO December 30, 2025
ELIKO KHARA	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO December 31, 2025
FUNMI S. TOFOWOMO	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO December 29, 2025

**BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025**  
**RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS**

**GENERAL MEMBER APPLICATIONS FOR SERVICE RETIRMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
GABBY CARLOS	SHERIFF	CHANGE OF DATE TO December 05, 2025
GLENDAA A. AZENON	AMBULATORY CARE NETWORK	CHANGE OF DATE TO December 24, 2025
HELLEN S. LEE	MENTAL HEALTH	RESCISSION OF RETIREMENT
HOLLI M. MASON	COASTAL CLUSTER- HARBOR/UCLA MC	CHANGE OF DATE TO November 29, 2025
JAMES G. CURRAN	SHERIFF	CHANGE OF DATE TO January 02, 2026
JORGE L. DE LA TORRE UGARTE	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO December 01, 2025
LESLIE B. RINGOLD	PUBLIC DEFENDER	CHANGE OF DATE TO November 12, 2025
LETICIA PACILLAS	L A COUNTY FIRE DEPT	RESCISSION OF RETIREMENT
LINGNA HU	PUBLIC HEALTH PROGRAM	CHANGE OF DATE TO January 10, 2026
LUCILLE DOWNIN	COASTAL CLUSTER- HARBOR/UCLA MC	CHANGE OF DATE TO December 31, 2025
LUIS ALDRETE JR	PUBLIC WORKS	RESCISSION OF RETIREMENT
MARI GRGODJAIAN	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO December 31, 2025
MARTHA A. DAVILA	SFV CLUSTER-OLIVE VIEW/UCLA MC	CHANGE OF DATE TO January 15, 2026

**BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025  
RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS**

**GENERAL MEMBER APPLICATIONS FOR SERVICE RETIRMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
MARY CABRERA	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO December 30, 2025
MARYAM HAKIMZADEH	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO December 26, 2025
MELEN-PIO T. CORDOVA	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO December 31, 2025
MICHELE A. TREMBLAY	HEALTH SERVICES ADMINISTRATION	RESCISSION OF RETIREMENT
MONIQUE E. CONVINE	SHERIFF	CHANGE OF DATE TO December 26, 2025
NELIDA BANUELOS	PROBATION DEPARTMENT	CHANGE OF DATE TO December 31, 2025
OLIVIA CASTRO	PROBATION DEPARTMENT	CHANGE OF DATE TO December 31, 2025
PATRICK A. PALMA	PUBLIC LIBRARY	CHANGE OF DATE TO November 29, 2025
PAUL J. SONG	ASSESSOR	CHANGE OF DATE TO January 17, 2026
PEDRO D. ARRIOLA	PROBATION DEPARTMENT	CHANGE OF DATE TO December 31, 2025
REGINA BRADFORD	COASTAL CLUSTER- HARBOR/UCLA MC	CHANGE OF DATE TO January 01, 2026
ROBERT B. WOODARD JR	CHILD SUPPORT SERVICES	RESCISSION OF RETIREMENT
ROBYN M. THOMPSON	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO November 29, 2025

**BOARD OF RETIREMENT MEETING OF DECEMBER 3, 2025  
RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS**

**GENERAL MEMBER APPLICATIONS FOR SERVICE RETIRMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
ROSEMARIE CAMACHO	PROBATION DEPARTMENT	CHANGE OF DATE TO December 20, 2025
SHAWN W. MC ADORY	PARKS AND RECREATION	CHANGE OF DATE TO December 29, 2025
SHIRrane B. FRANKLIN	PROBATION DEPARTMENT	CHANGE OF DATE TO January 10, 2026
STEVE A. CANON	PROBATION DEPARTMENT	CHANGE OF DATE TO January 30, 2026
TAM T. NGUYEN	COASTAL CLUSTER- HARBOR/UCLA MC	CHANGE OF DATE TO January 15, 2026
VARTENI DISHIGRIKYAN	DEPT OF PUBLIC SOCIAL SERVICES	RESCISSION OF RETIREMENT
VIJAY P. MANGHIRMALANI	HEALTH SERVICES ADMINISTRATION	CHANGE OF DATE TO December 31, 2025
VLADIMIR MELKUMYAN	CORRECTIONAL HEALTH	CHANGE OF DATE TO November 03, 2025
WILLARD H. BARRETT	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO December 31, 2025
YOLANDA E. DIAZ	NORTHEAST CLUSTER (LAC+USC)	RESCISSION OF RETIREMENT

November 6, 2025

TO: Each Trustee  
Board of Retirement

FROM: Francis J. Boyd   
Senior Staff Counsel

FOR: December 3, 2025, Board of Retirement Meeting

**SUBJECT: SERVICE PROVIDER INVOICE APPROVAL REQUEST – WINET  
PATRICK CREIGHTON & HANES**

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.

Jennifer Creighton at Winet Patrick Creighton & Hanes was hired to investigate and process a disability-retirement application filed by a LACERA employee. This confidential file is identified as 2H2024K.

Ms. Creighton's firm has been paid \$34,638.76 for services provided for this case.

Enclosed are her most recent invoices:

1. August 31, 2025, totaling \$6,645.00,
2. September 30, 2025, totaling \$1,484.40.

The total outstanding balance for both invoices is \$8,129.40.

The charges are appropriate given the complexity of the issues presented in this disability-retirement application.

**IT IS THEREFORE RECOMMENDED THAT** the Board approve the service provider invoice for Winet Patrick Creighton & Hanes.

FJB:mc

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**



November 20, 2025

TO: Each Trustee  
Board of Retirement

FROM: Tamara Caldwell, Division Manager  
Disability Retirement Services

SUBJECT: **APPEAL FOR THE BOARD OF RETIREMENT'S MEETING  
OF DECEMBER 3, 2025**


**IT IS RECOMMENDED** that the Board of Retirement grant the appeal and request for administrative hearing received regarding the following member, and direct the Disability Retirement Services Manager to refer this case to a referee:

5455B	Ralph J. Chapman (Dec'd); Tanya Chapman (Surv.)	In Pro Per	DENY SCD SURVIVOR ALLOWANCE
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TLC:kw

November 14, 2025

TO: Trustees – Board of Retirement

FROM: Jean J. Kim   
Senior Staff Counsel

DATE: Board of Retirement Meeting of December 3, 2025

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

### **INTRODUCTION**

This memorandum addresses a new pay item for which the County of Los Angeles (the “County”) has requested a pensionability determination.

Based on our review, as set forth below, we recommend the following pensionability determination for the pay item at issue:

Higher Education Degree Lump Sum Bonus (Item No. TBD)

#### **Recommendation:**

Exclude from compensation earnable for legacy members.

Exclude from pensionable compensation for PEPRA members.

### **BOARD AUTHORITY TO MAKE PENSIONABILITY DETERMINATIONS**

The Board of Retirement (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. 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).



### **COMPENSATION EARNABLE FOR LEGACY MEMBERS**

In order for a pay item to be includable in a legacy member's retirement benefit, it must qualify (i) as "compensation" as defined in Cal. Govt. Code §31460 and (ii) as "compensation earnable" under Cal. Govt. Code §31461. "Compensation" is generally defined as remuneration paid in cash to a member. Cal. Govt. Code §31460. "Compensation earnable" is defined as the average compensation based on "the average number of days ordinarily worked by persons in the same grade or class of positions during the period and at the same rate of pay" that it is not expressly excluded from "compensation earnable" pursuant to Cal. Govt. Code §31461(b). Cal. Govt. Code §31461.

Types of pay that are expressly excluded from compensation earnable include:

- One-time or ad hoc payments not paid to all similarly situated members in the member's grade or class (Cal. Govt. Code §31461(b)(1)(B));
- Payments for unused leave or compensatory time off in excess of the amount of leave or compensatory time off that is earned and payable in each 12-month period during the final compensation period (Cal. Govt. Code §31461(b)(2));
- Payments for additional services rendered outside of normal working hours (Cal. Govt. Code §31461(b)(3)); and
- Payments made at the termination of employment in excess of what is earned and payable in each 12-month period during the final compensation period (Cal. Govt. Code §31461(b)(4)).

### **PENSIONABLE COMPENSATION FOR PEPRA MEMBERS**

In order for a pay item to be includable in a PEPRA member's retirement benefit, the pay item must constitute "pensionable compensation" as defined under Cal. Govt. Code §7522.34. Pensionable compensation is generally defined as "the normal monthly rate of pay or base pay" of the member that is paid to "similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules." Cal. Govt. Code §7522.34(a). In addition, the pay item must not fall within one of the thirteen enumerated exclusions from pensionable compensation, set forth under Cal. Govt. Code §7522.34(c).

Notable examples of pay that are expressly excluded from pensionable compensation include:

- One-time or ad hoc payments (Cal. Govt. Code §7522.34(c)(3));
- Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off (Cal. Govt. Code §7522.34(c)(5));
- Payments for additional services rendered outside of normal working hours (Cal. Govt. Code §7522.34(c)(6));

- Employer-provided allowance, reimbursement, or payment for items such as housing, vehicle, or uniforms (Cal. Govt. Code §7522.34(c)(7));
- Compensation for overtime work (Cal. Govt. Code §7522.34(c)(8)); and
- Bonuses paid in addition to a member's base pay or normal monthly rate of pay (Cal. Govt. Code §7522.34(c)(10)).

## **LEGAL ANALYSIS OF NEW PAY ITEM**

### Higher Education Degree Lump Sum Bonus (Item No. TBD)

This pay item provides a one-time lump sum bonus to members of Bargaining Unit 804, Program Managers association, who possess a higher education degree in the form of a bachelor's degree from an accredited college (\$1,000 bonus) or a master's degree, or higher, from an accredited college graduate program (\$500 bonus). The higher education degree is not a requirement of the job for these members.

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(1)(B) because it is a one-time payment that is not made to all similarly situated members in the member's grade or class, since not all members would necessarily have such a degree.

For PEPRAs members, this pay item does not qualify as pensionable compensation because it is a one-time payment that is excluded under Cal. Govt. Code §7522.34(c)(3) and it is a bonus that is paid in addition to the normal rate of base pay and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(10).

### **Recommendation:**

Exclude from compensation earnable for legacy members.

Exclude from pensionable compensation for PEPRAs members.

## **CONCLUSION**

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

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

Trustees - Board of Retirement  
November 14, 2025  
Re: Pensionability Analysis  
Page 4

For reference, the complete lists of pay codes that the Board has determined to be pensionable or not pensionable under CERL and under PEPRA are 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/ss  
Attachment

# Attachment A

Attachment: Newly Created Pay Codes					
reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)					
Pay Event Code	Pay Event Title	Pay Event Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
Newly Created and EXCLUDED under Sections 31461 and 7522.34					
TBD	HIGHER EDUCATION DEGREE LUMP SUM BONUS	<p>This pay event is being created to pay a one-time lump sum bonus to members of Bargaining Unit (BU) 804 (Program Managers Association) who possess a higher education degree.</p> <p>BU 804 members who possess any of the following degrees are eligible for payment in the amount of:</p> <ul style="list-style-type: none"><li>\$1,000 for a bachelor’s degree from an accredited college</li><li>\$500 for a master’s degree, or higher, from an accredited college graduate program</li></ul> <p>Members who possess both a bachelor’s and master’s (or higher) degree are eligible for a payment of \$1,500. Members may not receive more than one payment for holding multiple degrees of the same educational level.</p> <p>To receive the bonus, members must submit official transcripts from their accredited institutions to the Department.</p>	(b)(1)(B)	(c)(3) (c)(10)	<p>This lump sum bonus is a one-time payment made to a member, but not to all similarly situated members in the member’s grade or class pursuant to Section 31461(b)(1)(B). The payment does not meet the requirements of compensation earnable. The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members.</p> <p>This payment is a one-time payment under Section 7522.34(c)(3) and a bonus paid in addition to the normal rate of base pay under (c)(10). It is a form of compensation that is inconsistent with the requirements of pensionable compensation. The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

November 24, 2025

**TO:** Each Trustee,  
Board of Retirement  
Board of Investments

**FROM:** Joint Organizational Governance Committee  
Patrick Jones, *Chair*  
Jason Green, Vice-Chair  
Debbie Martin, (BOI)  
Nicole Mi, (BOI)  
Les Robbins, (BOR)  
Ronald Okum, (BOR)  
Shawn Kehoe, (BOR)  
David Ryu, (BOR)

**FOR:** December 3, 2025 Board of Retirement Meeting  
December 10, 2025 Board of Investments Meeting

**SUBJECT: FY 2025-2026 PROPOSED MID-YEAR BUDGET ADJUSTMENTS**

### **RECOMMENDATION**

It is recommended that the Board of Retirement and Board of Investments approve and adopt the FY 2025-26 Mid-Year Budget Adjustments to the LACERA Administrative Budget, including the addition of one Senior Investment Officer position. No changes are recommended for the Retiree Health Care Benefits Program Budget. These changes were presented to the JOGC but no action was taken due to a lack of quorum.

### **DISCUSSION**

LACERA staff and management are responsible for monitoring and forecasting expenditures to ensure resources are used to meet the organization's needs. To support this responsibility, LACERA's Budget Policy, attached, includes a Mid-Year Budget Adjustment process to facilitate changes in priorities, goals, or economic conditions. This Policy permits the CEO to transfer up to \$1 million between major accounts without a limit on transferring within the same account. The mid-year budget review shall be presented to the Joint Organizational Governance Committee (JOGC) for information or action if

required. Staff has completed its FY 2025-26 Mid-Year Budget Adjustments review and presented it to the JOGC on November 6, 2025.

The Acting CEO has authorized account transfers within the Administrative Budget as detailed below. However, staff requests Board approval for one new position of Senior Investment Officer in the Portfolio Analytics section of the Investment Office. No additional appropriations or adjustments are necessary outside the CEO's authority. This memo is provided for recommendation and action purposes, reflecting LACERA's commitment to our values of transparency and accountability, and in compliance with LACERA's Budget Policy V.B.10.

### **LACERA ADMINISTRATIVE BUDGET**

In June, the Boards adopted LACERA's FY 2025-26 Administrative Budget totaling \$146,265,012. The Administrative Budget includes two major account categories: Salaries and Employee Benefits (S&EB), with an adopted budget of approximately \$111.1 million, and Services and Supplies (S&S), with an adopted budget of approximately \$35.1 million. Staff and management have reviewed the current and projected expenditures compared to the adopted administrative budget. No additional funding is requested, however, one new position is recommended. In reviewing the actual expenditures through the first quarter, staff identified a few line items where expenditures were greater than anticipated and identified offsetting under-expenditures in other line items. As a result, staff has recommended, and the CEO has authorized, the transfer of funds between various accounts as detailed below.

#### **S&EB Transfer of Appropriations**

The dollar amount to be transferred within the S&EB Category is \$159,000 as identified in the table below. Additional funding needs were identified for the costs associated with the bonus for the Acting Chief Executive Officer and to expand the Intern Program to allow for local students to serve throughout the year. The Boards approved the Acting pay bonus in July and this cost will be offset by reduced expenditures in Outside Agency Temporary Staffing and Gross Salaries.

From		To		\$ Amount
Division	Account	Division	Account	
Executive Office	Outside Agency Temporary Staffing	Executive Office	• Gross Salaries • Variable Benefits (Thrift Plan, Savings Plan, and Megaflex)	106,000
Human Resources	Gross Salaries	Human Resources	LACERA Intern Program	53,000
			<b>Total S&amp;EB Transfers</b>	<b>\$159,000</b>

### S&S Transfer of Appropriations

The dollar amount to be transferred within the S&S is \$405,000 as identified in the table below. Increases for Off-Site Board Meeting expenses for the Board of Retirement and the Board of Investments were needed due to greater than anticipated hotel and audio-visual costs. Increases for building security, including a private security guard for the Member Services Center and additional panic buttons is provided to address specific staff safety concerns. Increases for Outside Legal Counsel and Job Analyst services are required for the Disability Retirement Services Division based on the specific cases under review. These additional costs may be funded by reduced expenditures for Fiduciary Insurance, Consulting and Contracting Services, Renovation Projects and Medical Advisor accounts.

From		To		\$ Amount
Division	Account	Division	Account	
Administrative Services	Fiduciary Insurance	Board of Retirement	Off-Site Board Meeting Expense	25,000
Administrative Services	Fiduciary Insurance	Administrative Services	Security System (Panic Buttons)	25,000
Administrative Services	Consulting and Contracting Services	Administrative Services	Security Services	150,000
Administrative Services	Renovation Projects	Board of Investments	Off-Site Board Meeting Expense	80,000
Disability Retirement	Medical Advisor	Disability Retirement	Job Analyst	25,000
Disability Retirement	Medical Advisor	Disability Retirement	Outside Legal Counsel	100,000
			<b>Total S&amp;S Transfers</b>	<b>\$405,000</b>

It is important to note that the total amount to be transferred does not account for any potential Cost-of-Living Adjustment (COLA) that could derive from labor negotiations. The current Memorandum of Understanding with LACERA's two bargaining units is set to expire on December 31, 2025.



## **Senior Investment Officer**

The Investment Office requests one additional Senior Investment Officer (“SIO”) to assist with Portfolio Analytics. This will increase the Investment Office’s total number of budgeted positions from 48 to 49, and LACERA’s overall total from 508 to 509. The Investment Office’s organizational chart has been updated to further align the team with LACERA’s functional asset allocation framework. (Revised Investment Office’s organizational chart attached)

Adding a Senior Investment Officer (SIO) dedicated to Portfolio Analytics would expand the Investment Office’s capabilities and address the requirements of a changing investment landscape. As LACERA’s asset allocation and investment strategies become more complex, new programs are being introduced, including growth of the Other Post-

Employment Benefits (OPEB) Program, overlay implementations, and changes to risk management. As a result, there is an increasing need for specialized oversight and practical analytics. The SIO would be responsible for developing new investment programs and guidelines, managing liquidity, improving risk management practices and performance reporting, and standardizing processes across asset classes, supporting consistent operations for both the Pension Fund and OPEB Fund.

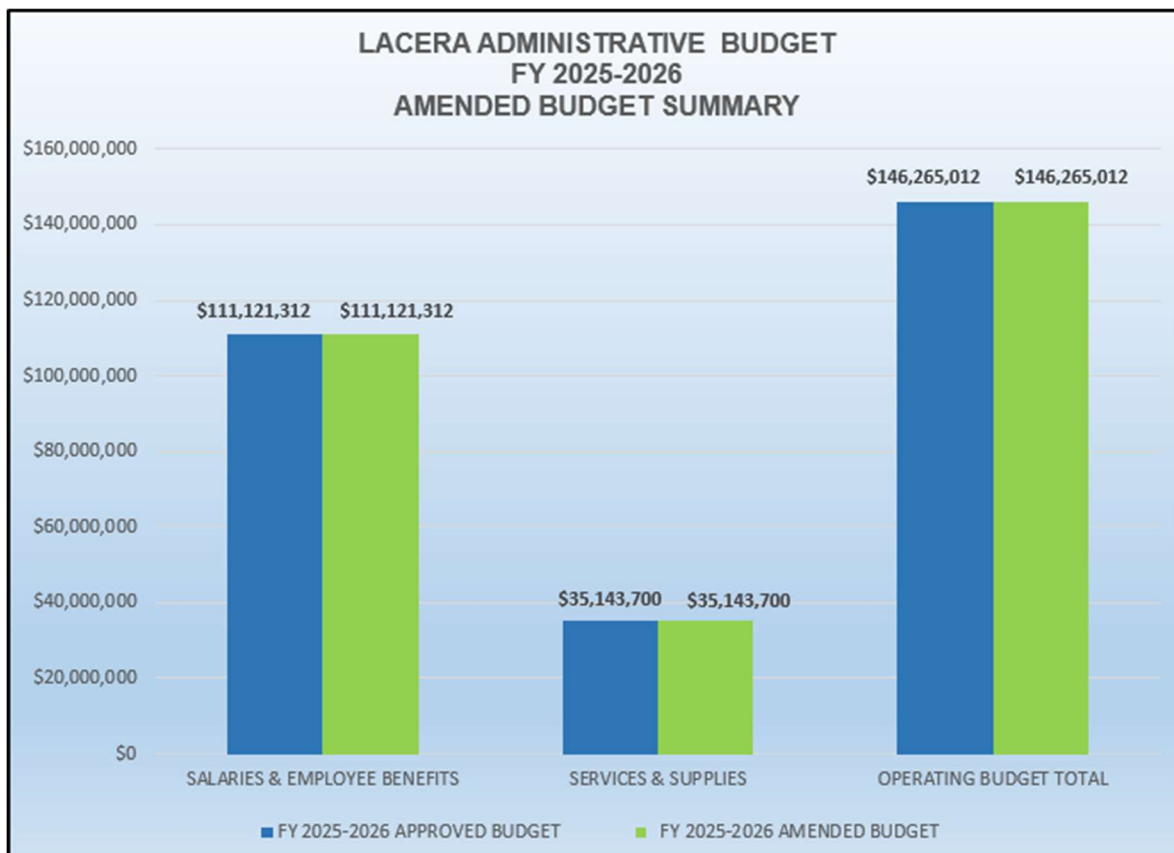
Key responsibilities for this position include: overseeing OPEB growth and implementation, designing and managing cash overlay programs, collaborating on structure reviews, developing and refining risk reporting and budgeting, improving both internal and external performance reporting, standardizing reconciliation procedures across asset classes, overseeing annual program development for private markets, establishing a standard vendor compliance program, and enhancing operational due diligence protocols. These responsibilities are directly aligned with the division’s strategic goals and address current gaps in analytics, risk management, and operational consistency.

The full year cost of this additional position is approximately \$386,000 including \$257,000 for salary and \$129,000 for benefits. Based on Investment Office’s existing expenditures, we anticipate that the current S&EB unused funds can fully absorb the cost of the additional Senior Investment Officer position for the current FY. Therefore, no additional appropriation is needed for this position. Staff will continue to monitor actual expenditures throughout the year and do not expect any adjustments for this purpose. However, full year funding will be included in the FY 2026-27 Proposed Budget.

Below is a chart of the overall summary of the LACERA Administrative Budget:

ADMINISTRATIVE BUDGET	FY 2025-2026 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	FY 2025-2026 AMENDED BUDGET	% CHANGE
SALARIES & EMPLOYEE BENEFITS	\$111,121,312	\$0	\$111,121,312	0.0%
SERVICES & SUPPLIES	\$35,143,700	\$0	\$35,143,700	0.0%
<b>OPERATING BUDGET TOTAL</b>	<b>\$146,265,012</b>	<b>\$0</b>	<b>\$146,265,012</b>	<b>0.0%</b>

\* All amounts rounded to the nearest dollar.

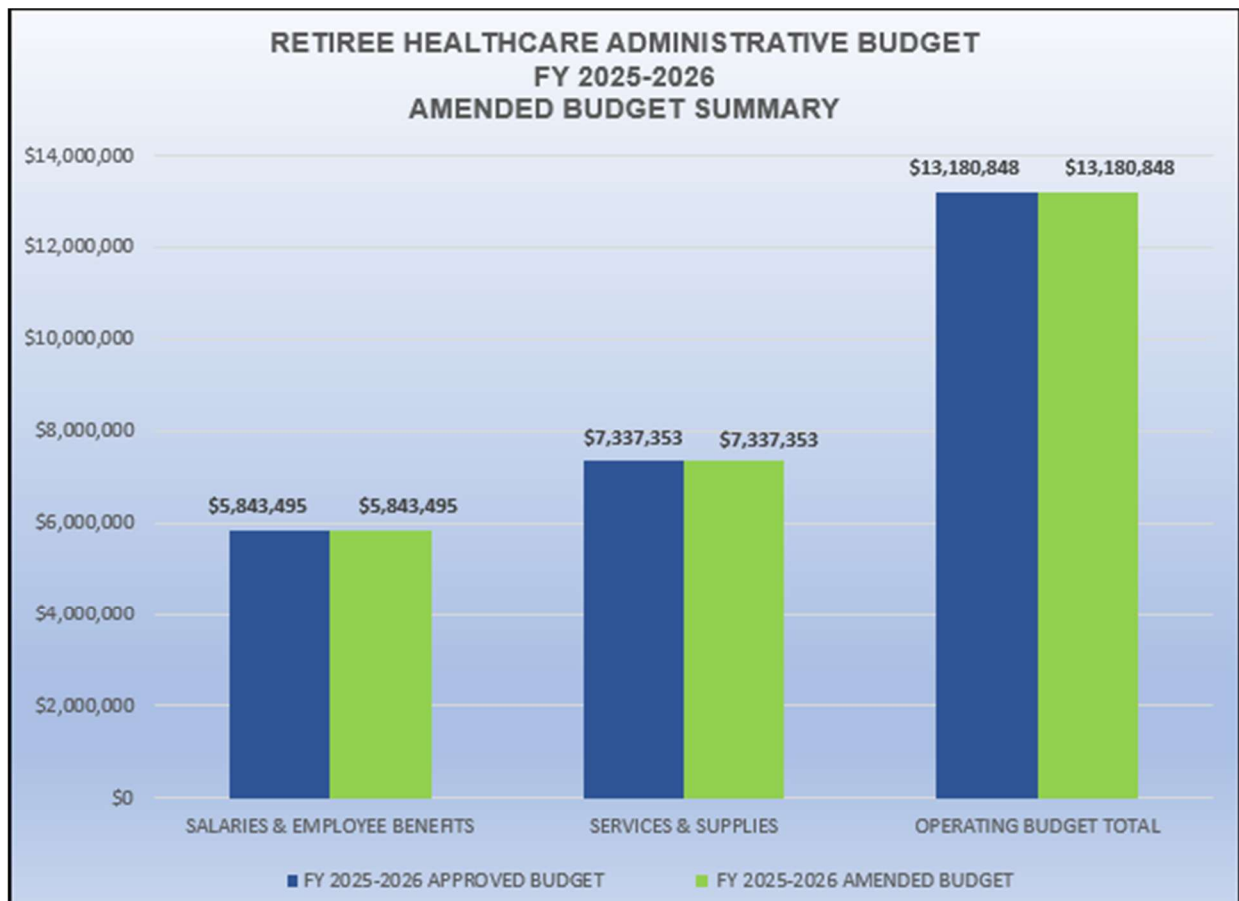


## RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) BUDGET

There were no Mid-Year Amendment requests from the Retiree Healthcare Benefits Program (RHCBP). The approved budget for FY 2025-26 remains unchanged.

RETIREE HEALTHCARE ADMINISTRATIVE BUDGET	FY 2025-2026 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	FY 2025-2026 AMENDED BUDGET	% CHANGE
SALARIES & EMPLOYEE BENEFITS	\$5,843,495	\$0	\$5,843,495	0.0%
SERVICES & SUPPLIES	\$7,337,353	\$0	\$7,337,353	0.0%
<b>OPERATING BUDGET TOTAL</b>	<b>\$13,180,848</b>	<b>\$0</b>	<b>\$13,180,848</b>	<b>0.0%</b>

\* All amounts rounded to the nearest dollar.



## **CONCLUSION**

The proposed amendments to the Administrative Budget results in a net-zero budget change and the addition of one Senior Investment Officer in the Portfolio Analytics section in Investment Office.

The proposed adjustments were well considered and represent funding necessary to maintain operations at peak levels and support the achievement of our strategic goals and initiatives.

We look forward to discussing our proposed budget adjustments with the Board of Retirement and Board of Investments in more detail at the meetings scheduled for December 3, 2025 and December 10, 2025 respectively.

### **IT IS THEREFORE RECOMMENDED THAT:**

Board of Retirement and Board of Investments approve and adopt the FY 2025-26 Mid-Year Budget Adjustments to the LACERA Administrative Budget, including the addition of one Senior Investment Officer position. No changes are recommended for the Retiree Health Care Benefits Program Budget. These changes were presented to the JOGC but no action was taken due to a lack of quorum.

### **Attachments**

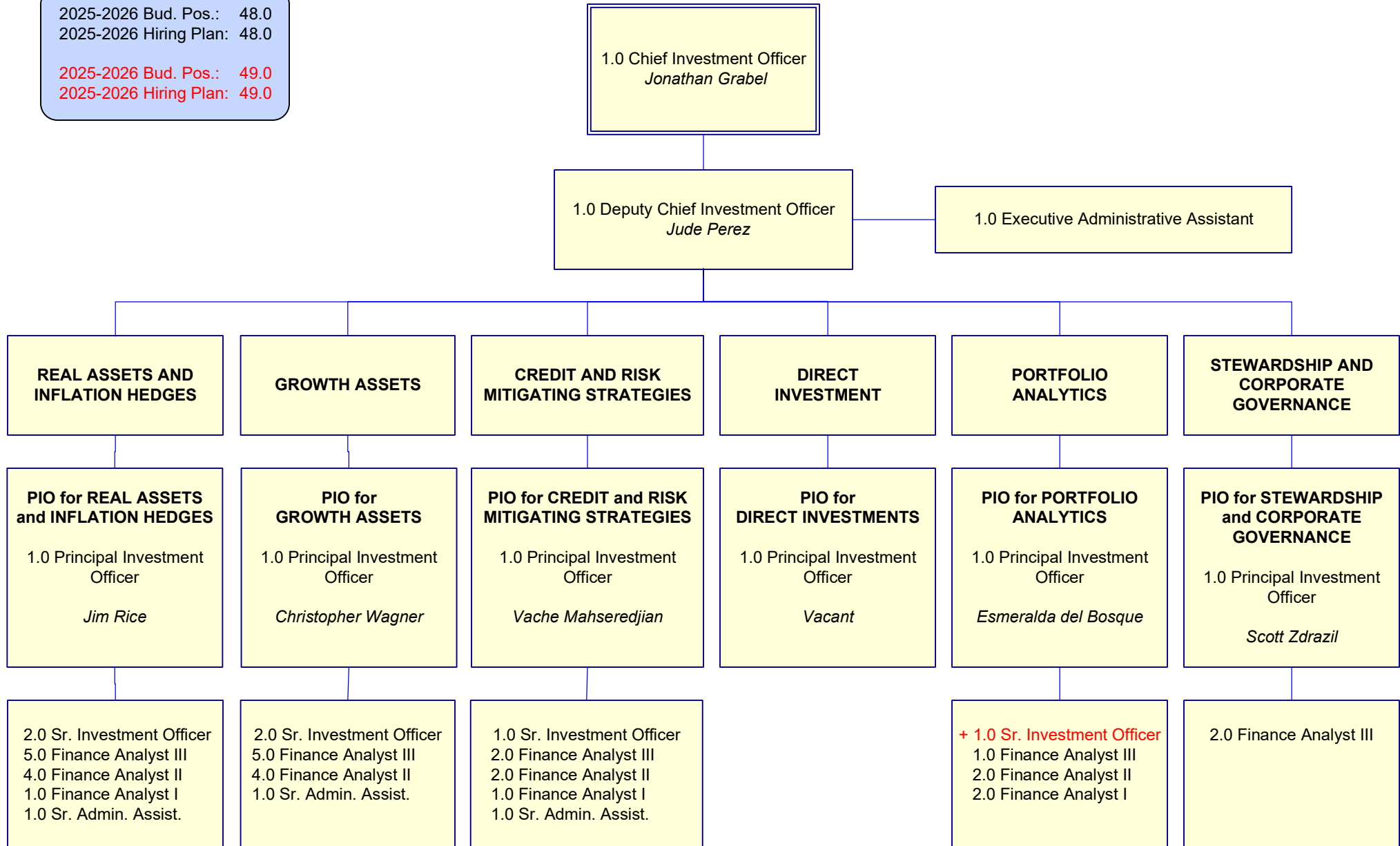
CC: Santos H. Kreimann  
Luis Lugo  
Laura Guglielmo  
JJ Popowich  
Steven P. Rice  
Ted Granger  
Ricki Contreras  
Martin Sandoval  
Budget Unit

# INVESTMENT OFFICE

## FISCAL YEAR 2025-2026 MID-YEAR ADJUSTMENT

2025-2026 Bud. Pos.: 48.0  
2025-2026 Hiring Plan: 48.0

2025-2026 Bud. Pos.: 49.0  
2025-2026 Hiring Plan: 49.0



+ Added position



## BUDGET POLICY

**Authorizing Manager:** Laura Guglielmo, Assistant Executive Officer

**Original Effective Date:** 05/20/2009

**Last Updated:** 05/30/2024

**Mandatory Review:** June 2025 (Annually)

**Approval Level:** Board of Retirement and Board of Investments

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### I. Purpose

This document sets forth the fiscal policy to ensure LACERA's budgeting practices are in accordance with prudent fiscal management for the allocation and utilization of resources to meet the organization's Mission and Vision and to support the goals of the Board of Retirement and Board of Investments' Strategic Plans. The policy also serves to increase the transparency of the budgeting process, which ensures stakeholders and members have insight into how LACERA manages its funds and meets its fiduciary obligations.

LACERA's budget encompasses three components: The Administrative Budget, the Retiree Healthcare (RHC) Budget, and the Other Post-Employment Benefits (OPEB) Trust.

The objective of this policy is to set out LACERA's budgeting principles, the timeline for the preparation of the budget, and the process and responsibilities for review, approval, and implementation of all three budget components.

### II. Scope

This Policy applies to the development, preparation, and implementation of all three components of LACERA's budget in accordance with the County Employees Retirement Law (CERL).

Any exceptions to this Policy must be requested in writing (clearly stating the basis for the exception) and approved by the Board of Retirement and Board of Investments.

### III. Legal Authority

Government Code Section 31580.2 of the County Employees Retirement Law (CERL) requires a budget covering the entire expense for the administration of the retirement system, shall be adopted by the Boards annually, and shall be charged against the earnings of the retirement fund. The expense incurred in any year may not exceed twenty-one hundredths of one percent (0.21%) of the accrued actuarial liability of the retirement system.

Government Code Section 31596.1 provides that the expenses of investing its moneys, securing custodial bank services, securing actuarial services for the annual valuation and triennial experience study, and securing attorney services to assist with investment matters under Government Code Sections 31607 shall not be considered a cost of administering the system.

### III. Legal Authority (Continued)

As such, these costs are not included in the Administrative Budget and are identified as “non-administrative expenses.” Section 31596.1 also provides that the cost of internal legal representation secured by the Board of Retirement and Board of Investments under Government Code Section 31529.1 for services previously performed by County Counsel are not administrative costs and under Government Code Section 31607 for services to assist the Board of Investments in carrying out its investment powers and duties. Under Section 31529.1, legal representation within the scope of that statute is limited to one-hundredth of 1 percent of system assets in any budget year; investment legal expenses under Section 31607 are not similarly limited.

Government Code Section 31580.2(b) provides that expenditures for computer software, hardware, and technology consulting services in support of these computer products shall not be considered a cost of administration of the retirement system for purposes of this section.

Government Code Sections 31691 and 31694 provide that the expenses of administering the RHCBP program and OPEB Trust may not be made from assets of the retirement fund. Therefore, such costs should not be part of the pension system’s administrative budget.

### IV. Definitions

**Administrative Budget:** LACERA’s annual Administrative Budget consists of two components: Salaries and Employee Benefits, and Services and Supplies.

**Appropriation:** Funds set aside for specific purposes outlined in the Adopted Budget.

**Budget:** The annual financial plan that outlines the resources and revenue needed to achieve LACERA’s work plan to meet its Mission and Vision and LACERA’s Board of Retirement Strategic Plan and Board of Investments Strategic Plan.

**Fiscal Year:** LACERA’s fiscal year begins on July 1st and concludes on June 30th. LACERA shall follow a naming convention referencing the fiscal year ending date, for example, FY23 for the fiscal year ending June 30, 2023.

**Information Technology Coordination Council (ITCC):** Oversight body responsible for significant technology and system recommendations for incorporation into the Proposed Budget. Established to ensure the efficient and effective use of technology, collaboration across the organization, and that the strategic plan goals are achieved.

**Non-Administrative Expenses:** Expenses excluded from the Administrative Budget as specified in Government Code Section 31596.1.

**Other Post-Employment Benefits (OPEB) Trust:** Trust funds established by Los Angeles County, LACERA, and the Superior Court to pre-fund their Retiree Healthcare Benefit Program.

#### **IV. Definitions (Continued)**

**Retiree Healthcare Benefits Program (RHCBP) Budget:** The RHCBP Budget reflects the resources and revenue required to administer retiree healthcare benefits to eligible members. These costs are funded through a monthly administrative fee via healthcare premiums, charged to program participants, or the plan sponsor if the member's benefit is fully subsidized.

**Statutory Appropriation Limit:** The limit of the Boards' authority to appropriate funds to administer the retirement system, established by Government Code Section 31580.2 - currently twenty-one hundredths (.21) of one percent of the actuarial accrued liability of the retirement fund.

**Unallocated Statutory Appropriation Balance:** The difference between the funds appropriated to meet the organization's operational needs and the statutory appropriation limit established by Government Code Section 31580.2.

#### **V. Policy Statement**

This policy seeks to document LACERA's budgetary practices, consistent with its fiduciary duty of prudence.

##### **V.A. Budgetary Components**

LACERA's budget encompasses three components: The Administrative Budget, the Retiree Healthcare Benefits Program (RHCBP) Budget and the Other Post-Employment Benefits (OPEB) Trust.

##### **V.A.1. Administrative Budget**

The Administrative Budget reflects the resources needed to achieve the organization's work plan, each Board's Strategic Plan and goals, and operational activities in support of pension administration and investment of plan assets required to deliver retirement benefits for LACERA members and beneficiaries. It consists of two primary components: Salaries and Employee Benefits (S&EB) and Services and Supplies (S&S).

S&EB costs consist of ongoing personnel costs for the organization, including salaries for permanent and temporary staff, overtime, and variable benefits. Variable benefits include retirement costs (pension, 457, and 401K plan costs), health insurance, OPEB contributions and other employee benefits.

S&S costs reflect the daily operational needs of the organization. Some examples include, but are not limited to, building expenses (rent, maintenance, insurance), information technology needs, professional and specialized services, legal fees, office supplies and equipment, education, travel, and insurance.

##### **V.A.2 Retiree Healthcare (RHC) Benefits Program Budget**



## **V. Policy Statement (Continued)**

The Retiree Healthcare Benefits Program provides healthcare benefits to LACERA membership on behalf of the fund's Plan Sponsors. The insurance premiums are born solely by the participants of the plan, or the Plan Sponsor if the employee is eligible for such benefit. LACERA trust funds are not used for premium payments or for the administration of the Program. The direct costs and variable overhead costs associated with the administration of the RHC Benefits Program are charged to the plan sponsors and participating members via an administrative fee. These administrative fees are added to the monthly premium costs and are not included in the Administrative Budget.

There are four categories of expenses for the RHC Benefits Program:

- Direct Costs of Salaries and Employee Benefits
- Direct Services and Supplies
- Indirect Salaries and Employee Benefits
- Indirect Services and Supplies.

Indirect Salaries and Employee Benefits and Indirect Services and Supplies reflect the program's pro-rata share of internal LACERA support functions such as Administrative Services, Information Technology, and Human Resources.

### **V.A.3. Other Post-Employment Benefits (OPEB) Trust Budget**

The County of Los Angeles (County), LACERA, and the Superior Court (Court) utilize an OPEB Trust to pre-fund the Retiree Healthcare Program benefits. In FY 2012-2013, the County and LACERA established a trust to fund their program and the Court established its trust in FY 2016-17. Each agency's trust funds are reported separately in their financial statements. The Board of Investments of LACERA serves as the trustee and investment manager for the trusts.

The Trust Agreements stipulate that “... *the Trustee (LACERA) shall be entitled to payment or reimbursement of all of its reasonable and appropriate expenses incurred in administering or investing the Trust...*” As such, LACERA seeks payment directly from the County and the Court to fund the OPEB Trust. To avoid the OPEB Trust assets being co-mingled with retirement fund assets, LACERA maintains separate accounting of the costs associated with administering the OPEB Trust. The costs of the OPEB Trusts are not part of LACERA's Administrative Budget.

There are four categories of expenses of the OPEB Trust: Direct Costs of Salaries and Employee Benefits; Direct Services and Supplies; Indirect Salaries and Employee Benefits; and Indirect Services and Supplies. These expenses are allocated between the County, LACERA, and the Court based on an agreed methodology. At the close of each fiscal year, actual costs are reconciled, and variances are credited or debited to each entity.

## **V. Policy Statement (Continued)**

### **V.B. Process**

The budget process consists of activities that encompass the development, implementation, and evaluation of the annual financial plan for the allocation of resources to support and accomplish organizational goals and strategic initiatives.

#### **V.B.1. Budget Monitoring and Control**

It is the responsibility of LACERA management to develop and prepare an annual budget in accordance with responsible fiscal management for the allocation and utilization of resources to meet the organization's Mission, Vision, and Values and each Board's Strategic Plan.

#### **V.B.2. Criteria**

LACERA Management develops the annual proposed budget reflecting the enterprise priorities established through each Board's Strategic Plan. Criteria used by the organization to prioritize resources for the budget include, but are not limited to:

- Alignment with each Board's Strategic Plan
- Mitigating risk
- Compliance with legally mandated requirements
- Technological advancements to support staff and improve service to LACERA's members
- Identifying opportunities for cost efficiencies
- Identifying opportunities to improve service to members
- Staff development and succession planning
- Direction of the LACERA Board of Retirement and/or Board of Investments

#### **V.B.3 Alignment with Each Board's Strategic Plan**

The first step in developing a budget is to consider what the organization expects to achieve in the upcoming fiscal year. Each Board's Strategic Plan lays out its strategic goals, objectives, and action plans to achieve LACERA's Mission, Vision, and Values. Those goals and objectives identify responsibilities, timelines, and the metrics that will be used to determine if the goals or objectives have been met. As part of the budget development process, it is the responsibility of LACERA Trustees and Management to ensure that the organization's budget, or financial plan allocate the appropriate resources to achieve its strategic goals and objectives within the specified time frame.

**V. Policy Statement (Continued)**

**V.B.4 Annual Budget Development and Approval Calendar**

<i><b>Date</b></i>	<i><b>Activity</b></i>
By November 30	<ul style="list-style-type: none"> <li>Executive Office and Management review each Board's Strategic Plan initiatives for alignment with the upcoming Fiscal Year budget development cycle.</li> </ul>
	<ul style="list-style-type: none"> <li>Administrative Services Division provides each Division Manager a budget package with instructions for completing their proposed budget for the upcoming fiscal year, a budget preparation timetable with specific deadlines, a schedule of meeting dates with the Budget Unit, and a schedule of meeting dates with the Executive Office.</li> </ul>
December	The Budget Unit, representatives from Human Resources and Systems meet with Division Managers and their designees to provide guidance in the development of their budget requests.
By January 15	Division Managers submit their proposed budget to the Budget Unit.
By February 15	The Executive Office meets with each Division Manager and their designees to discuss the Division's needs and provide direction to the Division Managers and Budget Unit.
March	Audit Committee review of Internal Audit Proposed Budget.
April	The Budget Unit prepares and distributes the preliminary Administrative, RHC, and OPEB Trust Budgets to all Trustees and Division Managers.
April	Present preliminary budget to JOGC for review and input
By June 30	Board of Retirement and Board of Investment review and approve final budget

**V.B.5. Budget Adoption**

The Board of Retirement and Board of Investments ("Boards") have the joint responsibility to approve the enterprise-wide budget and resource allocations for all funds by June 30th. The Boards have created the Joint Organizational Governance Committee (JOGC), to provide oversight of the budget preparation and planning. The Preliminary Budget is presented to the JOGC in April for its review and direction. Staff incorporates direction from the JOGC, and the JOGC's

## **V. Policy Statement (Continued)**

recommendations are presented to both Boards. The Boards independently take action to approve and adopt a Final Adopted Budget by June 30th.

### **V.B.6. Budget Appropriation**

The Final Adopted Budget reflects the funds appropriated, or set aside, for specific purposes. For LACERA, funds are appropriated for two primary purposes, Salaries and Employee Benefits, and Services and Supplies.

Government Code Section 31580.2 states the annual budget for administrative expenses of a retirement system established under CERL may not exceed twenty-one hundredths (.21) of one percent of the Actuarial Accrued Liability (AAL) of the retirement system. Each year, LACERA's statutory appropriation limit is identified in the Adopted Budget.

To the extent funding appropriated as part of the budget is less than the statutory appropriations limit, the Boards may take specific action at any point during the fiscal year to appropriate additional funds not to exceed the maximum amount established by statute. LACERA's budgeting process includes a Mid-Year Budget Adjustment proposal to facilitate changes in priorities, goals, or economic conditions. The difference between the funds appropriated to meet the organization's operational needs and the statutory appropriation limit shall be referred to as the "Unallocated Statutory Appropriation Balance."

Budgetary adjustments that do not fall within the authority of the Chief Executive Officer, as outlined in Section V.B.10 below, require the review and recommendation by the JOGC for approval by both Boards as outlined in Section V.B. 12.

### **V.B.7. Budget Monitoring and Reporting**

Budget Unit staff monitors and analyzes Division and enterprise-wide expenditures throughout the year, consults with Division Managers to identify planned expenditures and project full year under/over expenditures by Division, and compares those estimates against the Adopted Budget. Significant budgetary variances are discussed and explained.

Budget Control Reports are prepared and provided to all Trustees and Management Staff on an outlined schedule within the fiscal year. These reports include year to date expenditures and projected expenditures compared to the budget. Budget adjustments impacting staffing levels or exceeding the CEO's authority referenced in Section V.B.10 shall be considered by the JOGC and approved by the Boards.

This budget monitoring and control activity occurs concurrently while the Proposed Budget for the upcoming fiscal year is being developed.

## **V. Policy Statement (Continued)**

### **V.B.8. Mid-Year Budget Review**

By December 1, LACERA Executive Management will assess and evaluate the adequacy of the personnel and other resources included in the Final Adopted Budget and make recommendations to the JOGC for adjustments, if necessary, as described in Section V.B.6. JOGC recommendations shall be considered for approval by the Boards. As part of the mid-year budget, Executive Management may also address the progress and status of achieving the Boards' respective Strategic Plans.

### **V.B.9. Mid-Year and Year-End Adjustments Within the Administrative Budget**

As part of LACERA's budget monitoring and reporting activities, it may become necessary to amend the Final Adopted Budget. Amendments may take the form of transferring appropriations between line items within a major account, transferring appropriations between major accounts, or increasing total appropriations within the statutory limits established by the Government Code as discussed in Sections V.B.6 and V.B.10.

### **V.B.10. Transferring Appropriations**

LACERA's Administrative Budget has two major accounts, Salaries and Employee Benefits (S&EB), and Services and Supplies (S&S).

Within each major account are several line items with individual appropriations. The CEO has the authority to transfer appropriations not to exceed \$1 million across major accounts and has full discretion and authority to transfer appropriations between line items within each major account. The CEO shall notify all Trustees of such actions at the next Board meeting and as part of the routine Budget Control Reporting.

### **V.B.11. Pre-funding OPEB**

LACERA participates in the OPEB Trust as a "contributing employer" and funds its employees' program benefits on a pay-as-you-go basis, funding actual monthly premium costs. It also makes a quarterly contribution to paydown the future OPEB liability at a rate equal to that of Los Angeles County. It is LACERA's objective to fund these program benefits within the working lifetime of the program beneficiaries so as to maintain intergenerational equity. To achieve intergenerational equity more quickly, since 2022, LACERA's CEO has authorized additional OPEB contributions utilizing budgetary savings identified at year end. In order to ensure a consistent paydown of the OPEB liability, LACERA's actuary shall now calculate the additional annual pre-funding necessary to fully fund LACERA's OPEB liability over the next 30 years. The annual amount necessary shall be included as a separate line item in LACERA's budget.

## **V. Policy Statement (Continued)**

### **V.B.12. Increasing Total Appropriations**

Should unanticipated expenditures be required during the fiscal year beyond the total Adopted Budget amount, the Unappropriated Statutory Appropriation Balance is available. This balance represents the difference between the total statutory appropriation limit established under CERL and the Final Adopted Budget. To utilize these unappropriated funds, both Boards must approve a budget amendment, increasing the total annual appropriation. Such requests will first be considered by the JOGC for a recommendation to both Boards to take the required action.

### **V.C. Audit Committee Oversight of Internal Audit**

LACERA's Internal Audit Division provides independent and objective assurance and consulting services to assist the organization in achieving its Mission, Vision, and Values and each Board's Strategic Plan. To protect its independence, the Internal Audit Division reports functionally to the Audit Committee of the Boards and administratively to the Chief Executive Officer. The Audit Committee reviews and approves Internal Audit's Proposed Budget by Mid-March, which is then incorporated into LACERA's Administrative Proposed Budget reviewed by the JOGC in April or May.

## **VI. References**

The following information complements and supplements this document.

### **Related Policies:**

- [Retirement Benefit Funding Policy](#)
- [OPEB Investment Policy Statement – OPEB Master Trust](#)

**Related Internal Procedures:** Budget instructions provided annually; Questica Budget Guide (Internal Document)

**Related Forms/Templates:** Not Applicable; Data captured in Questica Budget System

### **Other Related Information:**

- [Joint Organizational Governance Charter](#)
- [Audit Committee Charter](#)

## **VII. Version History**

### **VII.A. Approvals**

**Policy Issue Date:** May 20, 2009

**Policy Effective Date:** June 12, 2024

## **VII. Version History (Continued)**

### **Policy Update/Review Summary:**


- Updated and approved by the Board of Retirement and the Board of Investments on June 5, 2024, and June 12, 2024, respectively. Prior versions supersede and have no effect as of the stated approval date.
- This policy was previously approved by the Board of Retirement on June 7, 2023, and the Board of Investments on June 14, 2023
- This policy was previously approved by the Board of Retirement on June 1, 2022, and Board of Investments on June 9, 2022

## **VIII. Review/Approval**

The Joint Organizational Governance Committee shall review and recommend that the Board of Retirement and the Board of Investments approve this policy annually when they adopt the Budget for the upcoming fiscal year.

November 24, 2025

TO: Each Trustee,  
Board of Retirement

FROM: Luis A. Lugo   
Acting Chief Executive Officer

FOR: Board of Retirement Meeting on December 3, 2025

SUBJECT: **Board of Retirement 2026 Meeting Calendar**

### **RECOMMENDATION**

It is recommended that the Board of Retirement review the 2026 meeting calendar and consider rescheduling meeting dates that conflict with a holiday and/or the potential lack of a quorum. As of the date of this memo, there are no meeting conflicts.

### **DISCUSSION**

Regular meetings of the Board of Retirement shall be held on the first Wednesday of each month under the Board's Regulations, Article II.1. The Board is encouraged to focus on rescheduling meeting dates that conflict with any holidays. Currently, there are no conflicts between scheduled meeting dates and holidays and no known dates when a quorum will potentially be absent.

A copy of the 2026 meeting and educational calendar is attached for your reference.

LL:le

Attachment



# January 2026

February 2026

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1 New Year's Day	2	3
4	5	6	7 BOR	8	9	10
11	12	13	14 BOI	15	16	17
18	19 Birthday of Martin Luther King, Jr.	20	21	22	23	24
25	26	27	28	29	30	31

# February 2026

March 2026

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4 BOR	5	6	7
8	9	10	11 BOI	12	13	14 Valentine's Day
15	16 Washington's Birthday (Presidents' Day)	17	18 Ash Wednesday	19	20	21
22	23	24	25	26	27	28

# March 2026

April 2026						
Su	Mo	Tu	We	Th	Fr	Sa
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4 BOR	5	6	7
8 Daylight Saving Starts	9	10	11 BOI	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29 Palm Sunday	30 Cesar Chavez Day	31	1	2 y	3 Good Friday	4

# April 2026

May 2026						
Su	Mo	Tu	We	Th	Fr	Sa
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1 BOR	2	3 Good Friday	4
5 Easter	6	7	8 BOI	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

# May 2026

June 2026						
Su	Mo	Tu	We	Th	Fr	Sa
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	1	2
3	4	5	6 BOR	7	8	9
10 Mother's Day	11	12	13 BOI	14	15	16
17	18 BOR Offsite	19 BOR Offsite	20	21	22	23
24	25 Memorial Day	26	27	28	29	30
31	1	2	3	4	5	6

# June 2026

July 2026						
Su	Mo	Tu	We	Th	Fr	Sa
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
31	1	2	3 BOR	4	5	6
7	8	9	10 BOI	11	12	13
14 Flag Day	15	16	17	18	19 Juneteenth	20
21 Father's Day	22	23	24	25	26	27
28	29	30	1	2	3	4 Independence Day

# July 2026

August 2026						
Su	Mo	Tu	We	Th	Fr	Sa
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	1 BOR	2	3 LACERA Holiday	4 Independence Day
5	6	7	8 BOI	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

# August 2026

September 2026

Su	Mo	Tu	We	Th	Fr	Sa
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	31	1
2	3	4	5 BOR	6	7	8
9	10	11	12 BOI	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5



# September 2026

October 2026

Su	Mo	Tu	We	Th	Fr	Sa
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	1	2 BOR	3	4	5
6	7 Labor Day	8	9	10	11	12
13 Grandparents Day	14	15 BOI Offsite	16 BOI Offsite	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

# October 2026

November 2026						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	1	2	3
4	5	6	7 BOR	8	9	10
11	12 Columbus Day	13	14 BOI	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31 Halloween

# November 2026

December 2026						
Su	Mo	Tu	We	Th	Fr	Sa
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Daylight Saving Ends All Saints' Day	2	3	4 BOR	5	6	7
8	9	10 BOI	11 Veterans Day	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26 Thanksgiving Day	27 LACERA Holiday	28
29	30	1	2	3	4	5

# December 2026

January 2027

Su	Mo	Tu	We	Th	Fr	Sa
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	1	2 BOR	3	4	5
6	7	8	9 BOI	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25 Christmas	26
27	28	29	30	31 New Year's Eve	1 New Year's Day	2

**FOR INFORMATION ONLY**

November 24, 2025

TO: Each Trustee,  
Board of Retirement  
Board of Investments

FROM: Joint Organizational Governance Committee  
Patrick Jones, Chair  
Jason Green, Vice-Chair  
Debbie Martin, (BOI)  
Nicole Mi, (BOI)  
Les Robbins, (BOR)  
Ronald Okum, (BOR)  
Shawn Kehoe, (BOR)  
David Ryu, (BOR)

FOR: December 3, 2025 Board of Retirement Meeting  
December 10, 2025 Board of Investments Meeting

**SUBJECT: FY 2024-2025 Final Budget Control Report**

Attached is a copy of the Final Budget Control Report for the LACERA Administrative, Retiree Health Care Benefits Program (RHCBP), and Other-Post Employment Benefits (OPEB) Trust Budget for FY 2024-2025.

**LACERA ADMINISTRATIVE BUDGET**

The total operating expenses were \$127,115,952. This represents an under expenditure of \$12,900,529 or 9.2% compared to LACERA's operating budget of \$140,016,481.

Contributing factors to the under expenditure include, but not limited to:

- Not all budgeted positions were filled, which impacted salaries and variable benefits.
- Lower than anticipated use of Professional & Specialized Services due to notable under expenditures driven by the postponement of certain initiatives, changing service needs, and the strategic reallocation of resources to align with evolving priorities and contingency plans.
- Lower than expected building operation costs and renovations.
- Lower than anticipated Educational Expenses primarily due to lower than anticipated costs for registration fees, and departmental training. Some training was cancelled, and some was conducted virtually resulting in lower costs.
- Lower than anticipated Computer Services and Support expenditures due to the deferral of several projects (e.g., Enterprise Resource Planning [ERP] Project, Knowledge Management, Member Experience Communication Platform [MECP], Governance, Risk, and Compliance [GRC], Benefits Pension Benefit Information [PBI], etc.)

The attached FY 2024-2025 Final Budget Control Report provides further details on the major factors contributing to the variances noted above.

### **RETIREE HEALTH CARE BENEFITS PROGRAM (RHCBP) BUDGET**

The total operating expenses were \$12,464,431. This represents an under expenditure of \$1,124,589 or 8.3% compared to the RHCBP operating budget of \$13,589,020.

### **OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST BUDGET**

The total operating expenses were \$900,517. This represents an under expenditure of \$238,952 or 21.0% compared to the OPEB Trust operating budget \$1,139,468. The under expenditure is attributable to reduced personnel and legal costs, primarily due to staffing vacancies and the absence of certain external legal services during the reporting period.

### **NOTABLE ACTIVITIES AND ACCOMPLISHMENTS**

#### **Recruitment Activities**

LACERA remains committed to having a well-trained and effective workforce and has dedicated resources toward this goal. We have struggled with high vacancy rates for several years. To address this challenge, in FY 2023-2024 we developed a Hiring Manager Playbook, began to automate some manual processes, and hired permanent new Human Resources (HR) positions, which were filled in the third quarter, resulting in significant positive momentum by year end. In FY 2024-2025, LACERA's HR team promulgated 29 new hiring lists and held one outside recruitment which together resulted in 64 net hiring actions. This total included, 35 promotions and 29 new hires. This hiring activity was partially offset by staff attrition of 20, but still reduced the overall vacancy rate to approximately 16%.

#### **Information Technology Projects**

In FY 2024-25, LACERA continued its commitment to innovation and automation, and leveraging technology to better and more efficiently serve and support our members and staff. Our budget and expenditures reflect this commitment. A few highlights of technology projects that were completed in FY 2024-25 include:

- Automated Processing of Death Notifications
- Benefit Estimate Redesign
- Board Archive Solution
- Board Operations Solution (OnBoard)
- Business Solutions Transition from Waterfall to Agile/Scrum Development
- Digital Signage
- LACERA Event Response Team (LERT) Management Solution
- Mesa Colocation Site Retirement

- Microsoft CoPilot
- Microsoft (MS) Teams Rooms Conversions
- NeoGov Expansion in HR Division
- Playwright Implementation
- PMO Playbook Development
- Policy Library (Compass)
- Sol Case Management Phase 1
- Sol Case Management Display on My LACERA
- Sol Case Management Display on Workspace
- Technology Debt Reduction
- Workplace Violence Reporting Solution

### **CONCLUSION:**

Reasonable flexibility is incorporated into the Budget to ensure that sufficient resources are available, if needed. LACERA staff and management monitor plan expenditures throughout the year and exercise prudent decision-making with the understanding that dollar expended is a dollar not invested. Managers will be available to address any questions.

### **REVIEWED AND APPROVED:**

  
\_\_\_\_\_  
Luis Lugo  
Acting Chief Executive Officer

### **Attachment**

c: Santos H. Kreimann	JJ Popowich	Laura Guglielmo
Ricki Contreras	Ted Granger	Steven P. Rice



**FISCAL YEAR 2024-2025**

**FINAL BUDGET CONTROL REPORT**

**BASED ON EXPENDITURES AS OF JUNE 30, 2025**

**ADMINISTRATIVE BUDGET**

**RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) BUDGET**

**OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST BUDGET**



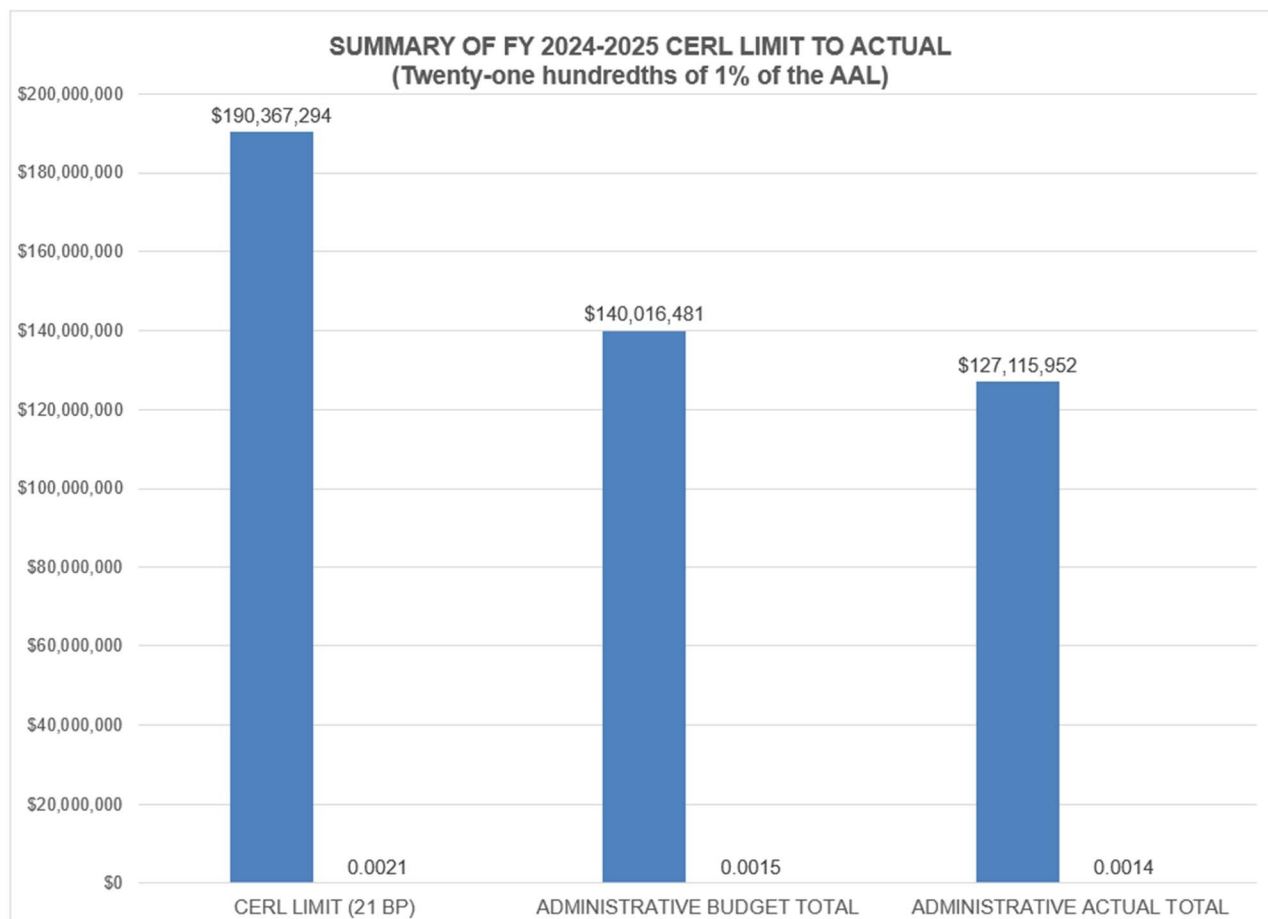
## TABLE OF CONTENTS

Section I – LACERA Administrative Final Summary .....	1
Section II – Retiree Healthcare Benefits Program Final Summary .....	8
Section III – Other Post-Employment Benefits Trust Final Summary .....	10
Appendix A – LACERA Administrative Divisional Summary Details.....	11
Appendix B – Retiree Healthcare Benefits Program Summary Details .....	68
Appendix C – Other Post-Employment Benefits Trust Summary Details .....	72

## **SECTION I - ADMINISTRATIVE BUDGET SUMMARY**

LACERA's Fiscal Year 2024-2025 ended June 30, 2025, with actual administrative expenses of \$127,115,952 or 90.8% of the \$140,016,481 administrative approved budget. This represents an under expenditure of \$12,900,529 or 9.2% of the \$140,016,481 administrative approved budget.

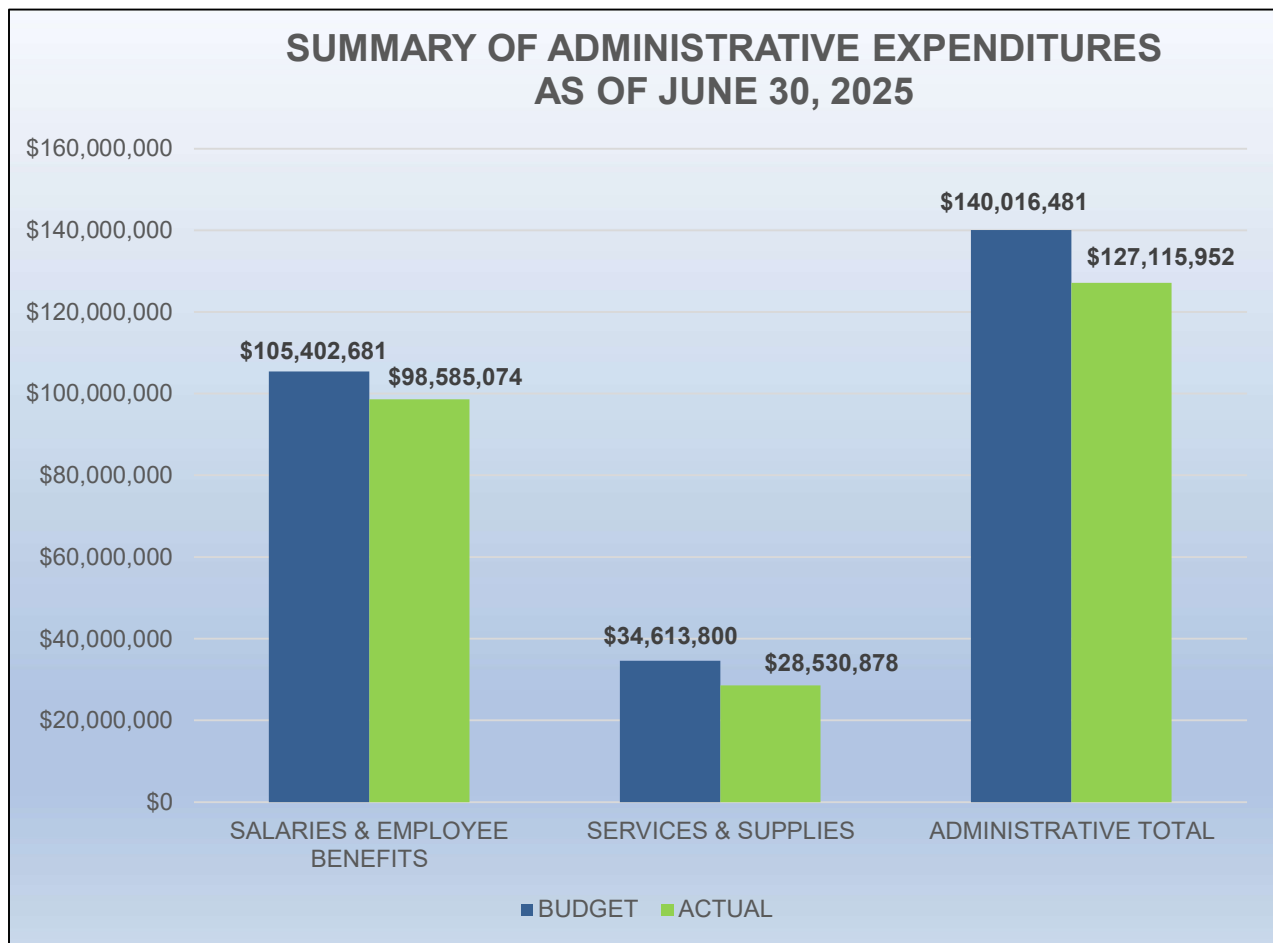
The FY 2024-2025 Budget is based on twenty-one hundredths of 1% (21 basis points) of the Actuarial Accrued Liability (AAL), referred to as the Budget Statutory Appropriation Limit. LACERA's operating budget is using 15 basis points for this fiscal year, although actual spending totals to only 14 basis points.



### SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2025

ADMINISTRATIVE EXPENSES	BUDGET	ACTUAL	OVER/(UNDER) BUDGET	% UTILIZED	% OVER/ (UNUTILIZED)
SALARIES & EMPLOYEE BENEFITS	\$105,402,681	\$98,585,074	(\$6,817,606)	93.5%	(6.5%)
SERVICES & SUPPLIES	\$34,613,800	\$28,530,878*	(\$6,082,922)	82.4%	(17.6%)
<b>ADMINISTRATIVE TOTAL</b>	<b>\$140,016,481</b>	<b>\$127,115,952</b>	<b>(\$12,900,529)</b>	<b>90.8%</b>	<b>(9.2%)</b>

\* All amounts rounded to the nearest dollar.



\*For FY 2024-2025, approximately \$112K was adjusted from RHC's OPEB Valuation budget line item to Executive Office's Improvement Project due to timing differences for special actuarial project.

## **Salaries and Employee Benefits (S&EB)**

Salaries and Employee Benefits (S&EB) costs incurred as of June 30, 2025, were \$98,585,074 or 93.5% of the \$105,402,681 approved budget. This represents an under expenditure of \$6,817,606 or 6.5% of the \$105,402,681 administrative approved budget for this category. A summary of all S&EB expenses and explanations of significant variances are provided below.

<b>SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES FOR AS OF JUNE 30, 2025</b>					
	<b>BUDGET</b>	<b>ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>	<b>% UTILIZED</b>	<b>% OVER/ (UNUTILIZED)</b>
<b><u>SALARIES &amp; OTHER PAY</u></b>					
Permanent / County Temporary	\$59,549,043	\$54,578,883	(\$4,970,160)	91.7%	(8.3%)
Agency Temporary	4,702,600	5,006,086	303,486	106.5%	6.5%
LACERA Intern Program	336,000	284,372	(51,628)	84.6%	(15.4%)
Stipends	65,000	41,076	(23,924)	63.2%	(36.8%)
Overtime	1,508,700	1,372,894	(135,806)	91.0%	(9.0%)
Bilingual Bonus	20,400	13,200	(7,200)	64.7%	(35.3%)
Pay in Lieu of Salary Reduction	0	6	6	N/A	N/A
Transportation Allowance	36,000	36,000	0	100.0%	0.0%
Rideshare Allowance	70,300	3,995	(66,305)	5.7%	(94.3%)
Sickleave Buyback	68,800	103,721	34,921	150.8%	50.8%
<b>TOTAL SALARIES &amp; OTHER PAY</b>	<b>\$66,356,843</b>	<b>\$61,440,233</b>	<b>(\$4,916,610)</b>	<b>92.6%</b>	<b>(7.4%)</b>
<b><u>VARIABLE BENEFITS</u></b>					
Retirement	11,694,440	12,248,957	554,518	104.7%	4.7%
FICA Contribution	867,404	878,922	11,518	101.3%	1.3%
County Subsidy - Insurance	3,651,760	2,171,585	(1,480,175)	59.5%	(40.5%)
Options Plan	5,821,379	4,661,951	(1,159,428)	80.1%	(19.9%)
Life Insurance	26,217	23,653	(2,564)	90.2%	(9.8%)
Health Insurance Temps	375,682	231,867	(143,816)	61.7%	(38.3%)
Flexible Benefit Plan	18,805	0	(18,805)	0.0%	(100.0%)
Thrift Plan / Horizons	2,392,838	1,698,834	(694,003)	71.0%	(29.0%)
Savings Plan	1,546,989	1,176,201	(370,788)	76.0%	(24.0%)
Pension Savings Plan	59,193	10,349	(48,844)	17.5%	(82.5%)
MegaFlex	6,553,702	5,503,833	(1,049,869)	84.0%	(16.0%)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$33,008,408</b>	<b>\$28,606,152</b>	<b>(\$4,402,256)</b>	<b>86.7%</b>	<b>(13.3%)</b>
<b>OPEB CONTRIBUTION</b>	<b>\$2,366,430</b>	<b>\$2,516,976</b>	<b>\$150,546</b>	<b>106.4%</b>	<b>6.4%</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>\$0</b>	<b>\$2,366,430</b>	<b>\$2,366,430</b>	<b>N/A</b>	<b>N/A</b>
<b>OTHER BENEFITS</b>	<b>\$3,671,000</b>	<b>\$3,655,284</b>	<b>(\$15,716)</b>	<b>99.6%</b>	<b>(0.4%)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$39,045,838</b>	<b>\$37,144,842</b>	<b>(\$1,900,996)</b>	<b>95.1%</b>	<b>(4.9%)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$105,402,681</b>	<b>\$98,585,074</b>	<b>(\$6,817,606)</b>	<b>93.5%</b>	<b>(6.5%)</b>

\* All amounts rounded to the nearest dollar.

## **Permanent Salaries & Variable Benefits**

Permanent Salaries expenditures were \$54,578,883 or 91.7% of the approved Permanent Salaries budget of \$59,549,043. This represents an under expenditure of \$4,970,160. This variance is the result of recruitment delays, hiring plan changes, and unplanned vacancies.

Variable Benefit expenditures were \$28,606,152 or 86.7% of the approved Variable Benefits budget of \$33,008,408. This represents an under expenditure of \$4,402,256. These expenditures were lower than anticipated due to vacancies that correlate to reduced benefit costs.

At the end of the year, the status of vacant positions is reflected in the difference between budget and actual S&EB. Vacant positions are budgeted at the first step and the estimated time of the year the position will be filled. Salary savings are calculated by reducing the salary cost by the number of months it takes to hire against the position beyond what was budgeted. Vacancies are budgeted at six months unless otherwise specified. Positions are hired at various stages or remain vacant for the entire year. This is reflected in the gap between budget and actual S&EB.

See table on page 5 for details related to vacant positions.

## **Other Variances**

### **Agency Temporary**

Agency Temporary staff expenditures were \$5,006,086 or 106.5% of the adopted budget of \$4,702,600. This represents an over expenditure of \$303,486. Actual expenses for agency temporary staff have exceeded the original budget. The over expenditure on agency temporary staffing resulted from delays in hiring permanent personnel, which necessitated the division to engage agency staff to address immediate labor needs. Additionally, a higher number of agency temps were retained due to their specialized expertise in supporting ongoing critical projects.

### **Overtime**

Overtime expenditures were \$1,372,894 or 91.0% of the approved budget of \$1,508,700. This represents an under expenditure of \$135,806. This variance is attributable to lower than anticipated demand for overtime. The number of instances requiring staff to work beyond regular hours was significantly fewer than originally projected.

### **LACERA Intern Program**

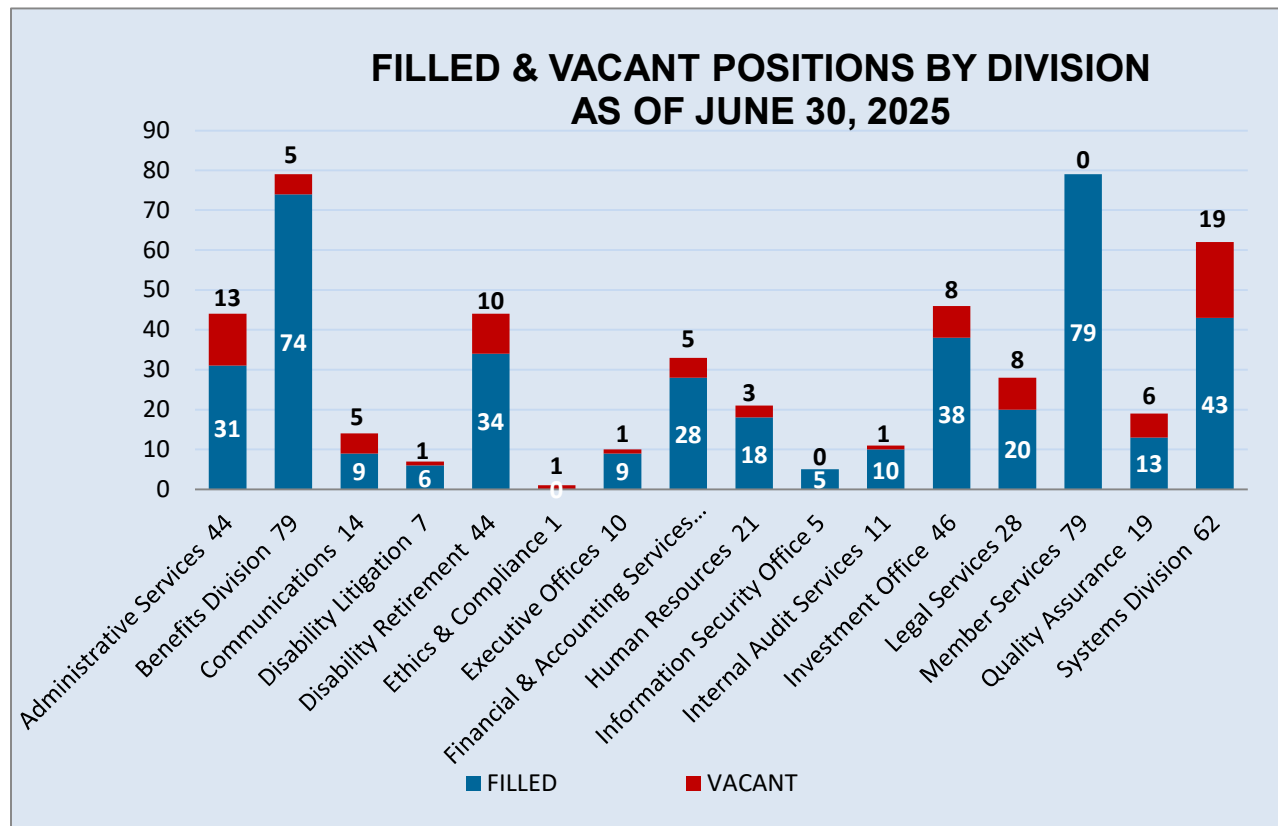
LACERA Intern Program expenditures were \$284,372 or 84.6% of the approved budget of \$336,000. This represents an under expenditure of \$51,628. A total of 15 Interns were planned for FY 2024-2025. However, only 12 Interns were hired which resulted in the under expenditure. Please note LACERA only pays for two (2) of the Investment Interns as the other two (2) are paid through the organization they are hired from.

## Additional OPEB Contribution

LACERA's Budget Policy allows the Chief Executive Officer (CEO) the discretion to utilize budgetary savings, if they exist, to prefund or make additional OPEB contributions to LACERA's OPEB Trust of an amount not to exceed that year's budgeted OPEB Contribution. LACERA's OPEB Contribution for FY 2024-2025 was \$2,366,430. Because sufficient savings existed, the CEO exercised his discretion, resulting in an Additional OPEB Contribution of \$2,366,430 against the budget of \$0. At the Board of Retirement's direction, LACERA staff are working with our Actuary to develop a revised pre-funding policy that does not rely on savings for future years.

## Vacancies

The LACERA Management Team is dedicated and committed to determine the level of need associated with every vacant position and fill those that are actually needed and planned to be filled. To address this critical need, LACERA greatly expanded outreach and utilized outside recruiters to fill specialized vacancies in the Investment Office, Legal Services, and Systems Division expending \$275,399 on recruitment. We began the fiscal year with 95 staff vacancies out of 503 budgeted positions for a vacancy rate of approximately 19%. Great strides were made throughout the year with hiring staff, resulting in a 16% vacancy rate. Although this is an improvement from the prior fiscal year, it does not fully capture the comprehensive advancements achieved, as the rate is impacted by attrition. We concluded the fiscal year with 86 total vacancies.



## **Services and Supplies (S&S)**

Services and Supplies (S&S) costs incurred as of June 30, 2025, were \$28,530,878 or 82.4% of the \$34,613,800 administrative approved budget representing an under expenditure of \$6,082,922 or 17.6% for this category. A summary of all S&S expenses and explanations of significant variances are provided below.

<b>SUMMARY OF SERVICES AND SUPPLIES BASED ON EXPENDITURES FOR AS OF JUNE 30, 2025</b>					
<b>S&amp;S CATEGORY</b>	<b>BUDGET</b>	<b>ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>	<b>% UTILIZED</b>	<b>% OVER/ (UNUTILIZED)</b>
Auto Expenses	\$51,300	\$15,420	(\$35,880)	30.1%	(69.9%)
Communications	390,000	266,741	(123,259)	68.4%	(31.6%)
Transportation & Travel	922,300	501,065	(421,235)	54.3%	(45.7%)
Postage	1,239,000	1,338,016	99,016	108.0%	8.0%
Stationery & Forms	1,022,500	632,760	(389,740)	61.9%	(38.1%)
Office Supplies & Equipment	740,600	1,135,155	394,555	153.3%	53.3%
Insurance	1,440,200	1,232,368	(207,832)	85.6%	(14.4%)
Equipment Maintenance	428,300	362,877	(65,423)	84.7%	(15.3%)
Equipment Rents & Leases	260,000	147,562	(112,438)	56.8%	(43.2%)
Building Costs	7,663,500	6,177,965	(1,485,535)	80.6%	(19.4%)
Parking Fees	517,000	552,228	35,228	106.8%	6.8%
Professional & Specialized Services	4,409,600	3,148,988	(1,260,612)	71.4%	(28.6%)
Bank Services	200,000	191,072	(8,928)	95.5%	(4.5%)
Legal Fees & Services	2,333,000	2,185,816	(147,184)	93.7%	(6.3%)
Disability Fees & Services	3,090,300	2,636,915	(453,385)	85.3%	(14.7%)
Computer Services & Support	7,500,100	6,343,966	(1,156,134)	84.6%	(15.4%)
Educational Expenses	1,807,400	1,087,594	(719,806)	60.2%	(39.8%)
Miscellaneous	598,700	574,370	(24,330)	95.9%	(4.1%)
<b>TOTAL</b>	<b>\$34,613,800</b>	<b>\$28,530,878</b>	<b>(\$6,082,922)</b>	<b>82.4%</b>	<b>(17.6%)</b>

\* All amounts rounded to the nearest dollar.

- Building Costs expenditures were \$6,177,965 or 80.6% of the annual budget of \$7,663,500. This under expenditure of \$1,485,535 or 19.4% of the approved budget is primarily due to lower than anticipated expenditures for Building Operational Costs and Renovation Projects. Most of the under expenditure related to building costs stem from renovation projects that were delayed.
- Professional & Specialized Services expenditures were \$3,148,988 or 71.4% of the annual budget in this category of \$4,409,600. This represents an under expenditure of \$1,260,612 or 28.6% of the approved budget. Variances in this category are outlined below:
  - Under expenditure of \$384,142 for Audits. A large portion of this line item is considered to be for contingencies/unplanned audits or investigations.

- Under expenditure of \$238,284 for Public & Media Relations. Service levels may fluctuate significantly from year to year due to a combination of internal organizational activities and external factors, including related media coverage.
- Under expenditure of \$169,485 for Cloud Migration is attributed to the deferred procurement of the Facilities Management System, which was postponed in favor of higher-priority initiatives at the division level.
- Under expenditure of \$150,000 for Consulting & Contracting Services resulting from delays in executing planned consulting engagements and the reallocation of staffing resources to other operational priorities.
- Computer Services & Support expenditures were \$6,343,966 or 84.6% of the annual budget of \$7,500,100. This under expenditure of \$1,156,134 is due to the deferral of several projects (e.g., Enterprise Resource Planning [ERP] Project, Knowledge Management, Member Experience Communication Platform [MECP], Governance, Risk, and Compliance [GRC], Benefits Pension Benefit Information [PBI], etc.)
- Educational Expenses were \$1,087,594 or 60.2% of the annual budget of \$1,807,400. This under expenditure of \$719,806 is mainly due to lower than anticipated costs for registration fees, and departmental training. Some training was cancelled, and some were conducted virtually resulting in cost savings.
- Transportation & Travel expenditures were \$501,065 or 54.3% of the annual budget of \$922,300. This under expenditure of \$421,235 or 45.7% is mainly due to a lower than anticipated number of in-person seminars and training sessions, many staff members opted to attend local training opportunities. Additionally, several members of leadership prioritized onsite responsibilities and limited travel, contributing to the overall reduction in external training participation.
- Office Supplies and Equipment expenditures were \$1,135,155 or 153.3% of the annual budget of \$ 740,600. This over expenditure of \$394,555 or 53.3% is due to additional equipment being required to support the onboarding of new permanent staff and contractors during the second half of FY 2024–25. With a significant portion of personnel teleworking, there was also a need to replace aging or malfunctioning equipment to ensure continuity of operations and maintain productivity.

For additional details on LACERA expenses, see Appendix A.

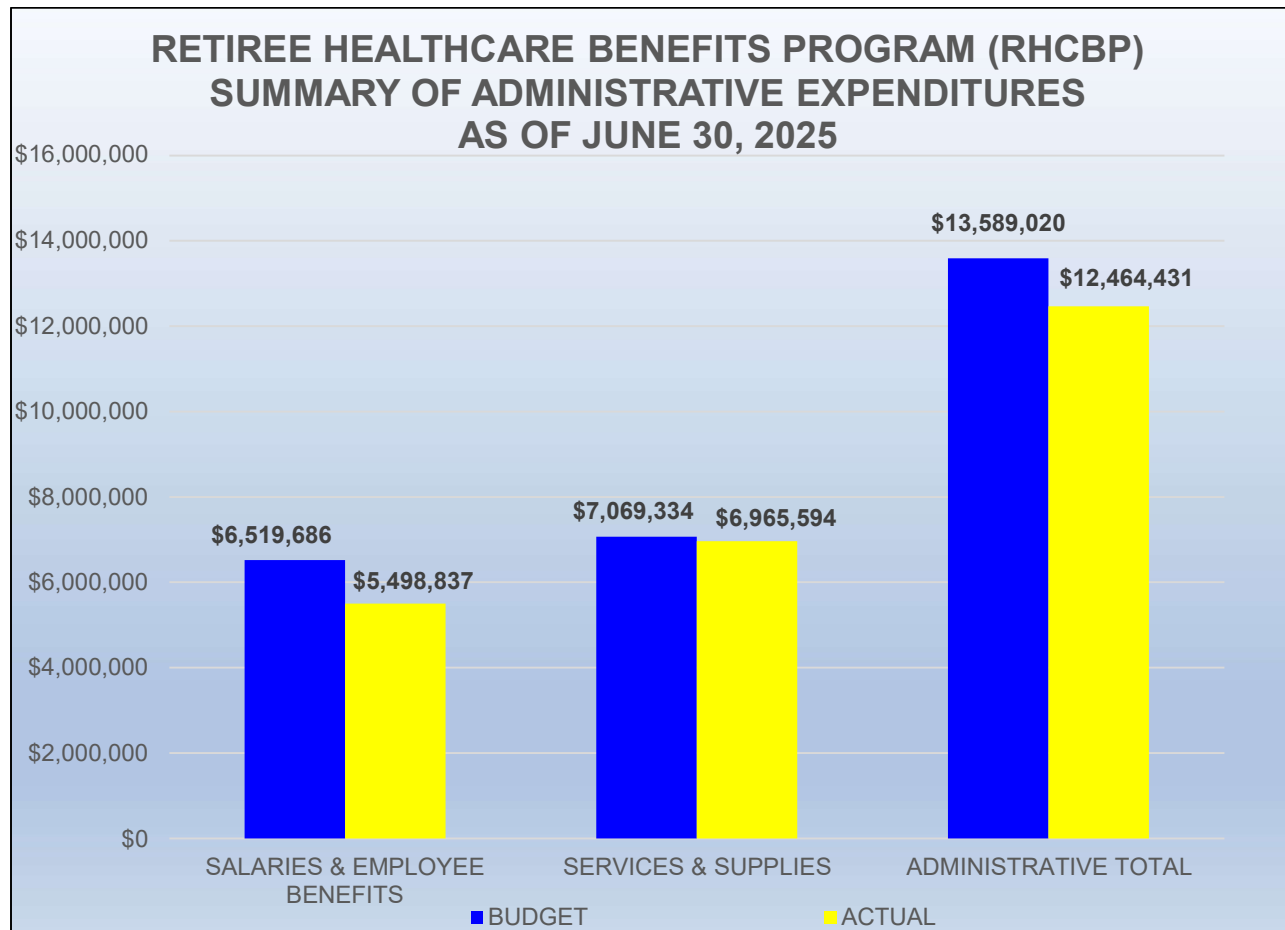


## **SECTION II - RETIREE HEALTHCARE BENEFITS BUDGET SUMMARY**

Following is a summary of the Retiree Healthcare Benefits Program Final Budget Control Report for Fiscal Year 2024-2025 for the period ending June 30, 2025. The total program administrative expenses were \$12,464,431 or 91.7% of the \$13,589,020 approved administrative budget. This represents an under expenditure of \$1,124,589 or 8.3% of the approved budget.

<b>RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2025</b>					
<b>RHCBP</b>	<b>BUDGET</b>	<b>ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>	<b>% UTILIZED</b>	<b>% OVER/ (UNUTILIZED)</b>
SALARIES & EMPLOYEE BENEFITS	\$6,519,686	\$5,498,837	(\$1,020,849)	84.3%	(15.7%)
SERVICES & SUPPLIES	\$7,069,334	\$6,965,594*	(\$103,740)	98.5%	(1.5%)
<b>ADMINISTRATIVE TOTAL</b>	<b>\$13,589,020</b>	<b>\$12,464,431</b>	<b>(\$1,124,589)</b>	<b>91.7%</b>	<b>(8.3%)</b>

\*All amounts rounded to the nearest dollar.



\*For FY 2024-2025, approximately \$112K was adjusted from RHC's OPEB Valuation budget line item to Executive Office's Improvement Project due to timing differences for special actuarial project.

**Salaries & Employee Benefits (S&EB):**

Salaries & Employee Benefits costs were \$5,498,837 or 84.3% of the \$6,519,686 approved administrative budget. This represents an under expenditure of \$1,020,849 or 15.7% of the approved budget. The variance is mainly due to staff vacancies. Overtime costs were under budget due to the automation of Part B premium verifications, which decreased the manual processing workload.

**Services & Supplies (S&S):**

Services & Supplies costs were \$6,965,594 or 98.5% of the \$7,069,334 approved administrative budget. This represents an under expenditure of \$103,740 or 1.5% of the \$7,069,334 approved budget and is primarily due to the following factors:

- Professional & Specialized Services costs of \$1,438,373 results in an over expenditure of \$59,373 or 4.3% of the approved budget of \$1,379,000 and it is primarily due to Audits and OPEB Valuation expenses. These were partially offset by unused Member Verification funds due to coordination delays with the Social Security Administration (SSA). The Audits overage resulted from timing issues, while the OPEB Valuation exceeded budget due to higher than anticipated costs for Tier 2 Valuation and Tier 3 Special Projects.
- Legal Fees and Services of \$0 is an under expenditure of \$50,000 for outside legal counsel services related to the potential creation of Tier 3 RHC did not engage any legal services during FY 2024–2025.
- Postage expenditures totaled \$360,049, exceeding the approved budget by \$35,049. This over expenditure was primarily due to an increase in mailed communications to members.

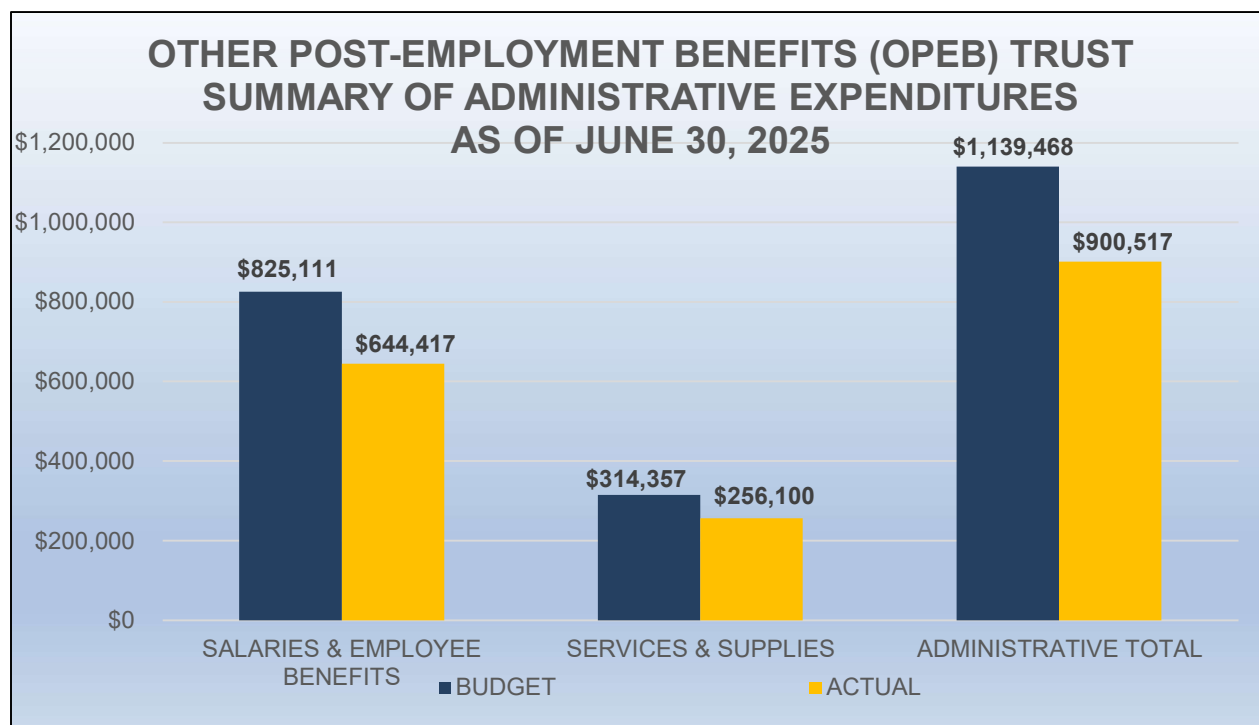
For additional details on RHCBP expenses see Appendix B.

### **SECTION III - OTHER POST-EMPLOYMENT BENEFITS BUDGET SUMMARY**

Following is a summary of the Final Budget Control Report for Other Post-Employment Benefits (OPEB) Trust for the period ending June 30, 2025. The total OPEB Trust administrative expenses were \$900,517 or 79.0% of the \$1,139,468 approved administrative budget. This represents an under expenditure of \$238,952 or 21.0% of the approved budget.

OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2025					
OPEB TRUST	BUDGET	ACTUAL	OVER/(UNDER) BUDGET	% UTILIZED	% OVER/ (UNUTILIZED)
SALARIES & EMPLOYEE BENEFITS	\$825,111	\$644,417	(\$180,694)	78.1%	(21.9%)
SERVICES & SUPPLIES	\$314,357	\$256,100	(\$58,257)	81.5%	(18.5%)
<b>ADMINISTRATIVE TOTAL</b>	<b>\$1,139,468</b>	<b>\$900,517</b>	<b>(\$238,952)</b>	<b>79.0%</b>	<b>(21.0%)</b>

\* All amounts rounded to the nearest dollar.



The under expenditure is attributed to lower than anticipated costs for Salaries and Employee Benefits, and Outside Legal Counsel. The unused funds primarily resulted from lower than expected costs for salaries and employee benefits due to staffing vacancies- and the absence of certain external outside legal counsel fees during the reporting period.

For additional details on OPEB Trust expenses see Appendix C.

# APPENDIX A

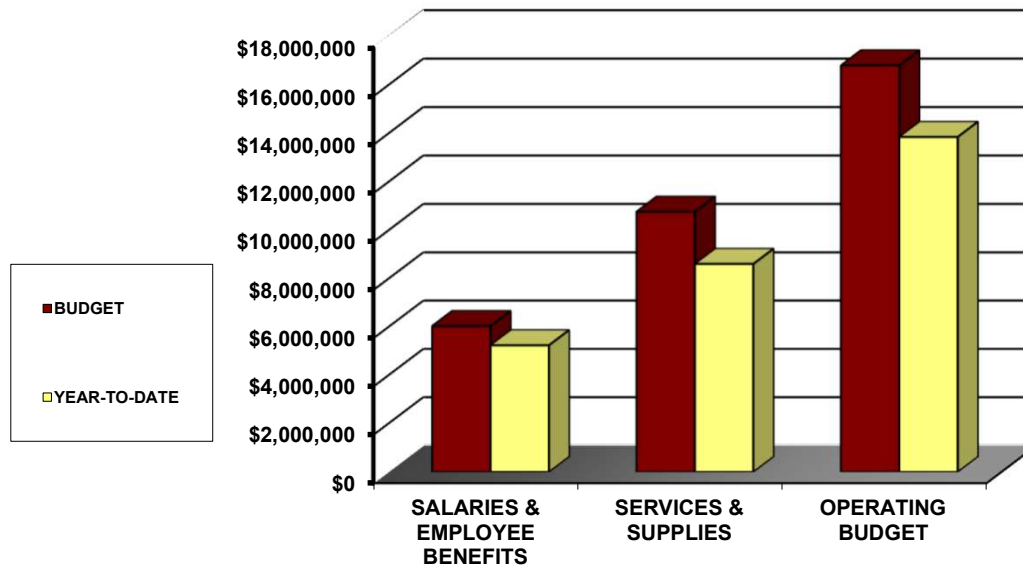
**FISCAL YEAR 2024-2025**  
**LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION**  
**(LACERA)**  
**BUDGET CONTROL REPORT**  
**BASED ON EXPENDITURES AS OF**  
**JUNE 30, 2025**

# ADMINISTRATIVE SERVICES

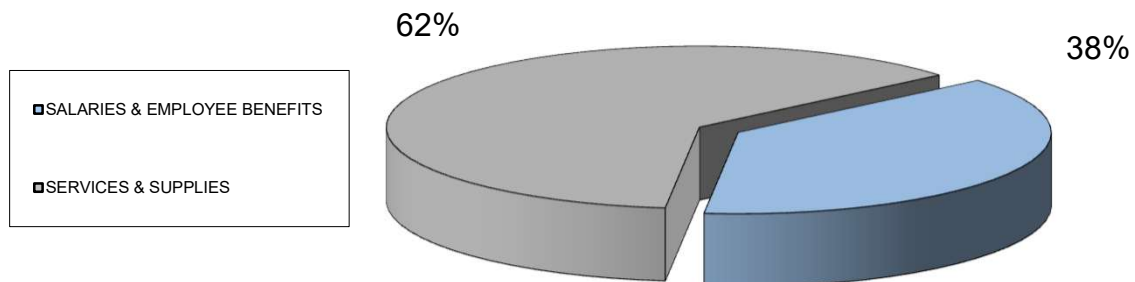
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$6,040,479	\$5,244,978	(\$795,502)
SERVICES & SUPPLIES	\$10,769,300	\$8,613,767	(\$2,155,533)
<b>OPERATING BUDGET</b>	<b>\$16,809,779</b>	<b>\$13,858,745</b>	<b>(\$2,951,035)</b>

Budgeted Positions 44  
Filled Positions 31



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**ADMINISTRATIVE SERVICES DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$3,293,363	\$2,756,263	(\$537,099)
AGENCY TEMPORARY	412,400	416,407	4,007
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	47,300	31,099	(16,201)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	6	6
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	6,900	3,755	(3,145)
SICKLEAVE BUYBACK	7,300	6,682	(618)
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$3,767,263</b>	<b>\$3,214,212</b>	<b>(\$553,050)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	516,872	652,089	135,217
FICA CONTRIBUTION	49,666	42,655	(7,012)
COUNTY SUBSIDY - INSURANCE	171,387	80,111	(91,277)
OPTIONS PLAN	847,186	518,406	(328,780)
LIFE INSURANCE	2,227	1,901	(327)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	11,598	0	(11,598)
THRIFT PLAN / HORIZONS	137,011	81,662	(55,349)
SAVINGS PLAN	36,740	24,880	(11,860)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	156,144	141,622	(14,523)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,928,832</b>	<b>\$1,543,325</b>	<b>(\$385,507)</b>
<b>OPEB CONTRIBUTION</b>	<b>135,659</b>	<b>144,294</b>	<b>8,634</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>135,659</b>	<b>135,659</b>
<b>OTHER BENEFITS</b>	<b>208,726</b>	<b>207,488</b>	<b>(1,238)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$2,273,217</b>	<b>\$2,030,765</b>	<b>(\$242,451)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$6,040,479</b>	<b>\$5,244,978</b>	<b>(\$795,502)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**ADMINISTRATIVE SERVICES DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>AUTO EXPENSES</b>			
9102	AUTO MAINTENANCE/REPAIR	\$10,000	\$873	(\$9,127)
9103	GAS	1,000	275	(725)
9106	SPECIAL ORDER - AUTOMOBILE	22,000	0	(22,000)
	<b>TOTAL</b>	<b>33,000</b>	<b>1,149</b>	<b>(31,851)</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	2,900	1,855	(1,045)
9182	TRAVEL	28,700	11,709	(16,991)
	<b>TOTAL</b>	<b>31,600</b>	<b>13,564</b>	<b>(18,036)</b>
	<b>POSTAGE</b>			
9201	POSTAGE METER	410,000	410,000	0
	<b>TOTAL</b>	<b>410,000</b>	<b>410,000</b>	<b>0</b>
	<b>STATIONERY AND FORMS</b>			
9264	MISC STATIONERY & FORMS	1,000	3,771	2,771
	<b>TOTAL</b>	<b>1,000</b>	<b>3,771</b>	<b>2,771</b>
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	27,000	8,079	(18,921)
9305	SAFETY AND HEALTH SUPPLIES	42,000	12,408	(29,592)
9306	COMPUTER SUPPLIES	60,000	33,733	(26,267)
9307	STANDARD STOCK	90,000	44,769	(45,231)
9337	OFFICE FURNISHINGS	60,000	61,685	1,685
9352	ERGONOMIC ITEMS	1,500	1,126	(374)
	<b>TOTAL</b>	<b>280,500</b>	<b>161,800</b>	<b>(118,700)</b>
	<b>INSURANCE</b>			
9381	FIDUCIARY INSURANCE	485,500	441,174	(44,326)
9382	UMBRELLA POLICY	20,000	17,020	(2,980)
9384	EARTHQUAKE/FLOOD	118,600	103,695	(14,905)
9386	CRIME INSURANCE POLICY	26,200	22,414	(3,786)
9387	BUSINESS PACKAGE	88,600	52,363	(36,238)
9388	EMPLOYMENT PRACTICE LIABILITY INSURANCE	255,500	253,088	(2,412)
9390	CYBER LIABILITY INSURANCE	435,800	334,322	(101,478)
9391	TERRORISM INSURANCE	10,000	8,293	(1,707)
	<b>TOTAL</b>	<b>1,440,200</b>	<b>1,232,368</b>	<b>(207,832)</b>
	<b>EQUIPMENT MAINTENANCE</b>			
9401	FAX MACHINES	1,000	0	(1,000)
9423	TIME CLOCK MAINTENANCE	300	0	(300)
9426	SECURITY SYSTEM (PANIC BUTTONS)	2,000	900	(1,100)
	<b>TOTAL</b>	<b>3,300</b>	<b>900</b>	<b>(2,400)</b>

**FISCAL YEAR 2024-2025**

**ADMINISTRATIVE SERVICES DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>EQUIPMENT RENTS AND LEASES</b>			
9452	MAILING EQUIPMENT	\$40,000	\$41,684	\$1,684
9463	PRODUCTION COPIERS - LEASES	220,000	105,878	(114,122)
	TOTAL	260,000	147,562	(112,438)
	<b>BUILDING COSTS</b>			
9476	BUILDING OPERATIONAL COSTS	6,353,500	6,030,749	(322,751)
9477	OVERTIME HVAC/LIGHTING	135,000	83,932	(51,068)
9480	FACILITIES MAINTENANCE	175,000	25,089	(149,911)
9481	RENOVATION PROJECTS	1,000,000	38,195	(961,805)
	TOTAL	7,663,500	6,177,965	(1,485,535)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9511	SECURITY SERVICES - SHERIFF	32,000	16,224	(15,776)
9540	CONSULTING AND CONTRACTING SERVICES	150,000	0	(150,000)
9552	BUSINESS CONTINUITY SERVICES	75,000	62,700	(12,300)
9553	ARCHIVE/ OFF-SITE STORAGE	90,000	85,357	(4,643)
9677	SHREDDING SERVICE	50,000	101,574	51,574
9685	COURIER SERVICE	25,000	3,106	(21,894)
9686	FURNITURE OFF-SITE STORAGE	21,000	29,138	8,138
9688	UNIVERSAL MAIL DELIVERY SERVICE	9,000	12,325	3,325
9689	NEXT DAY MAIL DELIVERY SERVICE	35,000	21,707	(13,293)
9723	BROKERAGE SERVICES FEE	96,000	96,000	0
	TOTAL	583,000	428,130	(154,870)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	7,000	1,663	(5,337)
9962	REGISTRATION FEES	41,700	23,078	(18,622)
9963	EDUCATIONAL MATERIALS	500	194	(306)
	TOTAL	49,200	24,935	(24,265)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	12,000	11,624	(376)
9990	RIDESHARE	2,000	0	(2,000)
	TOTAL	14,000	11,624	(2,376)
	<b>GRAND TOTAL</b>	<b>\$10,769,300</b>	<b>\$8,613,767</b>	<b>(\$2,155,533)</b>

\*All amounts rounded to the nearest dollar.

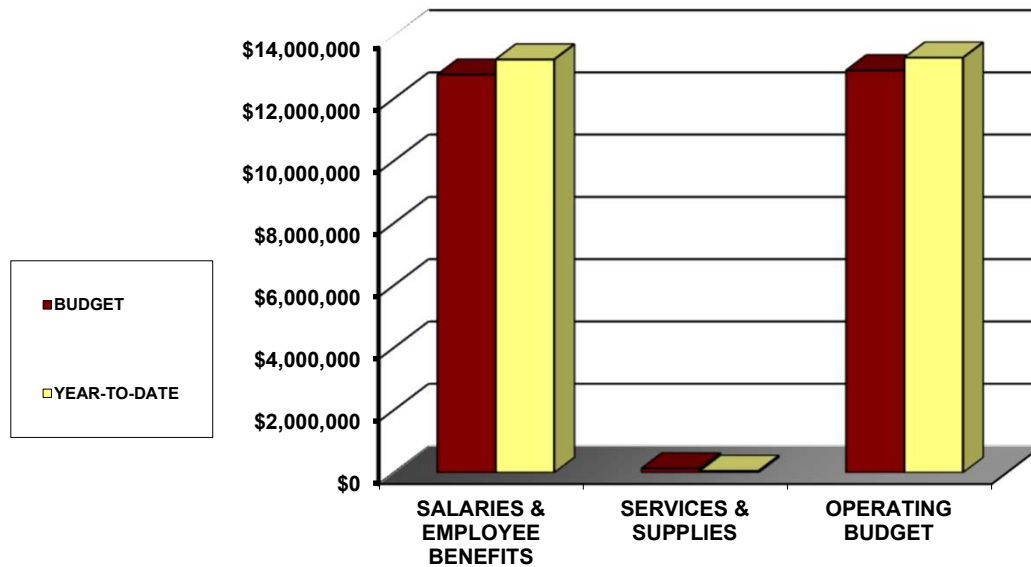


## BENEFITS DIVISION

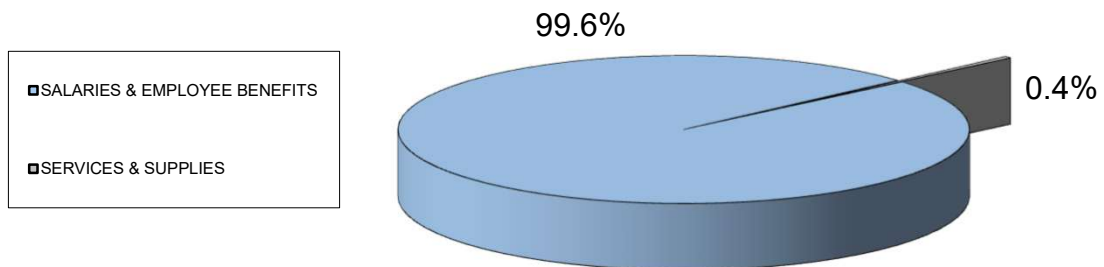
### BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$12,778,841	\$13,266,091	\$487,250
SERVICES & SUPPLIES	\$136,500	\$57,367	(\$79,133)
<b>OPERATING BUDGET</b>	<b>\$12,915,341</b>	<b>\$13,323,458</b>	<b>\$408,117</b>

Budgeted Positions      79  
Filled Positions         74



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**BENEFITS DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$7,118,357	\$7,440,390	\$322,033
AGENCY TEMPORARY	57,900	9,122	(48,778)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	562,900	766,157	203,257
BILINGUAL BONUS	3,600	3,600	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	16,300	0	(16,300)
SICKLEAVE BUYBACK	12,000	34,389	22,389
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$7,771,057</b>	<b>\$8,253,658</b>	<b>\$482,601</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,581,718	1,756,584	174,866
FICA CONTRIBUTION	103,216	124,128	20,912
COUNTY SUBSIDY - INSURANCE	164,832	100,576	(64,256)
OPTIONS PLAN	1,766,988	1,464,521	(302,467)
LIFE INSURANCE	9,411	8,478	(933)
HEALTH INSURANCE TEMPS	176,792	133,495	(43,297)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	284,734	243,582	(41,152)
SAVINGS PLAN	33,731	29,485	(4,246)
PENSION SAVINGS PLAN	27,320	3,129	(24,191)
MEGAFLEX	143,355	129,150	(14,205)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$4,292,096</b>	<b>\$3,993,127</b>	<b>(\$298,969)</b>
<b>OPEB CONTRIBUTION</b>	<b>281,922</b>	<b>299,869</b>	<b>17,947</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>281,922</b>	<b>281,922</b>
<b>OTHER BENEFITS</b>	<b>433,766</b>	<b>437,514</b>	<b>3,748</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$5,007,784</b>	<b>\$5,012,432</b>	<b>\$4,648</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$12,778,841</b>	<b>\$13,266,091</b>	<b>\$487,250</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**BENEFITS DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$2,100	\$1,864	(\$236)
9182	TRAVEL	12,600	14,948	2,348
	TOTAL	14,700	16,813	2,113
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	3,400	175	(3,225)
	TOTAL	3,400	175	(3,225)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9516	RECORD SEARCHES	1,000	435	(565)
9572	PENSION BENEFIT INFORMATION	20,000	11,640	(8,360)
9674	MEMBER VERIFICATION	44,200	24,116	(20,084)
	TOTAL	65,200	36,191	(29,009)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	2,400	365	(2,035)
9962	REGISTRATION FEES	49,000	2,495	(46,505)
9963	EDUCATIONAL MATERIALS	200	0	(200)
	TOTAL	51,600	2,860	(48,740)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	1,600	1,328	(272)
	TOTAL	1,600	1,328	(272)
	<b>GRAND TOTAL</b>	<b>\$136,500</b>	<b>\$57,367</b>	<b>(\$79,133)</b>

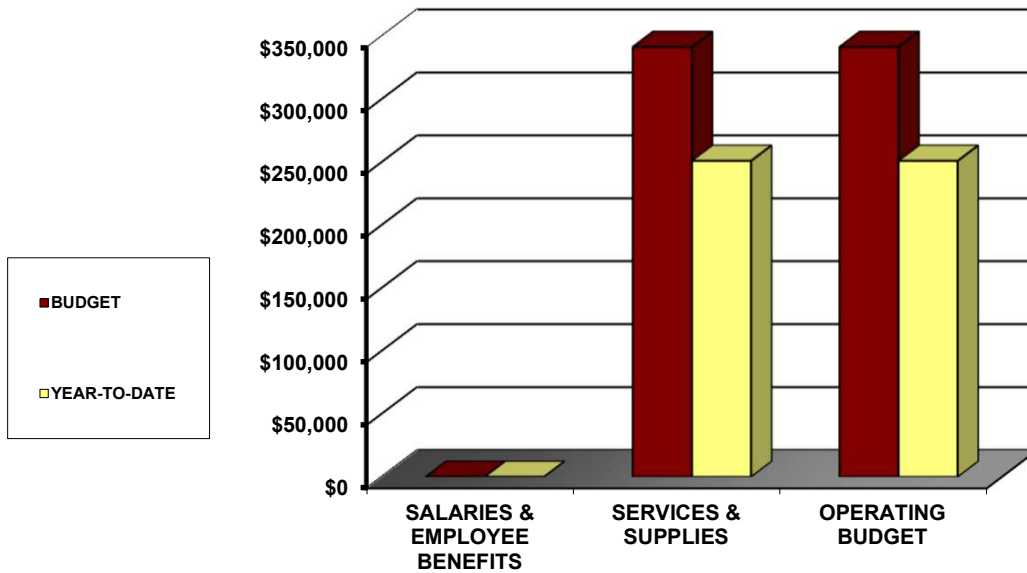
\*All amounts rounded to the nearest dollar.

# BOARD OF RETIREMENT

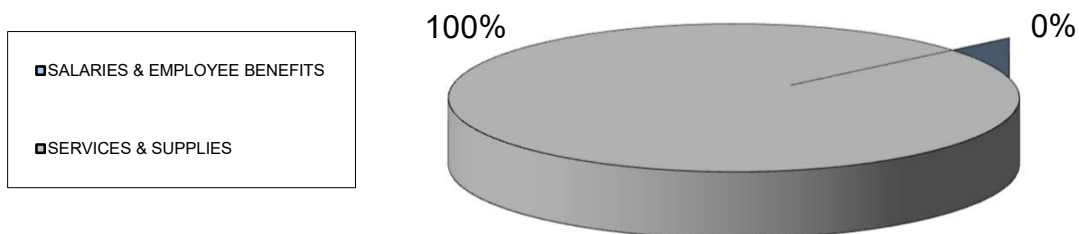
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$0	\$0	\$0
SERVICES & SUPPLIES	\$341,500	\$250,989	(\$90,511)
<b>OPERATING BUDGET</b>	<b>\$341,500</b>	<b>\$250,989</b>	<b>(\$90,511)</b>

Board of Retirement 12



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**BOARD OF RETIREMENT**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$11,000	\$7,308	(\$3,692)
9182	TRAVEL	82,500	44,726	(37,774)
	TOTAL	93,500	52,034	(41,466)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	44,000	8,418	(35,582)
9962	REGISTRATION FEES	30,000	50,546	20,546
9963	EDUCATIONAL MATERIALS	12,000	21,747	9,747
	TOTAL	86,000	80,710	(5,290)
	<b>MISCELLANEOUS</b>			
9983	OFF-SITE BOARD MEETING EXPENSE	150,000	108,793	(41,207)
9984	FOOD/BEVERAGES	12,000	9,452	(2,548)
	TOTAL	162,000	118,245	(43,755)
	<b>GRAND TOTAL</b>	<b>\$341,500</b>	<b>\$250,989</b>	<b>(\$90,511)</b>

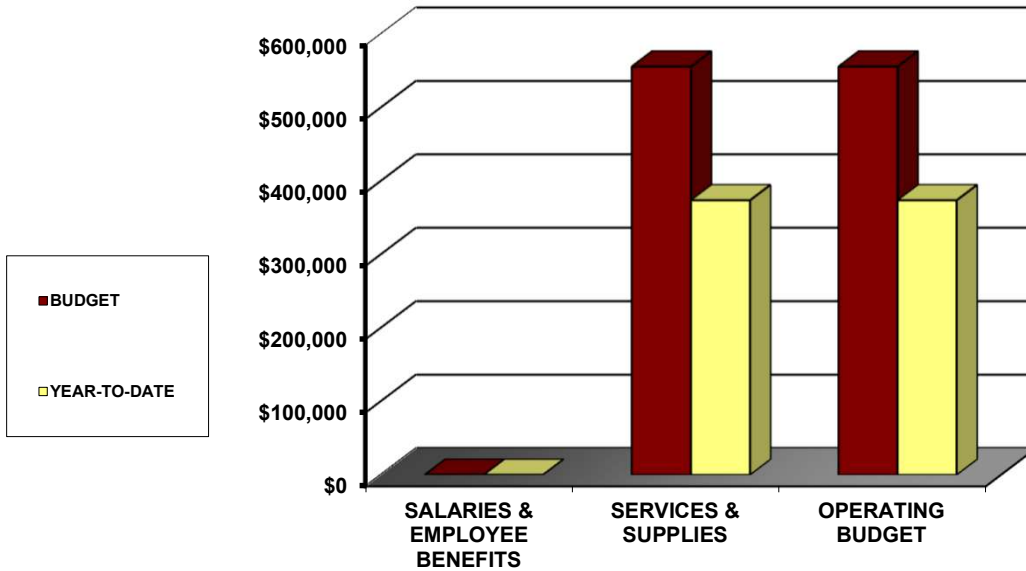
\*All amounts rounded to the nearest dollar.

# BOARD OF INVESTMENTS

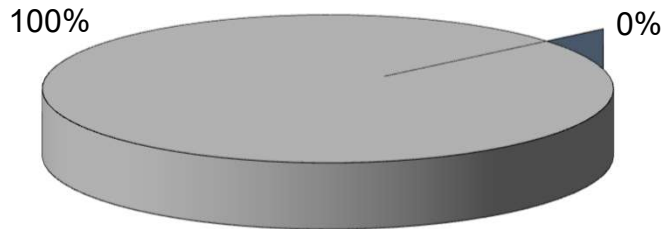
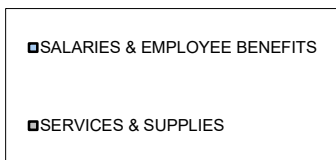
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$0	\$0	\$0
SERVICES & SUPPLIES	\$556,000	\$373,898	(\$182,102)
<b>OPERATING BUDGET</b>	<b>\$556,000</b>	<b>\$373,898</b>	<b>(\$182,102)</b>

Board of Investment 10



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**BOARD OF INVESTMENTS**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$26,000	\$11,055	(\$14,945)
9182	TRAVEL	220,000	89,725	(130,275)
	TOTAL	246,000	100,780	(145,220)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	81,000	48,536	(32,464)
9962	REGISTRATION FEES	114,000	89,574	(24,426)
9963	EDUCATIONAL MATERIALS	5,000	10,186	5,186
	TOTAL	200,000	148,296	(51,704)
	<b>MISCELLANEOUS</b>			
9983	OFF-SITE BOARD MEETING EXPENSE	93,000	110,906	17,906
9984	FOOD/BEVERAGES	17,000	13,917	(3,083)
	TOTAL	110,000	124,823	14,823
	<b>GRAND TOTAL</b>	<b>\$556,000</b>	<b>\$373,898</b>	<b>(\$182,102)</b>

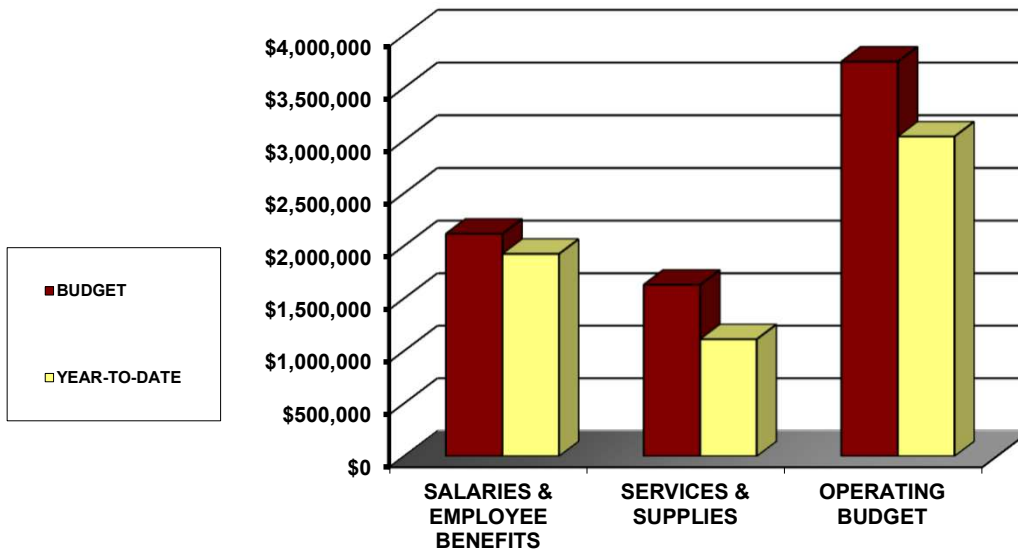
\*All amounts rounded to the nearest dollar.

# COMMUNICATIONS

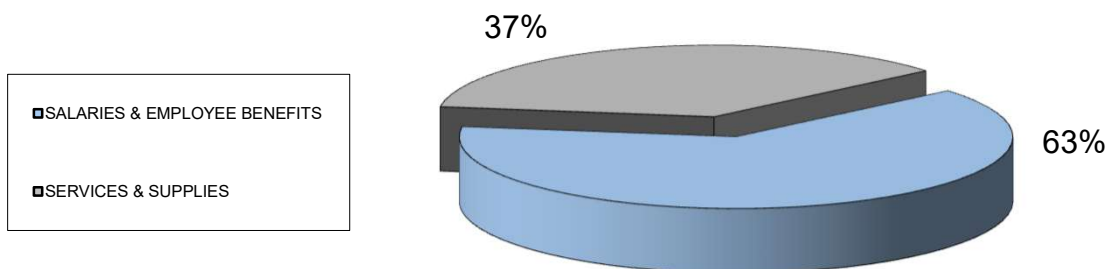
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$2,118,875	\$1,926,951	(\$191,924)
SERVICES & SUPPLIES	\$1,633,600	\$1,114,332	(\$519,268)
<b>OPERATING BUDGET</b>	<b>\$3,752,475</b>	<b>\$3,041,283</b>	<b>(\$711,192)</b>

Budgeted Positions 14  
Filled Positions 9



### Total Expenditures by Category





**FISCAL YEAR 2024-2025**

**COMMUNICATIONS**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,078,612	\$1,048,425	(\$30,187)
AGENCY TEMPORARY	276,400	163,058	(113,342)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	4,500	1,279	(3,221)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	1,000	0	(1,000)
SICKLEAVE BUYBACK	3,500	2,600	(900)
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,364,012</b>	<b>\$1,215,363</b>	<b>(\$148,650)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	235,395	247,076	11,682
FICA CONTRIBUTION	15,640	16,121	482
COUNTY SUBSIDY - INSURANCE	113,214	47,961	(65,253)
OPTIONS PLAN	96,821	104,777	7,956
LIFE INSURANCE	285	359	74
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	43,144	22,013	(21,131)
SAVINGS PLAN	27,032	19,100	(7,932)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	114,887	100,888	(13,999)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$646,418</b>	<b>\$558,296</b>	<b>(\$88,123)</b>
<b>OPEB CONTRIBUTION</b>	<b>42,718</b>	<b>45,437</b>	<b>2,719</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>42,718</b>	<b>42,718</b>
<b>OTHER BENEFITS</b>	<b>65,726</b>	<b>65,138</b>	<b>(589)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$754,863</b>	<b>\$711,589</b>	<b>(\$43,274)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$2,118,875</b>	<b>\$1,926,951</b>	<b>(\$191,924)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**COMMUNICATIONS**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$700	\$242	(\$458)
9182	TRAVEL	16,900	2,015	(14,885)
	<b>TOTAL</b>	<b>17,600</b>	<b>2,257</b>	<b>(15,343)</b>
	<b>POSTAGE</b>			
9205	NEWSLETTER POSTAGE	227,000	226,395	(605)
9207	ANNUAL BENEFITS STATEMENT POSTAGE	122,000	128,647	6,647
9210	MISCELLANEOUS MAILINGS	30,000	15,607	(14,393)
	<b>TOTAL</b>	<b>379,000</b>	<b>370,650</b>	<b>(8,350)</b>
	<b>STATIONERY AND FORMS</b>			
9233	DISABILITY RETIREMENT APPEAL	7,500	8,085	585
9235	PLANS BROCHURES	80,000	0	(80,000)
9237	SURVIVOR - BROCHURES	1,000	0	(1,000)
9239	WITHDRAWAL/RECIPROCITY - BROCHURES	10,000	(9,592)	(19,592)
9240	ANNUAL REPORT	55,000	39,065	(15,935)
9242	ANNUAL BENEFITS STATEMENT	150,000	103,892	(46,108)
9246	FORMS	25,000	24,101	(899)
9249	LACERA CALENDARS	10,000	8,377	(1,623)
9253	NEW MEMBER WELCOME PACKAGE	15,000	25,139	10,139
9255	PRE-RET GUIDE	35,000	23,601	(11,399)
9256	POSTSCRIPT PRINTING	140,000	98,180	(41,820)
9257	PREMIUM ITEMS	10,000	1,615	(8,385)
9259	RETIREES - INSERTS	14,000	7,683	(6,317)
9261	SPOTLIGHT PRINTING	120,000	116,280	(3,720)
9262	SURVEY	2,500	0	(2,500)
9263	UNANTICIPATED PROJECTS	36,000	20,922	(15,078)
9265	SPECIALIZED MAILINGS	60,000	18,132	(41,868)
9266	DIRECT DEPOSIT BROCHURES	3,500	3,703	203
9267	Q & A BROCHURES	10,000	12,173	2,173
9268	TRANSFER BROCHURES	2,000	0	(2,000)
9269	DISABILITY RETIREMENT PACKETS	5,000	9,711	4,711
9274	STATIONERY	50,000	53,547	3,547
9280	ANNUAL BENEFIT STATEMENT PDF/CD'S	16,000	21,929	5,929
9281	ESTIMATE PACKAGE	2,500	4,752	2,252
9282	NEW RETIREE PACKAGE	3,500	3,627	127
9283	POWER OF ATTORNEY	15,000	13,280	(1,720)
9285	RETIREMENT UNIVERSITY	85,000	20,790	(64,210)
9286	COMMUNITY PROPERTY GUIDE	3,000	0	(3,000)
9287	CASE MANAGEMENT	25,000	0	(25,000)
9288	BOARD ELECTIONS (PRINT & MAIL)	30,000	0	(30,000)
	<b>TOTAL</b>	<b>1,021,500</b>	<b>628,989</b>	<b>(392,511)</b>

**FISCAL YEAR 2024-2025**

**COMMUNICATIONS**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	\$10,000	\$7,861	(\$2,139)
	TOTAL	10,000	7,861	(2,139)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9624	BOARD MEMBER SCROLLS	5,000	0	(5,000)
9627	NEWSLETTER MAILINGS	35,000	42,088	7,088
9628	HR CONFERENCE/FORUM	2,000	0	(2,000)
9719	CAMPAIGNS	70,000	3,921	(66,079)
9724	STRATEGIC PLANNING	10,000	7,779	(2,222)
9726	WIRE SERVICE	3,000	0	(3,000)
9727	MISCELLANEOUS VIDEO PRODUCTION	50,000	42,216	(7,784)
	TOTAL	175,000	96,004	(78,996)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	900	1,617	717
9962	REGISTRATION FEES	25,000	5,766	(19,234)
9963	EDUCATIONAL MATERIALS	4,000	596	(3,404)
	TOTAL	29,900	7,979	(21,921)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	600	592	(8)
	TOTAL	600	592	(8)
	<b>GRAND TOTAL</b>	<b>\$1,633,600</b>	<b>\$1,114,332</b>	<b>(\$519,268)</b>

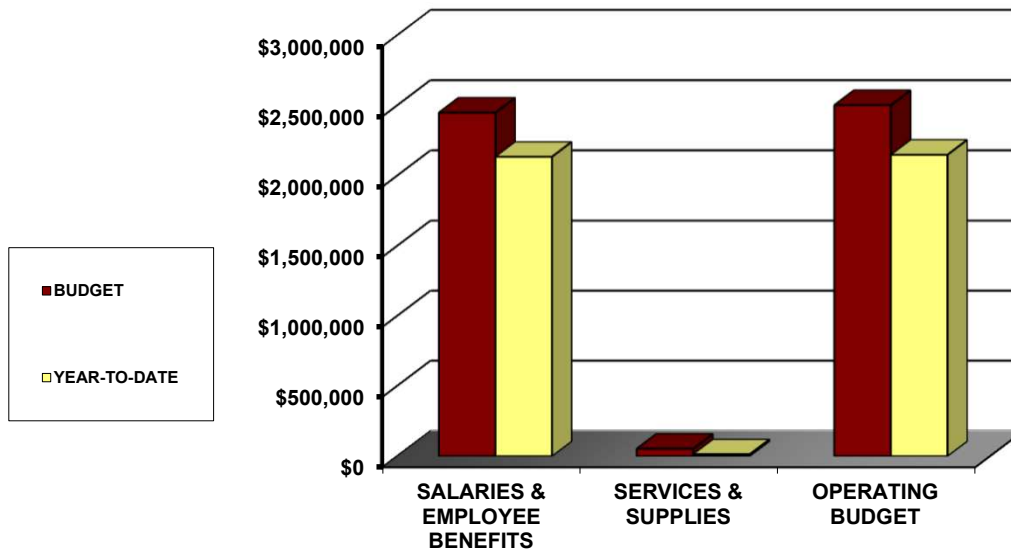
\*All amounts rounded to the nearest dollar.

# DISABILITY LITIGATION

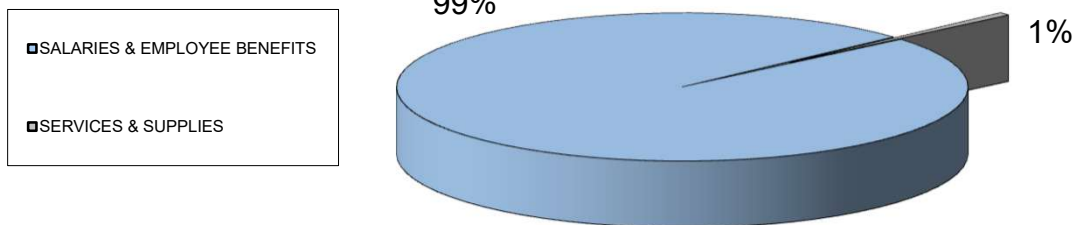
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$2,451,211	\$2,136,925	(\$314,287)
SERVICES & SUPPLIES	\$53,500	\$14,167	(\$39,333)
<b>OPERATING BUDGET</b>	<b>\$2,504,711</b>	<b>\$2,151,092</b>	<b>(\$353,619)</b>

Budgeted Positions 7  
Filled Positions 6



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**DISABILITY LITIGATION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,467,993	\$1,254,141	(\$213,852)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	2,900	134	(2,766)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	900	0	(900)
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,471,793</b>	<b>\$1,254,275</b>	<b>(\$217,518)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	357,082	307,861	(49,221)
FICA CONTRIBUTION	21,286	19,213	(2,073)
COUNTY SUBSIDY - INSURANCE	86,456	42,883	(43,573)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	58,720	43,149	(15,571)
SAVINGS PLAN	58,720	56,293	(2,427)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	249,559	204,615	(44,944)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$831,822</b>	<b>\$674,014</b>	<b>(\$157,809)</b>
<b>OPEB CONTRIBUTION</b>	<b>58,141</b>	<b>61,842</b>	<b>3,701</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>58,141</b>	<b>58,141</b>
<b>OTHER BENEFITS</b>	<b>89,455</b>	<b>88,653</b>	<b>(802)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$979,419</b>	<b>\$882,650</b>	<b>(\$96,769)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$2,451,211</b>	<b>\$2,136,925</b>	<b>(\$314,287)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**DISABILITY LITIGATION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>AUTO EXPENSES</b>			
9102	AUTO MAINTENANCE/REPAIR	\$1,000	\$1,116	\$116
9103	GAS	800	522	(278)
9105	LICENSE FEES	600	470	(130)
	TOTAL	2,400	2,107	(293)
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	800	0	(800)
9182	TRAVEL	6,500	0	(6,500)
	TOTAL	7,300	0	(7,300)
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	1,500	52	(1,448)
	TOTAL	1,500	52	(1,448)
	<b>LEGAL FEES AND SERVICES</b>			
9772	OUTSIDE LEGAL COUNSEL	2,500	0	(2,500)
9777	LITIGATION SUPPORT	500	0	(500)
	TOTAL	3,000	0	(3,000)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	3,000	1,694	(1,306)
9962	REGISTRATION FEES	5,000	75	(4,925)
9963	EDUCATIONAL MATERIALS	31,000	10,239	(20,761)
	TOTAL	39,000	12,008	(26,992)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	300	0	(300)
	TOTAL	300	0	(300)
	<b>GRAND TOTAL</b>	<b>\$53,500</b>	<b>\$14,167</b>	<b>(\$39,333)</b>

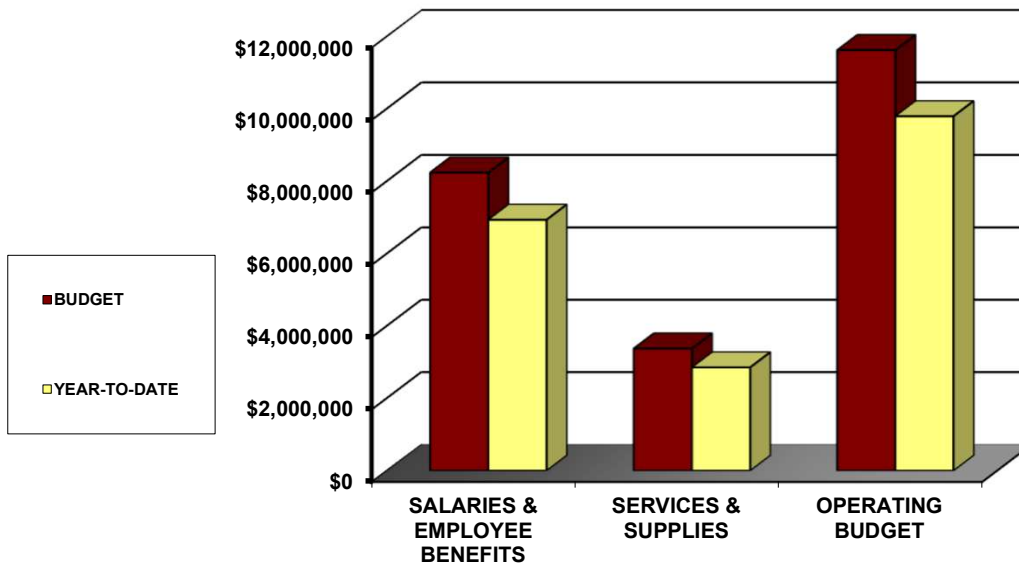
\*All amounts rounded to the nearest dollar.

# DISABILITY RETIREMENT

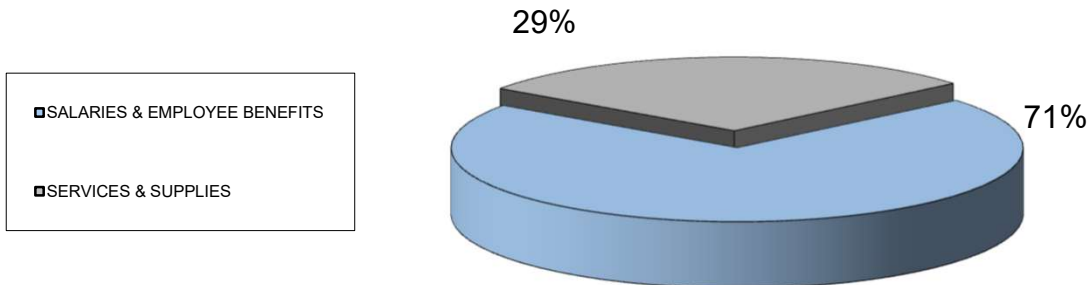
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$8,241,073	\$6,939,776	(\$1,301,296)
SERVICES & SUPPLIES	\$3,379,200	\$2,857,308	(\$521,892)
<b>OPERATING BUDGET</b>	<b>\$11,620,273</b>	<b>\$9,797,084</b>	<b>(\$1,823,189)</b>

Budgeted Positions 44  
Filled Positions 34



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**DISABILITY RETIREMENT**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$4,545,563	\$3,663,042	(\$882,521)
AGENCY TEMPORARY	407,300	363,391	(43,909)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	140,800	102,279	(38,521)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	4,500	0	(4,500)
SICKLEAVE BUYBACK	6,000	3,871	(2,129)
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$5,104,163</b>	<b>\$4,132,582</b>	<b>(\$971,581)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	945,056	934,258	(10,799)
FICA CONTRIBUTION	65,911	57,902	(8,009)
COUNTY SUBSIDY - INSURANCE	445,646	252,923	(192,723)
OPTIONS PLAN	290,464	226,774	(63,690)
LIFE INSURANCE	2,162	1,405	(757)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	181,823	108,686	(73,137)
SAVINGS PLAN	142,633	90,908	(51,725)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	606,190	486,404	(119,786)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$2,679,885</b>	<b>\$2,159,261</b>	<b>(\$520,624)</b>
<b>OPEB CONTRIBUTION</b>	<b>180,030</b>	<b>191,487</b>	<b>11,458</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>180,030</b>	<b>180,030</b>
<b>OTHER BENEFITS</b>	<b>276,995</b>	<b>276,416</b>	<b>(578)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$3,136,909</b>	<b>\$2,807,194</b>	<b>(\$329,715)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$8,241,073</b>	<b>\$6,939,776</b>	<b>(\$1,301,296)</b>

\*All amounts rounded to the nearest dollar.



**FISCAL YEAR 2024-2025**

**DISABILITY RETIREMENT**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$1,500	\$2,082	\$582
9182	TRAVEL	6,200	7,626	1,426
	TOTAL	7,700	9,708	2,008
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	867	(4,133)
	TOTAL	5,000	867	(4,133)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9673	PHOTOCOPIES OF DOCUMENTS	215,000	123,164	(91,837)
9695	JOB ANALYST	20,000	30,080	10,080
	TOTAL	235,000	153,244	(81,757)
	<b>LEGAL FEES AND SERVICES</b>			
9772	OUTSIDE LEGAL COUNSEL	20,000	42,271	22,271
	TOTAL	20,000	42,271	22,271
	<b>DISABILITY FEES AND SERVICES</b>			
9802	HEARING OFFICER FEES	120,000	102,330	(17,670)
9803	MEDICAL FEES	2,800,000	2,513,826	(286,174)
9804	COURT REPORTER	25,000	14,654	(10,346)
9805	INVESTIGATIVE SERVICES	20,000	6,104	(13,897)
9806	DATABASE SEARCHES	300	2	(298)
9807	MEDICAL ADVISOR	125,000	0	(125,000)
	TOTAL	3,090,300	2,636,915	(453,385)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	200	0	(200)
9962	REGISTRATION FEES	20,000	13,732	(6,268)
9963	EDUCATIONAL MATERIALS	500	56	(444)
	TOTAL	20,700	13,789	(6,911)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	500	514	14
	TOTAL	500	514	14
	<b>GRAND TOTAL</b>	<b>\$3,379,200</b>	<b>\$2,857,308</b>	<b>(\$521,892)</b>

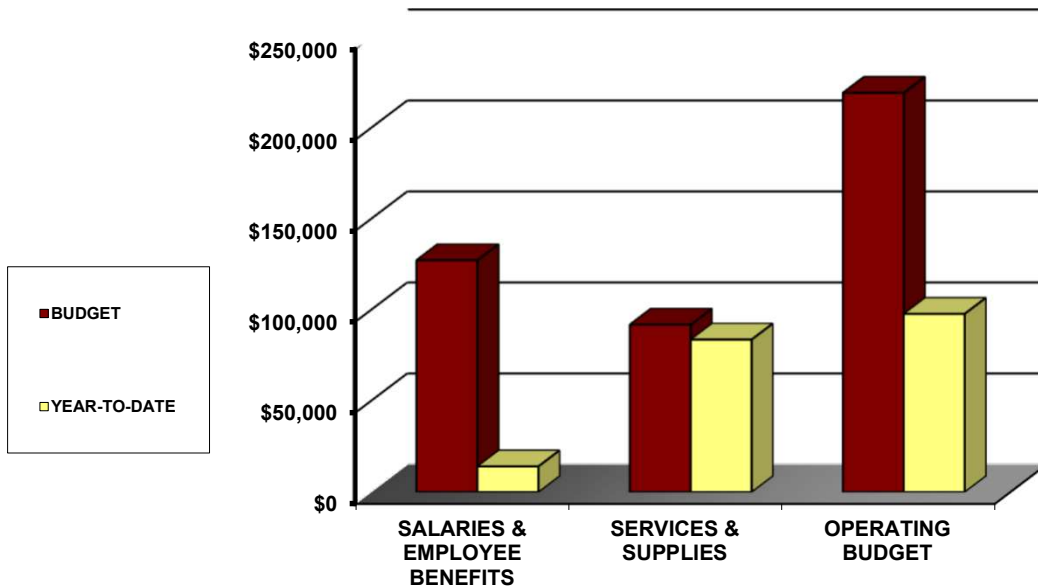
\*All amounts rounded to the nearest dollar.

# ETHICS AND COMPLIANCE OFFICE

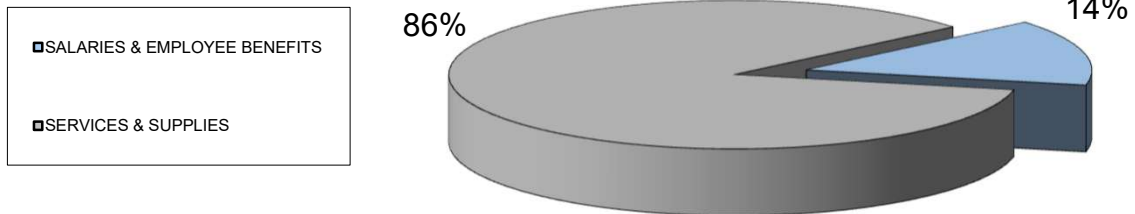
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$127,400	\$14,108	(\$113,292)
SERVICES & SUPPLIES	\$92,000	\$83,830	(\$8,170)
<b>OPERATING BUDGET</b>	<b>\$219,400</b>	<b>\$97,938</b>	<b>(\$121,462)</b>

Budgeted Positions 1  
Filled Positions 0



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**ETHICS AND COMPLIANCE OFFICE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$93,330	\$830	(\$92,500)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	0	0	0
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	0	0	0
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$93,330</b>	<b>\$830</b>	<b>(\$92,500)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	0	13	13
FICA CONTRIBUTION	1,353	0	(1,353)
COUNTY SUBSIDY - INSURANCE	0	0	0
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	3,733	0	(3,733)
SAVINGS PLAN	3,733	0	(3,733)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	15,866	0	(15,866)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$24,686</b>	<b>\$13</b>	<b>(\$24,673)</b>
<b>OPEB CONTRIBUTION</b>	<b>3,696</b>	<b>3,932</b>	<b>236</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>3,696</b>	<b>3,696</b>
<b>OTHER BENEFITS</b>	<b>5,687</b>	<b>5,636</b>	<b>(51)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$34,070</b>	<b>\$13,278</b>	<b>(\$20,792)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$127,400</b>	<b>\$14,108</b>	<b>(\$113,292)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**ETHICS AND COMPLIANCE OFFICE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$3,500	\$367	(\$3,133)
9182	TRAVEL	8,000	4,262	(3,738)
	TOTAL	11,500	4,629	(6,871)
	<b>LEGAL FEES AND SERVICES</b>			
9772	OUTSIDE LEGAL COUNSEL	20,000	57,065	37,065
	TOTAL	20,000	57,065	37,065
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	8,000	6,921	(1,079)
9962	REGISTRATION FEES	7,500	13,144	5,644
9963	EDUCATIONAL MATERIALS	45,000	2,070	(42,930)
	TOTAL	60,500	22,136	(38,364)
	<b>GRAND TOTAL</b>	<b>\$92,000</b>	<b>\$83,830</b>	<b>(\$8,170)</b>

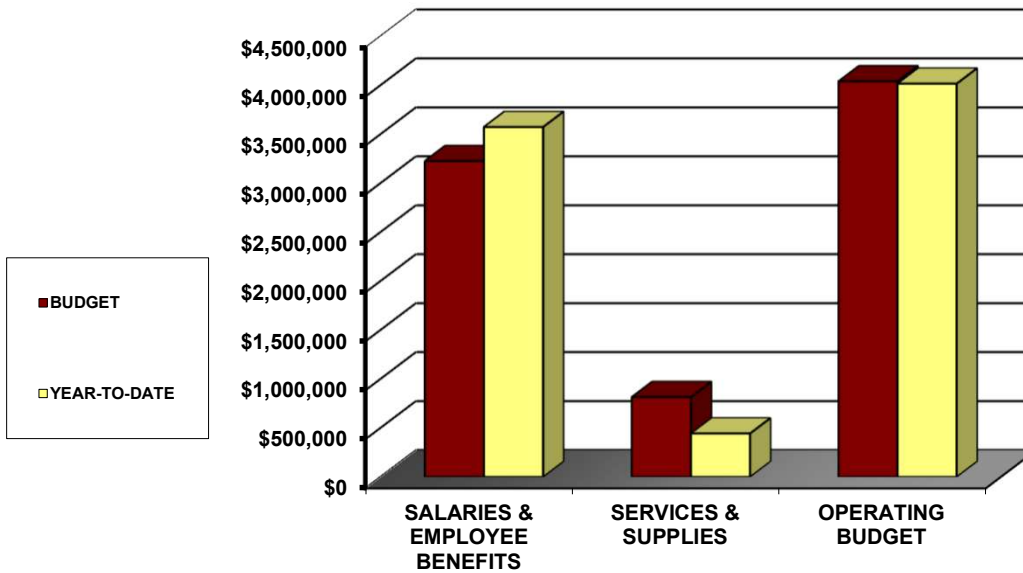
\*All amounts rounded to the nearest dollar.

## EXECUTIVE OFFICE

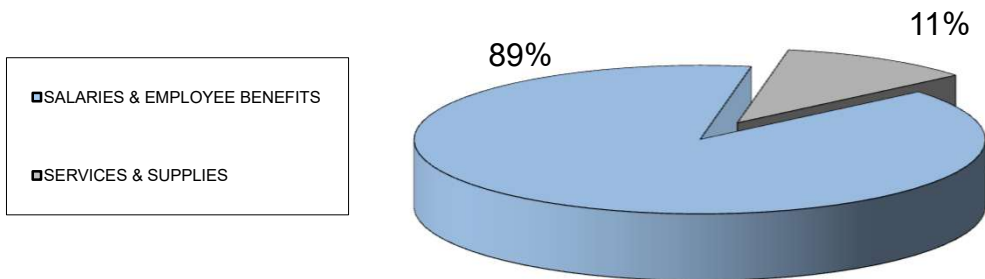
### BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$3,224,904	\$3,573,145	\$348,241
SERVICES & SUPPLIES	\$814,600	\$442,463	(\$372,137)
<b>OPERATING BUDGET</b>	<b>\$4,039,504</b>	<b>\$4,015,608</b>	<b>(\$23,896)</b>

Budgeted Positions      10  
Filled Positions         9



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**EXECUTIVE OFFICE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,678,887	\$2,063,300	\$384,413
AGENCY TEMPORARY	161,000	20,376	(140,624)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	65,000	41,076	(23,924)
OVERTIME	28,400	26,068	(2,332)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	14,400	14,400	0
RIDESHARE ALLOWANCE	1,400	0	(1,400)
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,949,087</b>	<b>\$2,165,220</b>	<b>\$216,133</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	404,443	465,149	60,706
FICA CONTRIBUTION	26,374	35,276	8,902
COUNTY SUBSIDY - INSURANCE	198,404	117,649	(80,755)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	72,755	61,664	(11,091)
SAVINGS PLAN	72,755	79,672	6,916
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	288,211	362,195	73,984
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,062,942</b>	<b>\$1,121,605</b>	<b>\$58,662</b>
<b>OPEB CONTRIBUTION</b>	<b>72,038</b>	<b>76,623</b>	<b>4,585</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>72,038</b>	<b>72,038</b>
<b>OTHER BENEFITS</b>	<b>140,837</b>	<b>137,660</b>	<b>(3,178)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,275,817</b>	<b>\$1,407,925</b>	<b>\$132,108</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$3,224,904</b>	<b>\$3,573,145</b>	<b>\$348,241</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**EXECUTIVE OFFICE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>AUTO EXPENSES</b>			
9102	AUTO MAINTENANCE/REPAIR	\$5,000	\$4,332	(\$668)
9103	GAS	4,500	3,373	(1,127)
9105	LICENSE FEES	1,000	778	(222)
	TOTAL	10,500	8,483	(2,017)
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	4,100	3,156	(944)
9182	TRAVEL	64,000	9,183	(54,817)
	TOTAL	68,100	12,339	(55,761)
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	3,000	3,020	20
	TOTAL	3,000	3,020	20
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9543	LEGISLATIVE CONSULTING	280,000	267,276	(12,724)
9672	IMPROVEMENT PROJECTS	80,000	111,816	31,816
9716	PUBLIC & MEDIA RELATIONS	250,000	11,716	(238,284)
9724	STRATEGIC PLANNING	25,000	0	(25,000)
	TOTAL	635,000	390,807	(244,193)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	25,000	14,718	(10,282)
9962	REGISTRATION FEES	48,000	2,087	(45,913)
9963	EDUCATIONAL MATERIALS	10,000	1,958	(8,042)
	TOTAL	83,000	18,764	(64,236)
	<b>MISCELLANEOUS</b>			
9982	EMPLOYEE RECOGNITION PROGRAM	2,000	1,275	(725)
9984	FOOD/BEVERAGES	9,000	5,851	(3,149)
9986	MISCELLANEOUS	4,000	1,923	(2,077)
	TOTAL	15,000	9,050	(5,950)
	<b>GRAND TOTAL</b>	<b>\$814,600</b>	<b>\$442,463</b>	<b>(\$372,137)</b>

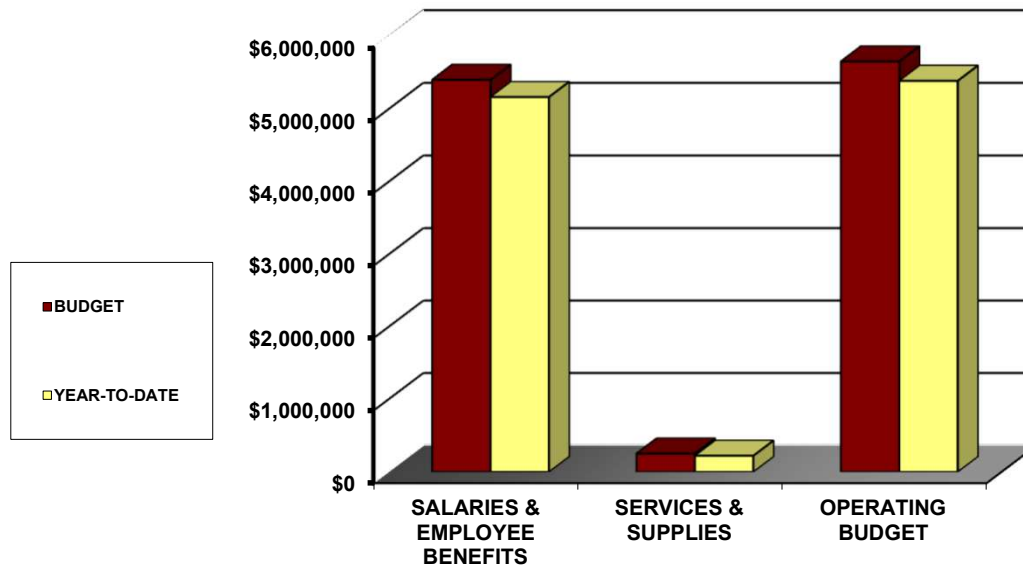
\*All amounts rounded to the nearest dollar.

# FINANCIAL AND ACCOUNTING SERVICES

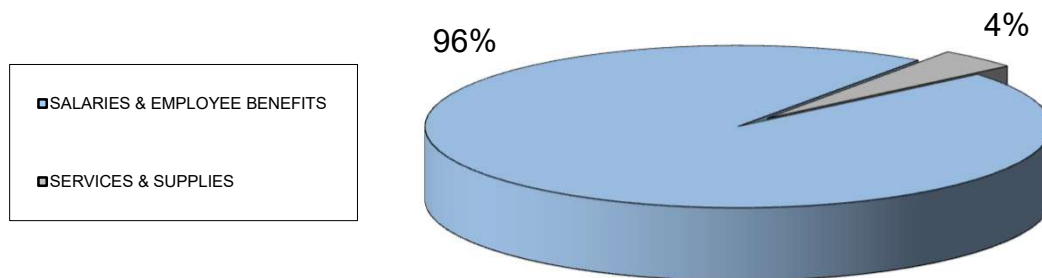
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$5,405,426	\$5,169,000	(\$236,425)
SERVICES & SUPPLIES	\$253,000	\$222,790	(\$30,210)
<b>OPERATING BUDGET</b>	<b>\$5,658,426</b>	<b>\$5,391,790</b>	<b>(\$266,636)</b>

Budgeted Positions 33  
Filled Positions 28



### Total Expenditures by Category





**FISCAL YEAR 2024-2025**

**FINANCIAL AND ACCOUNTING SERVICES DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$3,017,068	\$2,714,853	(\$302,215)
AGENCY TEMPORARY	482,500	524,955	42,455
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	62,800	47,405	(15,395)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	7,500	240	(7,260)
SICKLEAVE BUYBACK	12,000	7,573	(4,427)
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$3,581,868</b>	<b>\$3,295,026</b>	<b>(\$286,842)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	597,175	646,745	49,570
FICA CONTRIBUTION	43,747	41,901	(1,846)
COUNTY SUBSIDY - INSURANCE	73,880	34,371	(39,509)
OPTIONS PLAN	605,133	577,779	(27,354)
LIFE INSURANCE	2,198	2,222	24
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	120,683	95,876	(24,807)
SAVINGS PLAN	16,090	12,289	(3,801)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	68,384	41,959	(26,425)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,527,291</b>	<b>\$1,453,142</b>	<b>(\$74,150)</b>
<b>OPEB CONTRIBUTION</b>	<b>116,704</b>	<b>124,132</b>	<b>7,428</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>116,704</b>	<b>116,704</b>
<b>OTHER BENEFITS</b>	<b>179,562</b>	<b>179,997</b>	<b>435</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,823,558</b>	<b>\$1,873,975</b>	<b>\$50,417</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$5,405,426</b>	<b>\$5,169,000</b>	<b>(\$236,425)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**FINANCIAL AND ACCOUNTING SERVICES DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$3,000	\$1,996	(\$1,004)
9182	TRAVEL	26,000	12,794	(13,206)
	TOTAL	29,000	14,790	(14,210)
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	6,000	589	(5,411)
	TOTAL	6,000	589	(5,411)
	<b>BANK SERVICES</b>			
9753	BANK CHARGES - STATE STREET	200,000	191,072	(8,928)
	TOTAL	200,000	191,072	(8,928)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	7,000	7,747	747
9962	REGISTRATION FEES	7,000	5,568	(1,433)
9963	EDUCATIONAL MATERIALS	2,000	2,398	398
	TOTAL	16,000	15,712	(288)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	2,000	626	(1,374)
	TOTAL	2,000	626	(1,374)
	<b>GRAND TOTAL</b>	<b>\$253,000</b>	<b>\$222,790</b>	<b>(\$30,210)</b>

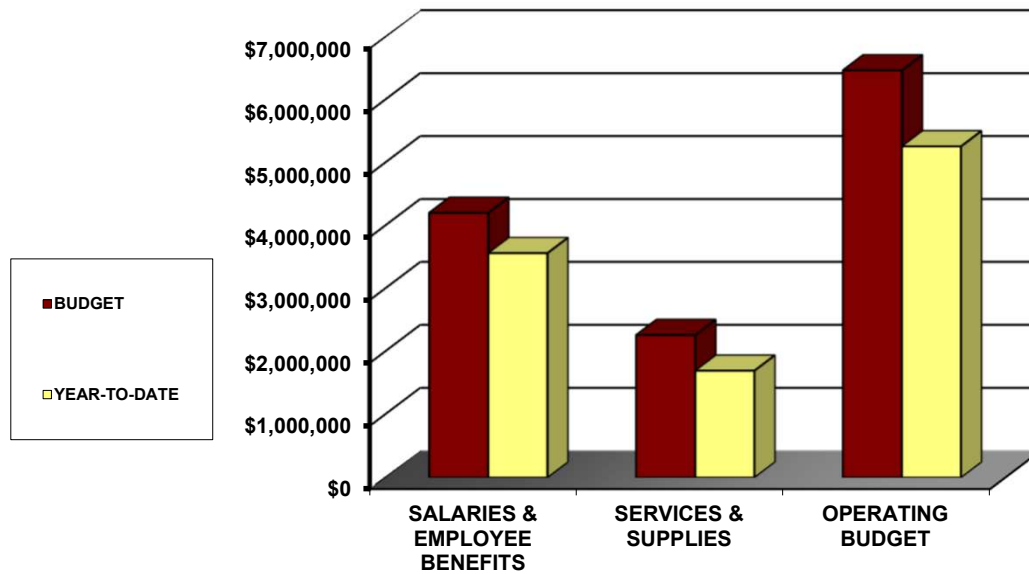
\*All amounts rounded to the nearest dollar.

# HUMAN RESOURCES

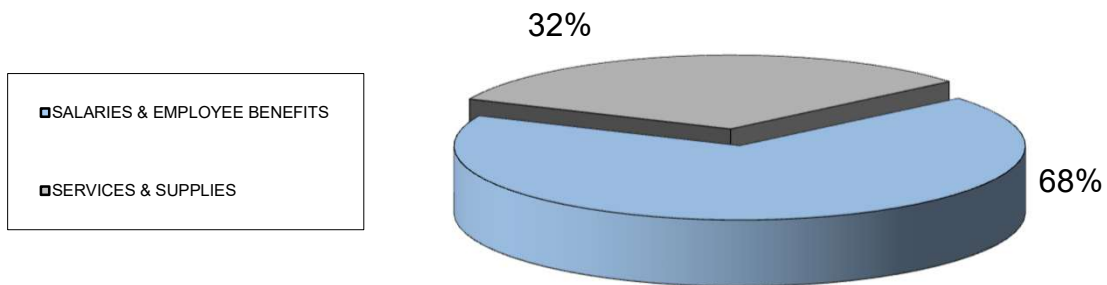
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$4,206,103	\$3,564,920	(\$641,183)
SERVICES & SUPPLIES	\$2,264,000	\$1,696,357	(\$567,643)
<b>OPERATING BUDGET</b>	<b>\$6,470,103</b>	<b>\$5,261,277</b>	<b>(\$1,208,826)</b>

Budgeted Positions 21  
Filled Positions 18



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**HUMAN RESOURCES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$2,267,708	\$1,868,671	(\$399,037)
AGENCY TEMPORARY	50,500	9,930	(40,570)
LACERA INTERN PROGRAM	336,000	284,372	(51,628)
STIPENDS	0	0	0
OVERTIME	6,500	2,901	(3,599)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	1,700	0	(1,700)
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$2,662,408</b>	<b>\$2,165,873</b>	<b>(\$496,535)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	424,530	457,694	33,164
FICA CONTRIBUTION	32,882	29,401	(3,480)
COUNTY SUBSIDY - INSURANCE	291,356	158,724	(132,632)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	90,708	54,640	(36,068)
SAVINGS PLAN	90,708	60,538	(30,170)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	385,510	315,759	(69,751)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,315,694</b>	<b>\$1,076,756</b>	<b>(\$238,938)</b>
<b>OPEB CONTRIBUTION</b>	<b>89,813</b>	<b>95,530</b>	<b>5,716</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>89,813</b>	<b>89,813</b>
<b>OTHER BENEFITS</b>	<b>138,187</b>	<b>136,947</b>	<b>(1,240)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,543,695</b>	<b>\$1,399,047</b>	<b>(\$144,648)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$4,206,103</b>	<b>\$3,564,920</b>	<b>(\$641,183)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**HUMAN RESOURCES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$1,200	\$577	(\$623)
9182	TRAVEL	15,000	11,823	(3,177)
	TOTAL	16,200	12,400	(3,800)
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	3,000	2,551	(449)
	TOTAL	3,000	2,551	(449)
	<b>PARKING FEES</b>			
9491	GATEWAY PLAZA	515,000	552,228	37,228
9492	MUSIC CENTER	2,000	0	(2,000)
	TOTAL	517,000	552,228	35,228
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9504	PAYROLL SERVICES	125,000	131,164	6,164
9510	FINGERPRINTING SERVICES	3,500	4,652	1,152
9512	PAYROLL ENV, DUPLICATE W2'S - AUD	300	345	45
9513	PERSONNEL SRVCS - HUMAN RESOURCES	62,000	81,246	19,246
9547	HUMAN RESOURCES CONSULTING	250,000	112,362	(137,638)
9694	BACKGROUND CHECKS	3,000	8,290	5,290
9700	OHS PHYSICALS	1,000	0	(1,000)
9711	REQUEST FOR ACCOMMODATIONS	35,000	21,926	(13,074)
9718	LEAVE CASE MANAGEMENT PROGRAM	47,500	20,274	(27,226)
9721	ORGANIZATIONAL PROGRAMS	50,000	0	(50,000)
	TOTAL	577,300	380,259	(197,041)
	<b>COMPUTER SERVICES &amp; SUPPORT</b>			
9838	MISC SOFTWARE PACKAGES	150,000	81,311	(68,689)
	TOTAL	150,000	81,311	(68,689)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	9,000	11,058	2,058
9962	REGISTRATION FEES	37,000	41,605	4,605
9963	EDUCATIONAL MATERIALS	6,000	2,495	(3,505)
9966	DEPARTMENTAL TRAINING	420,000	146,273	(273,727)
9967	TUITION REIMBURSEMENT PROGRAM	75,000	62,694	(12,306)
9968	MOU TRAINING ALLOCATION	100,000	71,587	(28,413)
9969	MENTORING PROGRAM	50,000	33,350	(16,650)
9970	FORUM/SUMMIT	22,000	0	(22,000)
	TOTAL	719,000	369,062	(349,938)

FISCAL YEAR 2024-2025

HUMAN RESOURCES

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
<b>MISCELLANEOUS</b>				
9981	RECRUITMENT	\$250,000	\$275,399	\$25,399
9986	MISCELLANEOUS	1,500	1,610	110
9989	WEB DAY	5,000	4,995	(5)
9991	MANAGEMENT OFFSITE	25,000	16,542	(8,458)
TOTAL		281,500	298,546	17,046
<b>GRAND TOTAL</b>		<b>\$2,264,000</b>	<b>\$1,696,357</b>	<b>(\$567,643)</b>

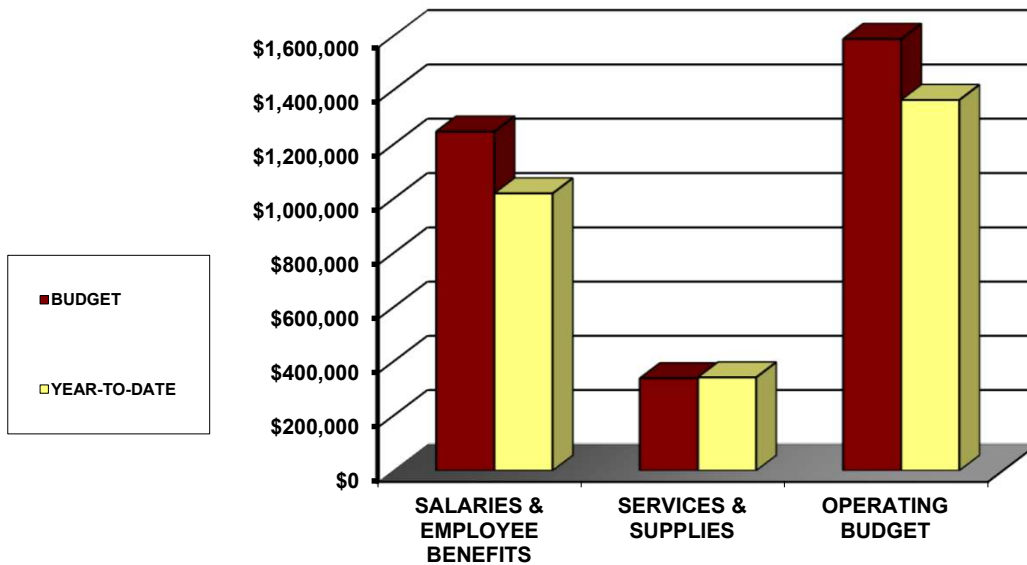
\*All amounts rounded to the nearest dollar.

# INFORMATION SECURITY OFFICE

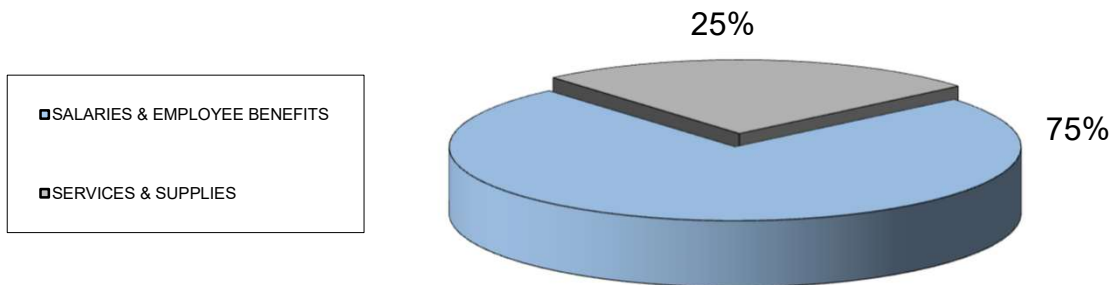
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$1,250,129	\$1,022,245	(\$227,884)
SERVICES & SUPPLIES	\$340,700	\$343,990	\$3,290
<b>OPERATING BUDGET</b>	<b>\$1,590,829</b>	<b>\$1,366,235</b>	<b>(\$224,594)</b>

Budgeted Positions 5  
Filled Positions 5



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**INFORMATION SECURITY OFFICE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$660,598	\$361,140	(\$299,458)
AGENCY TEMPORARY	302,000	388,228	86,228
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	0	0	0
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	0	0	0
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$962,598</b>	<b>\$749,368</b>	<b>(\$213,230)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	46,384	79,879	33,495
FICA CONTRIBUTION	9,579	5,338	(4,240)
COUNTY SUBSIDY - INSURANCE	0	28,976	28,976
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	26,424	10,935	(15,489)
SAVINGS PLAN	26,424	5,336	(21,088)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	112,302	48,527	(63,775)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$221,113</b>	<b>\$178,991</b>	<b>(\$42,122)</b>
<b>OPEB CONTRIBUTION</b>	<b>26,163</b>	<b>27,829</b>	<b>1,666</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>26,163</b>	<b>26,163</b>
<b>OTHER BENEFITS</b>	<b>40,255</b>	<b>39,894</b>	<b>(361)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$287,531</b>	<b>\$272,877</b>	<b>(\$14,654)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$1,250,129</b>	<b>\$1,022,245</b>	<b>(\$227,884)</b>

\*All amounts rounded to the nearest dollar.



**FISCAL YEAR 2024-2025**

**INFORMATION SECURITY OFFICE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$2,200	\$49	(\$2,151)
9182	TRAVEL	14,000	36	(13,964)
	TOTAL	16,200	85	(16,115)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9714	SECURITY ASSESSMENT & MONITORING	108,000	144,828	36,828
9725	SOFTWARE SUBSCRIPTION SERVICES	189,500	194,986	5,486
	TOTAL	297,500	339,813	42,313
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	15,000	0	(15,000)
9962	REGISTRATION FEES	12,000	4,092	(7,908)
	TOTAL	27,000	4,092	(22,908)
	<b>GRAND TOTAL</b>	<b>\$340,700</b>	<b>\$343,990</b>	<b>\$3,290</b>

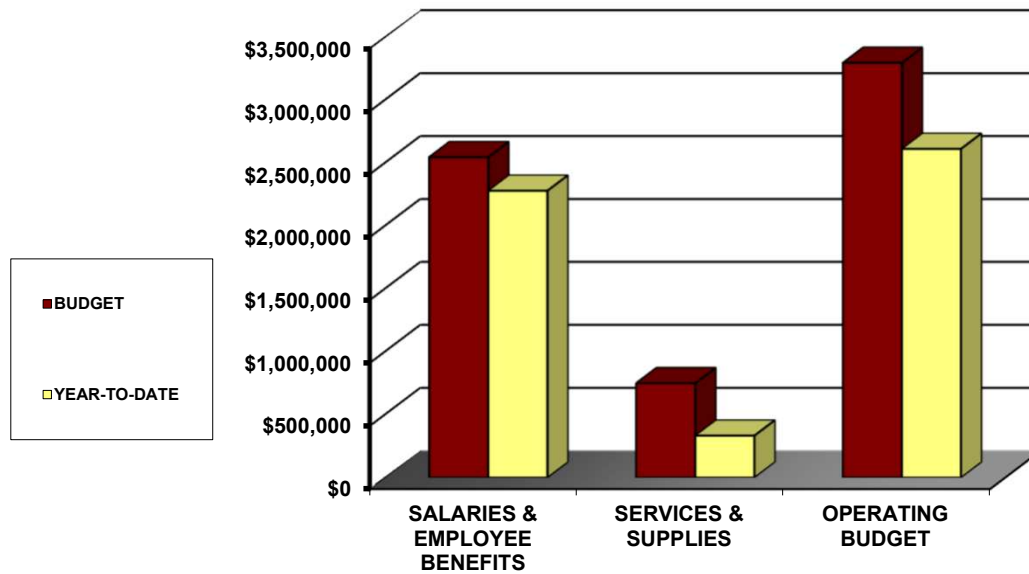
\*All amounts rounded to the nearest dollar.

# INTERNAL AUDIT SERVICES

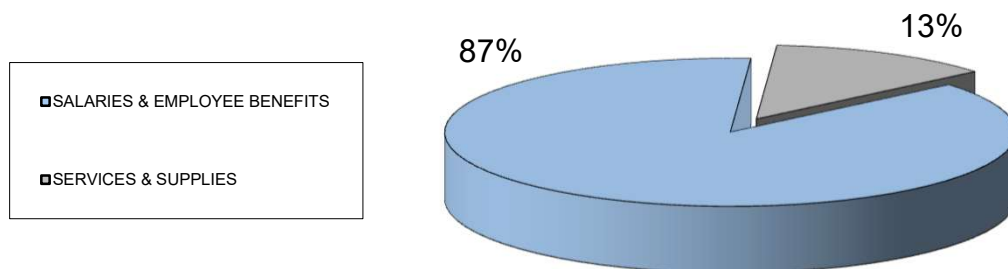
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$2,545,098	\$2,278,602	(\$266,496)
SERVICES & SUPPLIES	\$749,200	\$332,544	(\$416,656)
<b>OPERATING BUDGET</b>	<b>\$3,294,298</b>	<b>\$2,611,146</b>	<b>(\$683,152)</b>

Budgeted Positions 11  
Filled Positions 10



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**INTERNAL AUDIT SERVICES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,557,081	\$1,353,729	(\$203,351)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	5,500	775	(4,725)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	1,500	0	(1,500)
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,564,081</b>	<b>\$1,354,504</b>	<b>(\$209,576)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	290,743	324,117	33,374
FICA CONTRIBUTION	22,578	21,279	(1,298)
COUNTY SUBSIDY - INSURANCE	114,524	66,410	(48,114)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	143	0	(143)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	7,207	0	(7,207)
THRIFT PLAN / HORIZONS	62,283	40,372	(21,912)
SAVINGS PLAN	62,283	50,982	(11,302)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	264,704	199,642	(65,062)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$824,465</b>	<b>\$702,802</b>	<b>(\$121,663)</b>
<b>OPEB CONTRIBUTION</b>	<b>61,669</b>	<b>65,593</b>	<b>3,925</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>61,669</b>	<b>61,669</b>
<b>OTHER BENEFITS</b>	<b>94,884</b>	<b>94,033</b>	<b>(851)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$981,017</b>	<b>\$924,097</b>	<b>(\$56,920)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$2,545,098</b>	<b>\$2,278,602</b>	<b>(\$266,496)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**INTERNAL AUDIT SERVICES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$2,000	\$1,471	(\$529)
9182	TRAVEL	15,000	11,611	(3,389)
	TOTAL	17,000	13,081	(3,919)
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	1,200	199	(1,001)
	TOTAL	1,200	199	(1,001)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9541	AUDITS	650,000	265,858	(384,142)
9702	AUDIT COMMITTEE CONSULTANT	50,000	27,466	(22,534)
	TOTAL	700,000	293,324	(406,676)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	8,000	9,556	1,556
9962	REGISTRATION FEES	20,000	15,139	(4,861)
9963	EDUCATIONAL MATERIALS	2,500	734	(1,766)
	TOTAL	30,500	25,428	(5,072)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	500	512	12
	TOTAL	500	512	12
	<b>GRAND TOTAL</b>	<b>\$749,200</b>	<b>\$332,544</b>	<b>(\$416,656)</b>

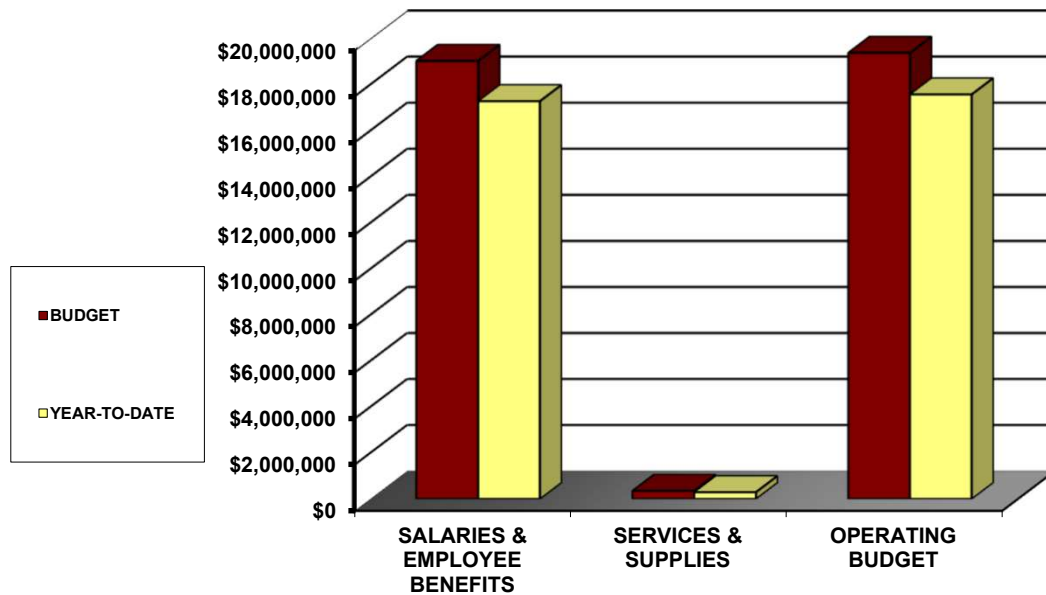
\*All amounts rounded to the nearest dollar.

# INVESTMENT OFFICE

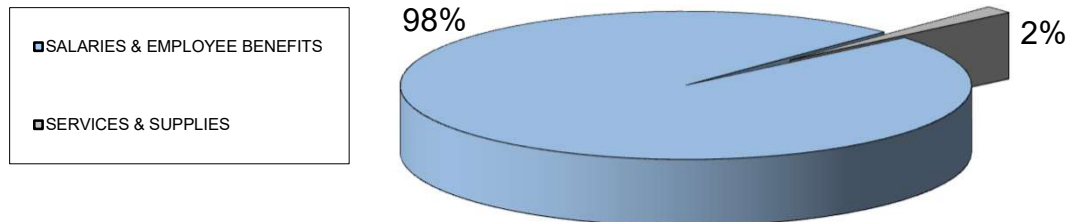
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$19,027,772	\$17,280,160	(\$1,747,612)
SERVICES & SUPPLIES	\$349,500	\$294,132	(\$55,368)
<b>OPERATING BUDGET</b>	<b>\$19,377,272</b>	<b>\$17,574,292</b>	<b>(\$1,802,980)</b>

Budgeted Positions 46  
Filled Positions 38



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**INVESTMENT OFFICE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$11,643,125	\$10,619,869	(\$1,023,256)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	800	31	(769)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	14,400	14,400	0
RIDESHARE ALLOWANCE	5,000	0	(5,000)
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$11,663,325</b>	<b>\$10,634,300</b>	<b>(\$1,029,025)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	2,318,234	1,936,524	(381,711)
FICA CONTRIBUTION	168,825	175,771	6,946
COUNTY SUBSIDY - INSURANCE	795,993	491,642	(304,351)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	465,725	292,949	(172,776)
SAVINGS PLAN	465,725	352,630	(113,095)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	1,979,331	1,741,697	(237,634)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$6,193,834</b>	<b>\$4,991,213</b>	<b>(\$1,202,621)</b>
<b>OPEB CONTRIBUTION</b>	<b>461,125</b>	<b>490,397</b>	<b>29,272</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>461,125</b>	<b>461,125</b>
<b>OTHER BENEFITS</b>	<b>709,489</b>	<b>703,125</b>	<b>(6,363)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$7,364,447</b>	<b>\$6,645,860</b>	<b>(\$718,587)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$19,027,772</b>	<b>\$17,280,160</b>	<b>(\$1,747,612)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**INVESTMENT OFFICE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$33,000	\$19,559	(\$13,441)
9182	TRAVEL	186,000	133,339	(52,661)
	TOTAL	219,000	152,898	(66,102)
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	3,500	17	(3,483)
	TOTAL	3,500	17	(3,483)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	85,000	72,028	(12,972)
9962	REGISTRATION FEES	20,000	30,438	10,438
9963	EDUCATIONAL MATERIALS	20,000	35,263	15,263
	TOTAL	125,000	137,730	12,730
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	2,000	3,487	1,487
	TOTAL	2,000	3,487	1,487
	<b>GRAND TOTAL</b>	<b>\$349,500</b>	<b>\$294,132</b>	<b>(\$55,368)</b>

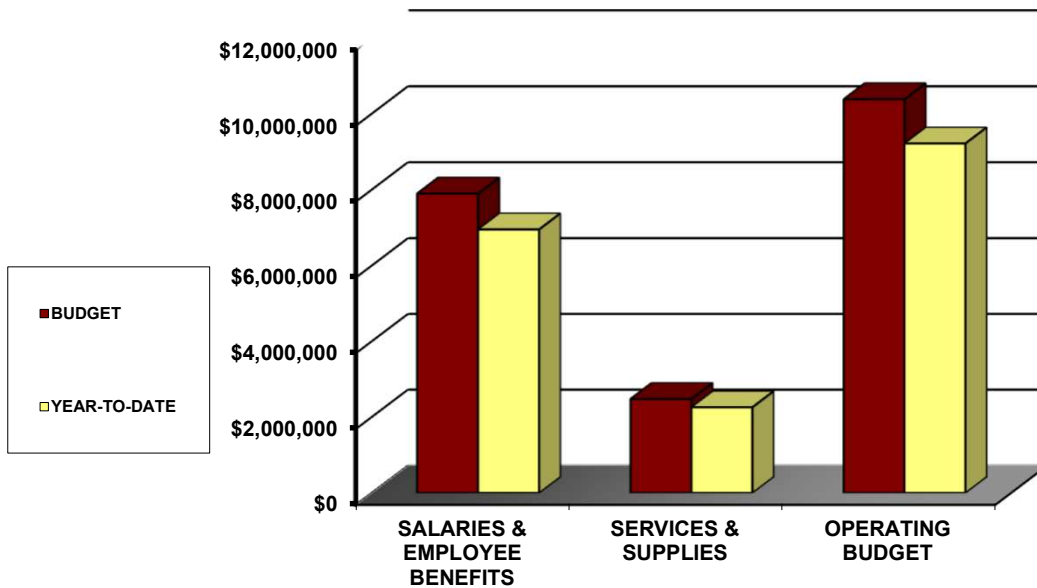
\*All amounts rounded to the nearest dollar.

# LEGAL SERVICES

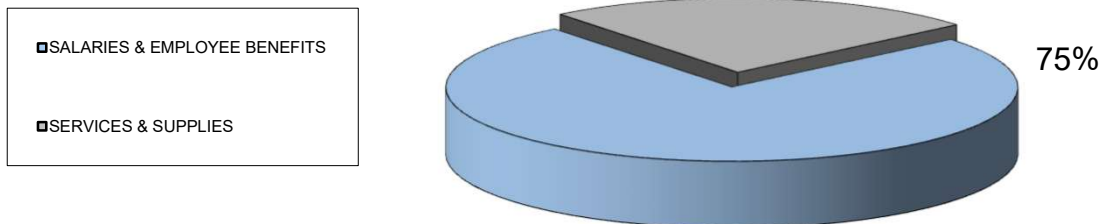
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$7,904,049	\$6,958,873	(\$945,176)
SERVICES & SUPPLIES	\$2,483,200	\$2,264,093	(\$219,107)
<b>OPERATING BUDGET</b>	<b>\$10,387,249</b>	<b>\$9,222,966</b>	<b>(\$1,164,283)</b>

Budgeted Positions 28  
Filled Positions 20



### Total Expenditures by Category





**FISCAL YEAR 2024-2025**

**LEGAL SERVICES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$4,767,153	\$4,012,384	(\$754,768)
AGENCY TEMPORARY	116,700	131,689	14,989
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	20,300	26,177	5,877
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	2,500	0	(2,500)
SICKLEAVE BUYBACK	0	0	0
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$4,906,653</b>	<b>\$4,170,251</b>	<b>(\$736,402)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	779,465	872,970	93,505
FICA CONTRIBUTION	69,124	64,433	(4,691)
COUNTY SUBSIDY - INSURANCE	477,719	308,117	(169,602)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	190,686	117,005	(73,682)
SAVINGS PLAN	190,686	140,653	(50,033)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	810,416	607,930	(202,486)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$2,518,096</b>	<b>\$2,111,108</b>	<b>(\$406,988)</b>
<b>OPEB CONTRIBUTION</b>	<b>188,805</b>	<b>200,821</b>	<b>12,017</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>188,805</b>	<b>188,805</b>
<b>OTHER BENEFITS</b>	<b>290,496</b>	<b>287,888</b>	<b>(2,608)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$2,997,396</b>	<b>\$2,788,622</b>	<b>(\$208,774)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$7,904,049</b>	<b>\$6,958,873</b>	<b>(\$945,176)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**LEGAL SERVICES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>AUTO EXPENSES</b>			
9102	AUTO MAINTENANCE/REPAIR	\$3,000	\$1,990	(\$1,010)
9103	GAS	2,000	1,453	(547)
9105	LICENSE FEES	400	238	(162)
	<b>TOTAL</b>	<b>5,400</b>	<b>3,681</b>	<b>(1,719)</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	6,000	2,668	(3,332)
9182	TRAVEL	35,000	14,063	(20,937)
	<b>TOTAL</b>	<b>41,000</b>	<b>16,731</b>	<b>(24,269)</b>
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	7,500	2,794	(4,706)
	<b>TOTAL</b>	<b>7,500</b>	<b>2,794</b>	<b>(4,706)</b>
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9673	PHOTOCOPIES OF DOCUMENTS	300	25,897	25,597
	<b>TOTAL</b>	<b>300</b>	<b>25,897</b>	<b>25,597</b>
	<b>LEGAL FEES AND SERVICES</b>			
9771	ATTORNEY FEES AWARDS/SETTLEMENTS	40,000	46,973	6,973
9772	OUTSIDE LEGAL COUNSEL	2,200,000	2,039,507	(160,493)
9777	LITIGATION SUPPORT	50,000	0	(50,000)
	<b>TOTAL</b>	<b>2,290,000</b>	<b>2,086,480</b>	<b>(203,520)</b>
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	20,000	25,073	5,073
9962	REGISTRATION FEES	30,000	8,483	(21,517)
9963	EDUCATIONAL MATERIALS	85,000	94,572	9,572
	<b>TOTAL</b>	<b>135,000</b>	<b>128,128</b>	<b>(6,872)</b>
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	4,000	382	(3,618)
	<b>TOTAL</b>	<b>4,000</b>	<b>382</b>	<b>(3,618)</b>
	<b>GRAND TOTAL</b>	<b>\$2,483,200</b>	<b>\$2,264,093</b>	<b>(\$219,107)</b>

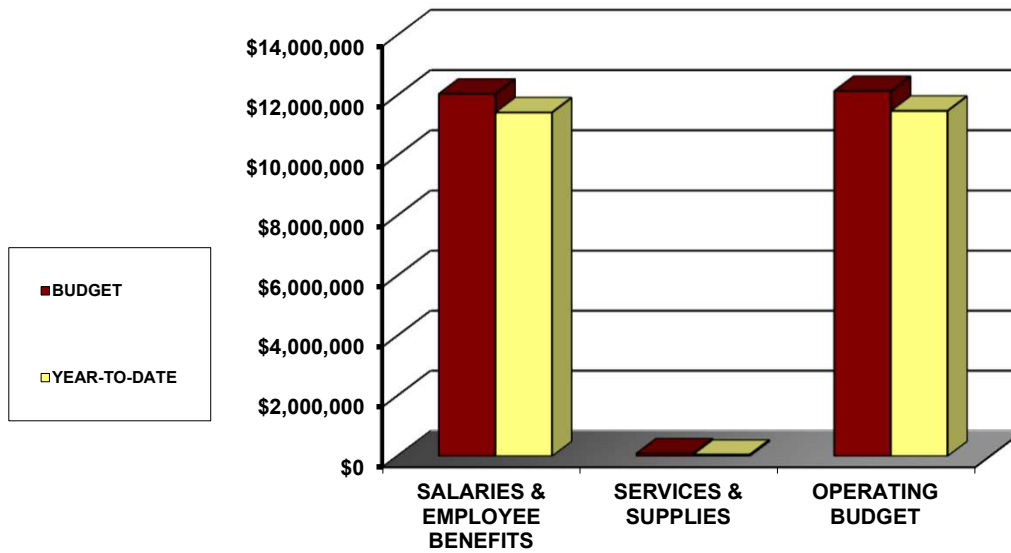
\*All amounts rounded to the nearest dollar.

## MEMBER SERVICES

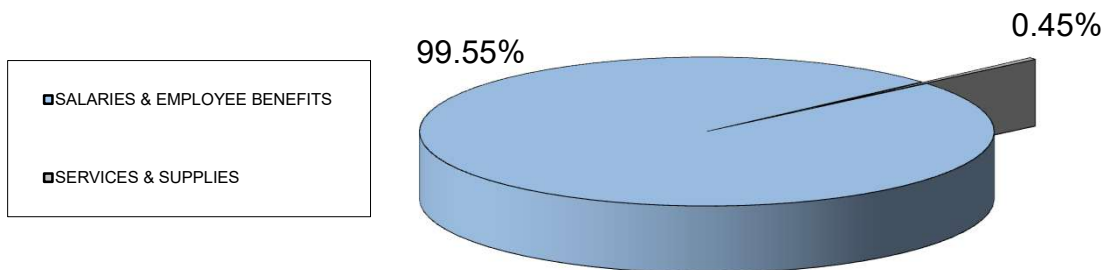
### BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$12,062,576	\$11,442,576	(\$620,000)
SERVICES & SUPPLIES	\$94,500	\$52,173	(\$42,327)
<b>OPERATING BUDGET</b>	<b>\$12,157,076</b>	<b>\$11,494,749</b>	<b>(\$662,327)</b>

Budgeted Positions 79  
Filled Positions 79



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**MEMBER SERVICES**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$6,674,163	\$6,671,896	(\$2,266)
AGENCY TEMPORARY	295,800	69,479	(226,321)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	384,900	231,271	(153,629)
BILINGUAL BONUS	16,800	9,600	(7,200)
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	10,000	0	(10,000)
SICKLEAVE BUYBACK	15,000	23,948	8,948
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$7,396,663</b>	<b>\$7,006,194</b>	<b>(\$390,469)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,341,173	1,526,398	185,225
FICA CONTRIBUTION	96,775	104,681	7,906
COUNTY SUBSIDY - INSURANCE	183,369	62,929	(120,440)
OPTIONS PLAN	1,730,680	1,344,008	(386,672)
LIFE INSURANCE	6,785	6,333	(452)
HEALTH INSURANCE TEMPS	198,891	98,372	(100,519)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	266,967	226,243	(40,724)
SAVINGS PLAN	26,692	20,070	(6,622)
PENSION SAVINGS PLAN	30,120	7,220	(22,900)
MEGAFLEX	113,441	85,330	(28,111)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$3,994,893</b>	<b>\$3,481,584</b>	<b>(\$513,309)</b>
<b>OPEB CONTRIBUTION</b>	<b>264,326</b>	<b>281,156</b>	<b>16,829</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>264,326</b>	<b>264,326</b>
<b>OTHER BENEFITS</b>	<b>406,694</b>	<b>409,316</b>	<b>2,622</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$4,665,913</b>	<b>\$4,436,382</b>	<b>(\$229,531)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$12,062,576</b>	<b>\$11,442,576</b>	<b>(\$620,000)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**MEMBER SERVICES**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$4,300	\$6,250	\$1,950
9182	TRAVEL	19,000	22,824	3,824
	TOTAL	23,300	29,075	5,775
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	10,000	3,182	(6,818)
	TOTAL	10,000	3,182	(6,818)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9673	PHOTOCOPIES OF DOCUMENTS	6,500	0	(6,500)
	TOTAL	6,500	0	(6,500)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	1,000	0	(1,000)
9962	REGISTRATION FEES	51,000	16,856	(34,144)
9963	EDUCATIONAL MATERIALS	200	0	(200)
	TOTAL	52,200	16,856	(35,344)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	1,500	1,310	(190)
9992	FACILITIES RENTAL	1,000	1,750	750
	TOTAL	2,500	3,060	560
	<b>GRAND TOTAL</b>	<b>\$94,500</b>	<b>\$52,173</b>	<b>(\$42,327)</b>

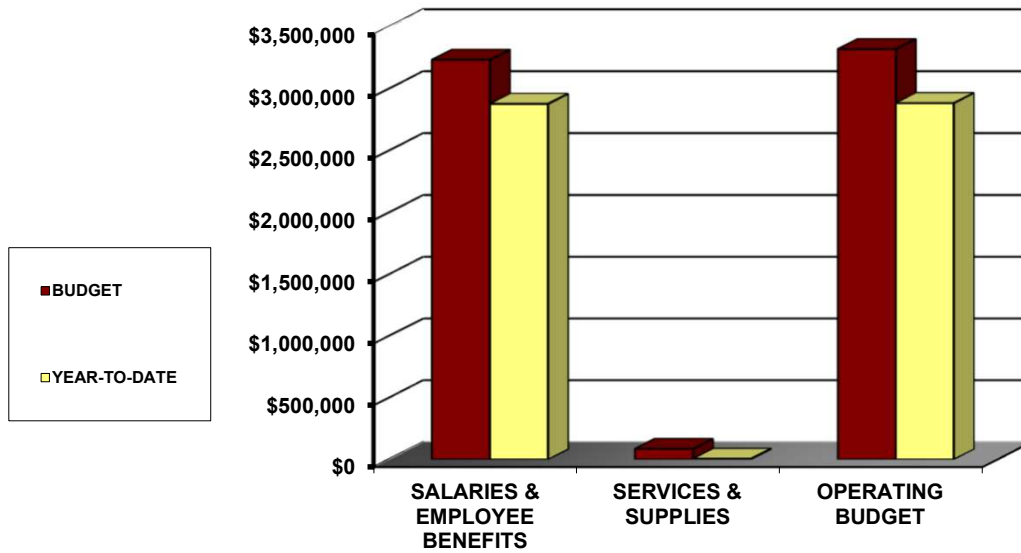
\*All amounts rounded to the nearest dollar.

# QUALITY ASSURANCE

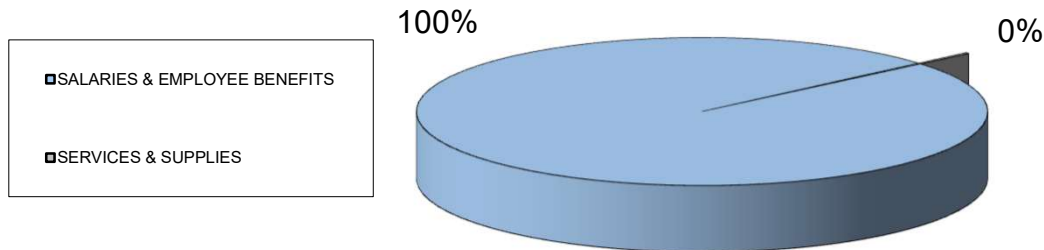
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$3,234,172	\$2,878,289	(\$355,883)
SERVICES & SUPPLIES	\$86,100	\$6,012	(\$80,088)
<b>OPERATING BUDGET</b>	<b>\$3,320,272</b>	<b>\$2,884,301</b>	<b>(\$435,971)</b>

Budgeted Positions 19  
Filled Positions 13



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**QUALITY ASSURANCE**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$1,965,306	\$1,663,210	(\$302,096)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	11,900	0	(11,900)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	2,200	0	(2,200)
SICKLEAVE BUYBACK	1,000	0	(1,000)
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$1,980,406</b>	<b>\$1,663,210</b>	<b>(\$317,196)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	400,140	418,337	18,196
FICA CONTRIBUTION	28,497	27,060	(1,437)
COUNTY SUBSIDY - INSURANCE	129,156	95,063	(34,093)
OPTIONS PLAN	24,205	13,084	(11,121)
LIFE INSURANCE	244	218	(25)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	78,612	57,166	(21,447)
SAVINGS PLAN	75,298	57,994	(17,304)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	320,017	266,846	(53,172)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$1,056,170</b>	<b>\$935,767</b>	<b>(\$120,403)</b>
<b>OPEB CONTRIBUTION</b>	<b>77,837</b>	<b>82,789</b>	<b>4,953</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>77,837</b>	<b>77,837</b>
<b>OTHER BENEFITS</b>	<b>119,760</b>	<b>118,686</b>	<b>(1,074)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$1,253,766</b>	<b>\$1,215,079</b>	<b>(\$38,687)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$3,234,172</b>	<b>\$2,878,289</b>	<b>(\$355,883)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**QUALITY ASSURANCE**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$1,200	\$411	(\$789)
9182	TRAVEL	8,400	1,481	(6,919)
	TOTAL	9,600	1,892	(7,708)
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	1,000	205	(795)
	TOTAL	1,000	205	(795)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9715	COST EFFECTIVE MANAGEMENT (CEM)	59,000	0	(59,000)
	TOTAL	59,000	0	(59,000)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	6,000	2,125	(3,875)
9962	REGISTRATION FEES	10,000	1,150	(8,850)
9963	EDUCATIONAL MATERIALS	300	640	340
	TOTAL	16,300	3,915	(12,385)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	200	0	(200)
	TOTAL	200	0	(200)
	<b>GRAND TOTAL</b>	<b>\$86,100</b>	<b>\$6,012</b>	<b>(\$80,088)</b>

\*All amounts rounded to the nearest dollar.

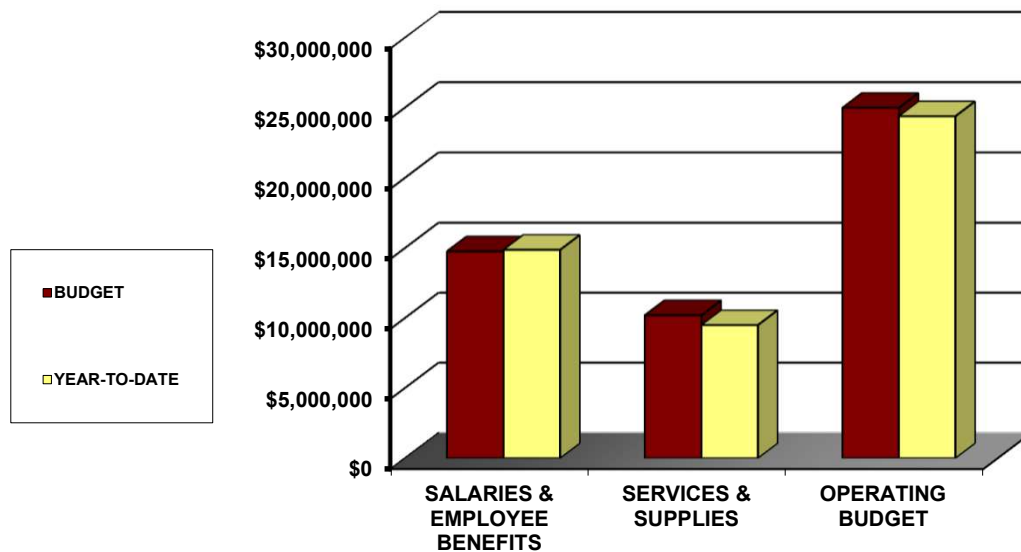


## SYSTEMS DIVISION

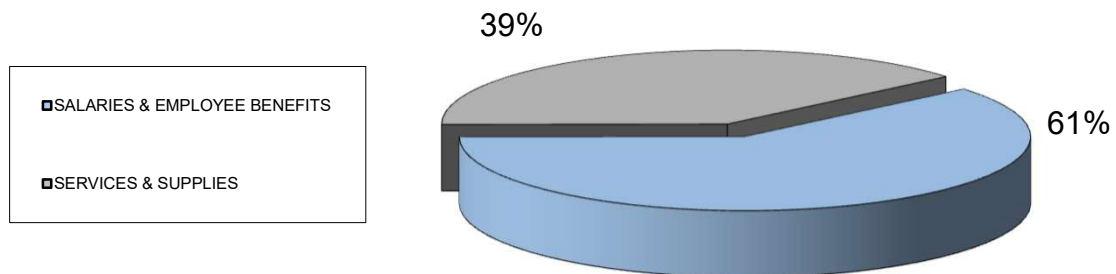
### BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$14,784,573	\$14,888,435	\$103,862
SERVICES & SUPPLIES	\$10,217,400	\$9,510,667	(\$706,733)
<b>OPERATING BUDGET</b>	<b>\$25,001,973</b>	<b>\$24,399,102</b>	<b>(\$602,871)</b>

Budgeted Positions      62  
Filled Positions         43



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**SYSTEMS DIVISION**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$7,720,737	\$7,086,737	(\$634,000)
AGENCY TEMPORARY	2,140,100	2,909,452	769,352
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	229,200	137,318	(91,882)
BILINGUAL BONUS	0	0	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	7,200	7,200	0
RIDESHARE ALLOWANCE	8,900	0	(8,900)
SICKLEAVE BUYBACK	12,000	24,658	12,658
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$10,118,137</b>	<b>\$10,165,366</b>	<b>\$47,229</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,456,029	1,623,264	167,235
FICA CONTRIBUTION	111,951	113,761	1,810
COUNTY SUBSIDY - INSURANCE	405,824	283,252	(122,572)
OPTIONS PLAN	459,901	412,601	(47,300)
LIFE INSURANCE	2,762	2,738	(23)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	308,829	242,893	(65,936)
SAVINGS PLAN	217,738	175,371	(42,367)
PENSION SAVINGS PLAN	1,753	0	(1,753)
MEGAFLEX	925,384	771,270	(154,114)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$3,890,171</b>	<b>\$3,625,150</b>	<b>(\$265,021)</b>
<b>OPEB CONTRIBUTION</b>	<b>305,784</b>	<b>325,243</b>	<b>19,459</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>305,784</b>	<b>305,784</b>
<b>OTHER BENEFITS</b>	<b>470,481</b>	<b>466,892</b>	<b>(3,589)</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$4,666,436</b>	<b>\$4,723,069</b>	<b>\$56,633</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$14,784,573</b>	<b>\$14,888,435</b>	<b>\$103,862</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**SYSTEMS DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>COMMUNICATIONS</b>			
9121	MOBILE DEVICES SERVICE & EQUIPMENT	\$145,000	\$142,420	(\$2,580)
9124	ENTERPRISE INTERNET CONNECTION	100,000	61,442	(38,558)
9125	TELEPHONE CONNECTION	130,000	62,384	(67,616)
9133	TELEPHONE SYSTEM SUPPLIES & MODIFICATIONS	10,000	0	(10,000)
9135	TELEPHONE SYSTEM MAINTENANCE	5,000	495	(4,505)
	TOTAL	390,000	266,741	(123,259)
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	3,000	8,404	5,404
9182	TRAVEL	50,000	39,585	(10,415)
	TOTAL	53,000	47,988	(5,012)
	<b>POSTAGE</b>			
9208	MONTHLY RETIREE CHECK MAILING	450,000	557,366	107,366
	TOTAL	450,000	557,366	107,366
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	15,000	15,606	606
9332	COMPUTER MONITORS	30,000	59,673	29,673
9336	COMPUTER PRINTER	10,000	10,171	171
9344	COMPUTER ACCESSORIES	15,000	41,850	26,850
9345	COMPUTER PERIPHERALS	30,000	41,045	11,045
9347	STORAGE MEDIA	5,000	5,686	686
9348	BOARD MEMBER TECH SUPPORT	50,000	47,875	(2,125)
9354	REMOTE WORKFORCE EQUIPMENT	250,000	729,938	479,938
	TOTAL	405,000	951,843	546,843
	<b>EQUIPMENT MAINTENANCE</b>			
9411	AUDIOVISUAL MAINTENANCE	40,000	30,628	(9,372)
9412	KEY CARD SECURITY SYSTEM (DAS)	50,000	52,405	2,405
9414	LAN HARDWARE MAINTENANCE	75,000	73,462	(1,538)
9419	ON-SITE PRINTER MAINTENANCE	10,000	28,422	18,422
9424	EQUIP MAINT - UPS - SERVER ROOM	70,000	20,741	(49,259)
9436	EQUIP MAINT - AIR CONDITIONING	30,000	30,642	642
9438	AUDIOVISUAL ENHANCEMENTS	125,000	118,325	(6,675)
9439	SURVEILLANCE SYSTEM	2,500	2,046	(454)
9442	FIRE SUPPRESSION SYSTEM	2,500	0	(2,500)
9443	GENERATOR SYSTEM	20,000	5,306	(14,694)
	TOTAL	425,000	361,977	(63,023)

**FISCAL YEAR 2024-2025**

**SYSTEMS DIVISION**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9502	EDP CHARGES - ISD	\$180,800	\$207,604	\$26,804
9509	AUDITOR CONTROLLER - PAYROLL SERVICES	110,000	177,976	67,976
9574	KNOWLEDGE & DOC MGMT PROJECTS	225,000	195,750	(29,250)
9680	IRON MOUNTAIN MEDIA STORAGE	30,000	43,787	13,787
9681	RETIREE PAYROLL PRINTING	180,000	208,472	28,472
9717	CLOUD MIGRATION	225,000	55,515	(169,485)
9722	MAINFRAME SERVICES	125,000	116,216	(8,784)
	<b>TOTAL</b>	<b>1,075,800</b>	<b>1,005,319</b>	<b>(70,481)</b>
	<b>COMPUTER SERVICES &amp; SUPPORT</b>			
9831	LAN SOFTWARE & LIC - NEW	100,000	36,111	(63,889)
9832	LAN SOFTWARE & LIC - EXISTING	1,450,000	1,720,325	270,325
9833	MAINFRAME SOFTWARE & LIC - EXISTING	1,200,000	993,312	(206,688)
9843	LAN NETWORK HARDWARE - NEW	92,100	158,476	66,376
9879	CO-LOCATION	30,000	79,643	49,643
9882	BOARDROOM OPERATION MGMT SYSTEMS (I & II)	80,000	50,914	(29,086)
9923	PUBLIC BROADCAST AND/OR STREAMING	30,000	0	(30,000)
9932	DIVISIONAL SOFTWARE - NEW	876,000	351,194	(524,806)
9933	DIVISIONAL SOFTWARE - EXISTING	733,000	622,390	(110,610)
9934	ENTERPRISE SOFTWARE - NEW	1,670,000	940,653	(729,347)
9935	ENTERPRISE SOFTWARE - EXISTING	1,089,000	1,309,636	220,636
	<b>TOTAL</b>	<b>7,350,100</b>	<b>6,262,655</b>	<b>(1,087,445)</b>
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	1,500	1,567	67
9962	REGISTRATION FEES	60,000	49,617	(10,383)
9963	EDUCATIONAL MATERIALS	5,000	4,011	(989)
	<b>TOTAL</b>	<b>66,500</b>	<b>55,195</b>	<b>(11,305)</b>
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	2,000	1,582	(418)
	<b>TOTAL</b>	<b>2,000</b>	<b>1,582</b>	<b>(418)</b>
	<b>GRAND TOTAL</b>	<b>\$10,217,400</b>	<b>\$9,510,667</b>	<b>(\$706,733)</b>

\*All amounts rounded to the nearest dollar.

# APPENDIX B

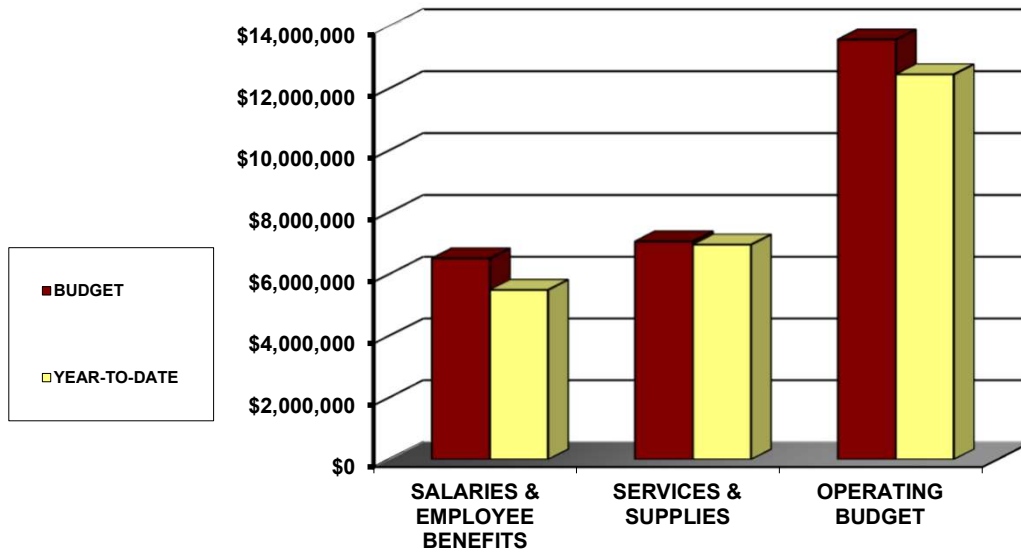
**FISCAL YEAR 2024-2025  
RETIREE HEALTHCARE BENEFITS PROGRAM  
BUDGET CONTROL REPORT  
BASED ON EXPENDITURES AS OF  
JUNE 30, 2025**

# RETIREE HEALTHCARE BENEFITS PROGRAM

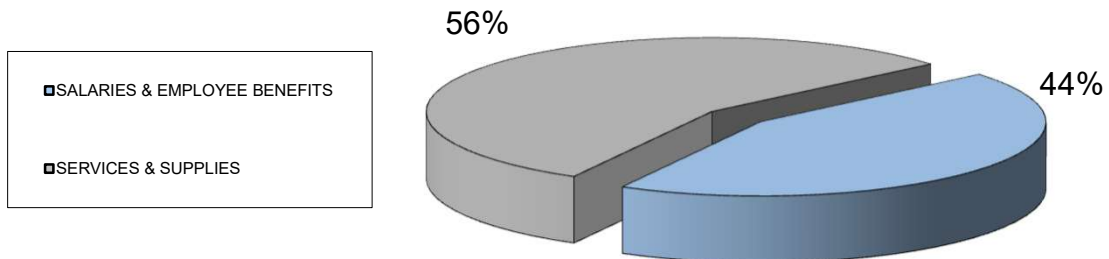
## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$6,519,686	\$5,498,837	(\$1,020,849)
SERVICES & SUPPLIES	\$7,069,334	\$6,965,594	(\$103,740)
<b>OPERATING BUDGET</b>	<b>\$13,589,020</b>	<b>\$12,464,431</b>	<b>(\$1,124,589)</b>

Budgeted Positions 37  
Filled Positions 34



### Total Expenditures by Category



**FISCAL YEAR 2024-2025**

**RETIREE HEALTH CARE BENEFITS PROGRAM**

**SUMMARY OF SALARIES AND EMPLOYEE BENEFITS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>SALARIES &amp; OTHER PAYS</b>			
PERMANENT / COUNTY TEMPORARY	\$3,322,077	\$3,292,781	(\$29,296)
AGENCY TEMPORARY	71,100	71,603	503
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	138,900	75,490	(63,410)
BILINGUAL BONUS	3,600	3,600	0
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	3,600	0	(3,600)
SICKLEAVE BUYBACK	10,000	62,539	52,539
RESERVE FOR REMUNERATION	0	0	0
<b>TOTAL SALARIES &amp; OTHER PAYS</b>	<b>\$3,549,277</b>	<b>\$3,506,013</b>	<b>(\$43,264)</b>
<b>VARIABLE BENEFITS</b>			
RETIREMENT	1,544,003	783,469	(760,534)
FICA CONTRIBUTION	48,170	45,071	(3,099)
COUNTY SUBSIDY - INSURANCE	66,649	33,193	(33,456)
OPTIONS PLAN	726,160	610,176	(115,984)
LIFE INSURANCE	2,951	3,398	447
HEALTH INSURANCE TEMPS	132,594	12,162	(120,431)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	132,883	98,530	(34,353)
SAVINGS PLAN	31,476	23,849	(7,628)
PENSION SAVINGS PLAN	20,179	1,101	(19,078)
MEGAFLEX	133,775	110,282	(23,492)
<b>TOTAL VARIABLE BENEFITS</b>	<b>\$2,838,839</b>	<b>\$1,721,230</b>	<b>(\$1,117,609)</b>
<b>OPEB CONTRIBUTION</b>	<b>131,570</b>	<b>140,024</b>	<b>8,454</b>
<b>ADDITIONAL OPEB CONTRIBUTION</b>	<b>0</b>	<b>131,570</b>	<b>131,570</b>
<b>OTHER BENEFITS</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>\$2,970,409</b>	<b>\$1,992,824</b>	<b>(\$977,585)</b>
<b>TOTAL SALARIES &amp; EMPLOYEE BENEFITS</b>	<b>\$6,519,686</b>	<b>\$5,498,837</b>	<b>(\$1,020,849)</b>

\*All amounts rounded to the nearest dollar.

**FISCAL YEAR 2024-2025**

**RETIREE HEALTH CARE BENEFITS PROGRAM**

**DETAIL OF SERVICES AND SUPPLIES ACCOUNTS  
BASED ON EXPENDITURES AS OF JUNE 30, 2025**

		<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
	<b>TRANSPORTATION AND TRAVEL</b>			
9181	TRANSPORTATION	\$1,500	\$1,379	(\$121)
9182	TRAVEL	24,700	16,517	(8,183)
	TOTAL	26,200	17,897	(8,303)
	<b>POSTAGE</b>			
9212	SPECIAL RETIREE MAILINGS	325,000	360,049	35,049
	TOTAL	325,000	360,049	35,049
	<b>OFFICE SUPPLIES AND EQUIPMENT</b>			
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	621	(4,379)
	TOTAL	5,000	621	(4,379)
	<b>OPERATIONAL COSTS</b>			
9482	RENT	217,600	217,535	(65)
9483	DEPARTMENTAL OVERHEAD	5,025,934	4,900,227	(125,708)
	TOTAL	5,243,534	5,117,762	(125,772)
	<b>PROFESSIONAL AND SPECIALIZED SERVICES</b>			
9541	AUDITS	123,000	189,035	66,035
9545	HEALTH CARE CONSULTING	762,000	745,899	(16,101)
9674	MEMBER VERIFICATION	90,000	0	(90,000)
9573	OPEB VALUATION	404,000	503,439.50	99,440
	TOTAL	1,379,000	1,438,373	59,373
	<b>BANK SERVICES</b>			
9753	BANK CHARGES - STATE STREET	21,500	19,389	(2,111)
	TOTAL	21,500	19,389	(2,111)
	<b>LEGAL FEES AND SERVICES</b>			
9772	OUTSIDE LEGAL COUNSEL	50,000	0	(50,000)
	TOTAL	50,000	0	(50,000)
	<b>EDUCATIONAL EXPENSES</b>			
9961	MEMBERSHIPS	3,500	3,000	(500)
9962	REGISTRATION FEES	15,000	8,483	(6,517)
9963	EDUCATIONAL MATERIALS	300	0	(300)
	TOTAL	18,800	11,483	(7,317)
	<b>MISCELLANEOUS</b>			
9986	MISCELLANEOUS	300	20	(280)
	TOTAL	300	20	(280)
	<b>GRAND TOTAL</b>	<b>\$7,069,334</b>	<b>\$6,965,594</b>	<b>(\$103,740)</b>

\*All amounts rounded to the nearest dollar.



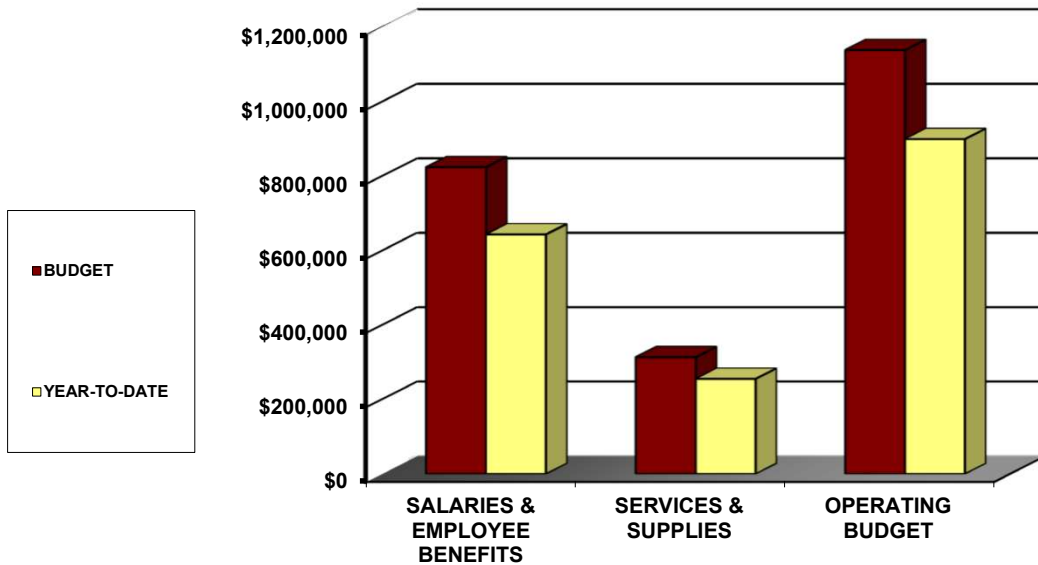
# APPENDIX C

**FISCAL YEAR 2024-2025  
OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST  
BUDGET CONTROL REPORT  
BASED ON EXPENDITURES AS OF  
JUNE 30, 2025**

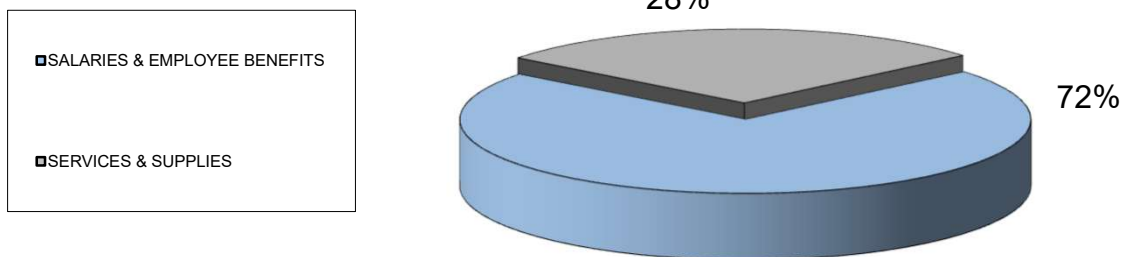
# OTHER POST-EMPLOYMENT BENEFITS TRUST

## BUDGET CONTROL REPORT - FISCAL YEAR 2024-2025 BASED ON EXPENDITURES AS OF JUNE 30, 2025

<u>CATEGORY</u>	<u>BUDGET</u>	<u>YEAR-TO-DATE</u>	<u>OVER / (UNDER) BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$825,111	\$644,417	(\$180,694)
SERVICES & SUPPLIES	\$314,357	\$256,100	(\$58,257)
<b>OPERATING BUDGET</b>	<b>\$1,139,468</b>	<b>\$900,517</b>	<b>(\$238,952)</b>




### Total Expenditures by Category



**FOR INFORMATION ONLY**

November 14, 2025

TO: Trustees – Board of Retirement

FROM: Jean J. Kim   
Senior Staff Counsel

DATE: Board of Retirement Meeting of December 3, 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 a pensionability determination:

1. Helicopter Mechanic In-Flight Maintenance Pay (Item No. 341)
2. Deputy Probation Officer Recruitment Incentive Pay (Item No. 560)

As these pay items have been modified, staff has reviewed them 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 determination is 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. Helicopter Mechanic In-Flight Maintenance Pay (Item No. 341)**

The Helicopter Mechanic In-Flight Maintenance Pay (Item No. 341) was created to provide a higher rate of compensation in recognition of the particular in-flight maintenance duties performed by certain individuals employed in certain classifications (Helicopter Mechanic, Senior Helicopter Mechanic, Helicopter Maintenance Inspector, Chief, Helicopter Maintenance).

The original pensionability determination for this item was as follows:

- (1) Determined to qualify as compensation earnable for legacy members because it is paid to all similarly situated members in the same grade or class and it is paid based on the “average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate of pay” in accordance with Cal. Govt. Code §31461(a).
- (2) Determined to qualify as pensionable compensation for PEPRA members because it is paid to all similarly situated employees for work during regular working hours pursuant to publicly available pay schedules in accordance with Cal. Govt. Code §7522.34(a).

This pay item is now being revised to extend eligibility to an additional classification, Supervising Helicopter Mechanic (Item no. 7495). Since the only change has been to extend eligibility to an additional classification, there is no impact on the original pensionability analysis. Therefore, the revised pay item remains pensionable for both legacy members and PEPRA members.

### **2. Deputy Probation Officer Recruitment Incentive Pay (Item No. 560)**

The Deputy Probation Officer Recruitment Incentive Pay (Item No. 560) was created to provide a recruiting incentive for hiring new Deputy Probation Officers by offering a one-time payment for anyone hired as Deputy Probation Officer I on or after January 1, 2025 through December 31, 2026.

The original pensionability determination for this item was as follows:

- (1) Determined to not qualify as compensation earnable for legacy members because it is a one-time payment that would not be paid to all similarly situated members in the same grade or class, since not all employees in the relevant classification would be eligible. Therefore, it is excluded under Cal. Govt. Code §31461(b)(1)(B).
- (2) Determined to not qualify as pensionable compensation for PEPRA members because it is a one-time payment, excluded under Cal. Govt. Code §7522.34(c)(3) and it is a bonus paid in addition to the normal rate of base pay under Cal. Govt. Code §7522.34(c)(10).

This pay item is now being revised to extend eligibility to additional classifications: Deputy Probation Officer II and Supervising Deputy Probation Officers, hired on or after October 1, 2025. Since the only change has been to extend eligibility to additional classifications, there is no impact on the original pensionability analysis. Therefore, the revised pay item remains not pensionable for both legacy members and PEPRA members.

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



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Steven P. Rice  
Chief Counsel

JJK/ss  
Attachments

# Attachment A

Revised Pay Codes reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)			
Pay Event Code	Pay Event Title	Pay Event Description	Original Analysis (BOR Date)
INCLUDED under Sections 31461 and 7522.34			
341	HELICOPTER MECHANIC IN-FLIGHT MAINTENANCE	<p>This pay event is being revised to <b>extend eligibility to an additional non-represented classification as a result of the amendment to County Code Section 6.10.150E</b>. The changes to the Code are <u><b>underlined and bolded</b></u> below:</p> <p>Any person employed on a permanent, full-time basis as Chief, Helicopter Maintenance (Item No. 7498) who is assigned to perform "in-flight" maintenance check shall be compensated at a rate two schedules (5.6468 percent) higher than that established for their positions in Section 6.28.050 of this code. <u><b>Effective November 21, 2023, this provision shall also apply to persons employed on a permanent, full-time basis as Supervising Helicopter Mechanic (Item No. 7495).</b></u></p>	6/13/2019
EXCLUDED under Sections 31461 and 7522.34			
560	DEPUTY PROBATION OFFICER RECRUITMENT INCENTIVE	<p>This pay event is being <b>revised to extend eligibility to additional classifications in the Probation Department as a result of the Chief Executive Officer's October 7, 2025, authorization.</b></p> <p>On December 17, 2024, the Board of Supervisors (BOS) declared a local emergency over the potential closure of Los Padrinos Juvenile Hall. The Board's motion included approval of a financial incentive to mitigate the Probation Department's critical vacancies and recruitment challenges. In accordance with County Code Section 6.10.150C, to assist in addressing the staffing emergency in the Probation Department, the Chief Executive Office (CEO) approved the incentive bonus on December 31, 2024, for new Deputy Probation Officer Is. <b>On October 7, 2025, the CEO extended eligibility for the incentive to new Deputy Probation Officer IIs and Supervising Deputy Probation Officers.</b></p> <p>The recruitment incentive of \$24,000 is payable to external lateral candidates appointed to Deputy Probation Officer I (DPO I) from January 1, 2025, through December 31, 2026.</p> <p><b>For external lateral candidates hired into the following classifications on or after October 1, 2025, the incentive amounts are as follows:</b></p> <ul style="list-style-type: none"> <li>• \$36,000 for Deputy Probation Officer II (DPO II)</li> <li>• \$48,000 for Supervising Deputy Probation Officer (SDPO)</li> </ul>	9/3/2025
(Continued on next page)			

<div>Revised Pay Codes</div> <div>reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)</div>			
Pay Event Code	Pay Event Title	Pay Event Description	Original Analysis (BOR Date)
		(Continued from previous page)	
		<p>The terms of the incentives are as follows:</p> <ul style="list-style-type: none"> <li>• Lateral candidates must have successfully completed a California POST or STC certified P.C. 832 Arrest and Control course, STC certified Probation Officer Core course, AND be currently employed on a full-time basis in the classification of Deputy Probation Officer or comparable classification by a California County Probation Department.</li> <li>• Must possess one year or more of successful work experience as a Deputy Probation Officer.</li> <li>• Must leave previously held California BSCC certified Peace Officer employment in good standing.</li> <li>• Must continue to be employed with the Los Angeles County Probation Department as a DPO I, <b>DPO II</b>, or <b>SDPO</b> at the end of the commitment term.</li> <li>• Must work 1,000 hours during each six-month bonus period at a facility that houses youth (note that DPOs can be hired at LPJH, SYTF, or a Camp).</li> </ul>	
560	DEPUTY PROBATION OFFICER RECRUITMENT INCENTIVE	<ul style="list-style-type: none"> <li>• In alignment with previous hourly bonus incentives, a requirement of a minimum of 1,000 hours must be worked in a client supervisory role providing direct supervision to youth in an institutional setting for each incentive period.</li> <li>• The bonus periods will begin with the initial hire date and will end every six (6) months/1,000 hours later, for a total of four (4) payments over 24 months. <ul style="list-style-type: none"> <li>• If the 1,000 hours are not met within each 6-month period, the calculation of hours restarts beginning the next new term period and they will not be eligible/will lose the bonus for that period.</li> </ul> </li> <li>• Payment will be made after each bonus period calculations are completed and verified.</li> <li>• Lateral employees must be in good standing within the Los Angeles County Probation Department at the time of payment, with no formal discipline pending or issued.</li> </ul> <p><b>The recruitment incentives will remain for the duration of the period deemed necessary by the Chief Executive Office, based on the identified severe workforce shortage.</b></p>	9/3/2025



# **Attachment B**

Original Analysis of Pay Code 341 (Reviewed by BOR on 6/13/2019)

Attachment: Newly Created or Newly Revised Codes reviewed under Section 31461 and 7522.34					
Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
INCLUDED under Section 31461 and 7522.34					
341	IN-FLIGHT BONUS	<p>This additional compensation is for all full-time permanent employees in the following classifications:</p> <p>Helicopter Mechanic (Item No. 7492)</p> <p>Senior Helicopter Mechanic (Item No. 7494)</p> <p>Helicopter Maintenance Inspector (Item No. 7496)</p> <p>Eligible employees who are assigned to, and regularly perform "in-flight" maintenance check for the Fire and Sheriff's Department, shall receive additional compensation of 5.5%, which is 22 standard salary schedules (5.6468%).</p>	(a)	(a)	<p>All designated classifications make or inspect repairs on airframes, engines, and other components of helicopters owned and operated by the County. Each designated classification must possess an airframe and power plant mechanic's certificate and/or license issued by the Federal Aviation Administration.</p> <p>This additional compensation applies to all similarly situated employee classification assigned to regularly perform "in-flight" maintenance checks in either Sheriff's or Fire Department air operation, it is paid based on the "average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate of pay," and is included as "compensation earnable" under 31461(a).</p> <p>This additional compensation applies to all similarly situated employee classification assigned to regularly perform "in-flight" maintenance checks in either Sheriff's or Fire Department air operations, for work during normal working hours with pay rates found on the public pay schedule, and is included as "pensionable compensation" under 7522.34(a).</p>


Original Analysis of Pay Code 560 (Reviewed by BOR on 9/3/2025)

Attachment: Newly Created Pay Codes reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)					
Pay Event Code	Pay Event Title	Pay Event Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
Newly Created and EXCLUDED under Sections 31461 and 7522.34					
TBD	DEPUTY PROBATION OFFICER RECRUITMENT INCENTIVE	<p>This pay event is being revised to provide a recruitment incentive to newly hired Deputy Probation Officers as a result of the December 17, 2024, Board of Supervisors (BOS) motion.</p> <p>The BOS motion declared a local emergency over the potential closure of Los Padrinos Juvenile Hall. The motion included approval of a financial incentive to mitigate the Probation Department’s critical vacancies and recruitment challenges. In accordance with County Code Section 6.10.150C, to assist in addressing the staffing emergency in the Probation Department, the Chief Executive Office (CEO) approved the incentive bonus on December 31, 2024.</p> <p>The recruitment incentive of \$24,000 is payable to external lateral candidates appointed to Deputy Probation Officer I (DPO I) from January 1, 2025, through December 31, 2026. The terms of the incentive are as follows:</p> <ul style="list-style-type: none"><li>• Lateral candidates must have successfully completed a California POST or STC certified P.C. 832 Arrest and Control course, STC certified Probation Officer Core course, AND be currently employed on a full-time basis in the classification of Deputy Probation Officer or comparable classification by a California County Probation Department.</li><li>• Must possess one year or more of successful work experience as a Deputy Probation Officer.</li><li>• Must leave previously held California BSCC certified Peace Officer employment in good standing.</li><li>• Must continue to be employed with the Los Angeles County Probation Department as a DPO I at the end of the commitment term.</li><li>• Must work 1,000 hours during each six-month bonus period at a facility that houses youth (note that DPOs can be hired at LPJH, SYTF, or a Camp).</li><li>• In alignment with previous hourly bonus incentives, a requirement of a minimum of 1,000 hours must be worked in a client supervisory role providing direct supervision to youth in an institutional setting for each incentive period.</li><li>• The bonus periods will begin with the initial hire date and will end every six (6) months/1,000 hours later, for a total of four (4) payments over 24 months.<ul style="list-style-type: none"><li>• If the 1,000 hours are not met within each 6-month period, the calculation of hours restarts beginning the next new term period and they will not be eligible/will lose the bonus for that period.</li></ul></li><li>• Payment will be made after each bonus period calculations are completed and verified.</li><li>• Lateral employees must be in good standing within the Los Angeles County Probation Department at the time of payment, with no formal discipline pending or issued.</li></ul>	(b)(1)(B)	(c)(3) (c)(10)	<p>The recruitment incentive is a one-time payment in the amount of \$24,000 made to a new Deputy Probation Officer I (DPO I) hired on or after January 1, 2025, through December 31, 2026, who meets certain eligibility requirements. This bonus will be paid in four increments over a 24-month period.</p> <p>Employees appointed to DPO I outside the hiring window are not eligible for the recruitment incentive. Thus, this payment constitutes a one-time payment that is not made to all similarly situated members in the member’s grade or class pursuant to Section 31461(b)(1)(B). The recommendation is to EXCLUDE this payment from compensation earnable for LEGACY members.</p> <p>This payment is a one-time payment under Section 7522.34(c)(3) and a bonus paid in addition to the normal rate of base pay under (c)(10). It is a form of compensation that is inconsistent with the requirements of pensionable compensation. The recommendation is to EXCLUDE this payment from pensionable compensation for PEPRA members.</p>

**FOR INFORMATION ONLY**

November 14, 2025

**TO:** Each Trustee  
Board of Retirement

**FROM:** Ricki Contreras   
Administrative Services Division Manager

Elsy Gutierrez   
Supervising Administrative Assistant II

**FOR:** December 3, 2025, Board of Retirement Meeting

**SUBJECT: Contract Activity Report – October 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 October 2025.

Category	Total	Approximate Dollar Amount
New Contracts	7	\$753,887.00
Renewals	4	\$85,388.00
Amendments	3	\$53,473.00
Extensions	1	\$15,000.00
<b>Total</b>	<b>15</b>	<b>\$907,748.00</b>

Attachment

EG: eg

C:

Luis Lugo, Acting Chief Executive Officer  
JJ Popowich, 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: October 2025

Vendor	Division	Type	Term (Months)	New/Renewals	Total Contract Value
Goldcal DBA Goldsrd**	Internal Audit	Consulting Services Agreement	36	N	\$100,000.00
Horne LLP**	Internal Audit	Consulting Services Agreement	36	N	\$100,000.00
Armanino Advisory LLC**	Internal Audit	Consulting Services Agreement	36	N	\$100,000.00
Simpson & Simpson LLP**	Internal Audit	Consulting Services Agreement	36	N	\$100,000.00
West Group*	Legal	West Library Plan Subscription	60	N	\$53,904.00
Insight Global Master Service Agreement	Member Services	Temporary Staff and Professional Services Agreement	60	N	\$0.00
Softchoice Corporation	Systems	Software Support Agreement	12	N	\$299,983.00
Onsolve LLC*	Administrative Services	Software License Agreement	12	R	\$30,630.00
Zoom Communications, Inc.*	Member Services	Software License Agreement	12	R	\$28,800.00
The Drala Project Inc.*	Systems	Software Support Agreement	12	R	\$16,238.00
Trident Services*	Systems	Software License Agreement	12	R	\$9,720.00
<b>Total</b>					<b>\$839,275.00</b>

Vendor	Division	Type	Term (Months)	Amendment/Extension	Total Contract Value
Euna Solutions, Inc.	Systems	Consulting Services Agreement	12	A	\$25,000.00
Softchoice	Systems	Software License Agreement	36	A	\$27,690.00
Postman	Systems	Software License Agreement	12	A	\$783.00
Englander Knabe Allen and Associates LLC**	Executive Office	Consulting Services Agreement	4	E	\$15,000.00
<b>Total</b>					<b>\$68,473.00</b>

#### Legend

\*Sole Source Procurements

\*\* Contract executed by Business Owner and approved by ACRE Committee on June 26, 2025

**FOR INFORMATION ONLY**

November 20, 2025

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Ted Granger   
Chief Financial Officer

FOR: December 3, 2025 Board of Retirement Meeting  
December 10, 2025 Board of Investments Meeting

**SUBJECT: MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – OCTOBER 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 October 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:



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Luis A. Lugo  
Acting Chief Executive Officer

TG/JT/EW/AC/SE/gj

**Attachments**

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

**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2025 - 2026**  
**OCTOBER 2025**

Attendee Purpose of Travel - Location			Event Dates	Travel Status
<b>Nancy Durazo</b>				
A	1	Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA	07/23/2025 - 07/25/2025	Attended
V	-	Edu - National University: Ethics (Weekly Course) - VIRTUAL	08/04/2025 - 10/14/2025	Attended
	-	Edu - National University: Public Admin, Urban Planning, Redevelopment (Weekly Course) - VIRTUAL	09/02/2025 - 10/02/2025	Attended
<b>Mike Gatto</b>				
B	-	Edu - iGlobal Forum 28th Real Estate Private Equity Summit: West - Los Angeles CA	09/25/2025 - 09/25/2025	Attended
<b>Elizabeth Ginsberg</b>				
A	1	Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA	07/23/2025 - 07/25/2025	Attended
<b>Patrick Jones</b>				
A	1	Edu - Goldman Sachs the Garland Summit: Enduring Legacy - New York City NY	10/29/2025 - 10/30/2025	Attended
B	-	Edu - 2025 The Investment Diversity Exchange (TIDE) Spark - Dana Point CA	07/09/2025 - 07/10/2025	Attended
	-	Edu - Locust Point Capital INC Business Dinner - Los Angeles CA	08/07/2025 - 08/07/2025	Attended
<b>Shawn Kehoe</b>				
V	-	Edu - 2025 CALAPRS Trustee Round Table - VIRTUAL	10/03/2025 - 10/03/2025	Attended
<b>Aleen Langton</b>				
A	1	Edu - IFEBP: Public Plan Trustees Institute – Level I - Chicago IL	07/15/2025 - 07/16/2025	Attended
B	-	Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA	09/19/2025 - 09/19/2025	Attended
	-	Edu - iGlobal Forum 28th Real Estate Private Equity Summit: West - Los Angeles CA	09/25/2025 - 09/25/2025	Attended
	-	Edu - NAIC Amplify Alts Forum 2025 - Los Angeles CA	10/01/2025 - 10/01/2025	Attended
V	-	Edu - Wharton Asset Allocation Program (Weekly Course) - VIRTUAL	08/01/2025 - 10/01/2025	Attended
	-	Edu - 2025 CALAPRS Trustee Round Table - VIRTUAL	10/03/2025 - 10/03/2025	Attended
<b>Debbie Martin</b>				
A	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA	07/13/2025 - 07/16/2025	Attended
<b>Alma Martinez</b>				
V	-	Edu - Wharton Asset and Portfolio Management Certificate Program (Weekly Course) - VIRTUAL	07/01/2025 - 09/30/2025	Attended
	-	Edu - Wharton Executive Education - Investment Products (Weekly Course) - VIRTUAL	07/01/2025 - 09/30/2025	Attended
	-	Edu - Harvard Business School - Alternative Investments (Weekly Course) - VIRTUAL	08/13/2025 - 09/17/2025	Attended

**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2025 - 2026**  
**OCTOBER 2025**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
<b>Nicole Mi</b>			
A	1 Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA	07/13/2025 - 07/16/2025	Attended
	2 Edu - 2nd Annual AAPI LEAD Summit - Atlanta GA	07/23/2025 - 07/25/2025	Attended
B	- Edu - 2025 The Investment Diversity Exchange (TIDE) Spark - Dana Point CA	07/09/2025 - 07/10/2025	Attended
	- Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA	09/19/2025 - 09/19/2025	Attended
X	- Edu - AAAIM Elevate 2025 - New York City NY	09/29/2025 - 10/01/2025	Canceled

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

V - Virtual Event

X - Canceled events for which expenses have been incurred.



**FOR INFORMATION ONLY**

November 20, 2025

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Ted Granger   
Chief Financial Officer

FOR: December 3, 2025 Board of Retirement Meeting  
December 10, 2025 Board of Investments Meeting

SUBJECT: **FY 2025-2026 1ST QUARTER TRUSTEE TRAVEL & EDUCATION  
EXPENDITURE REPORTS**

Attached for your review:

- (1) Trustee Travel & Education Expenditure Report which includes expenses for events between July 1, 2025 and September 30, 2025 excluding Board and Committee Meetings.
- (2) Board and Committee Meetings Expenditure Report for accumulated expenses for events between July 1, 2025 and September 30, 2025.
- (3) The Trustee Cancellation & Credit Expenditures Report which includes credits and expenses associated with trip cancellations for FY 2021-2022, FY 2024-2025 and FY 2025-2026.

REVIEWED AND APPROVED:



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Luis A. Lugo  
Acting Chief Executive Officer

TG/JT/EW/AC/SA/gj

**Attachments**

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

**1ST QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2026  
FOR EVENTS DURING JULY 2025 - SEPTEMBER 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Nancy Durazo</b>													
A	1 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA - 07/23/2025 - 07/25/2025	Attended	\$10,448.37	\$8,000.00	\$775.76	\$1,672.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Nancy Durazo:</b>			\$10,448.37	\$8,000.00	\$775.76	\$1,672.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Mike Gatto</b>													
B	- Edu - iGlobal Forum 28th Real Estate Private Equity Summit: West - Los Angeles CA - 09/25/2025 - 09/25/2025	Attended	\$548.84	\$499.00	\$0.00	\$0.00	\$0.00	\$49.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Mike Gatto:</b>			\$548.84	\$499.00	\$0.00	\$0.00	\$0.00	\$49.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Elizabeth Ginsberg</b>													
A	1 Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA - 07/23/2025 - 07/25/2025	Attended	\$9,667.49	\$7,500.00	\$915.32	\$792.36	\$82.81	\$0.00	\$0.00	\$150.00	\$0.00	\$227.00	\$0.00
<b>Totals for Elizabeth Ginsberg:</b>			\$9,667.49	\$7,500.00	\$915.32	\$792.36	\$82.81	\$0.00	\$0.00	\$150.00	\$0.00	\$227.00	\$0.00
<b>Patrick Jones</b>													
B	- Edu - 2025 The Investment Diversity Exchange (TIDE) Spark - Dana Point CA - 07/09/2025 - 07/10/2025	Attended	\$2,293.12	\$399.00	\$1,539.40	\$0.00	\$0.00	\$83.72	\$0.00	\$104.00	\$0.00	\$167.00	\$0.00
	- Edu - Locust Point Capital INC Business Dinner - Los Angeles CA - 08/07/2025 - 08/07/2025	Attended	\$109.68	\$0.00	\$0.00	\$0.00	\$109.68	\$0.00	\$0.00	\$0.00	\$109.68	\$0.00	\$0.00
<b>Totals for Patrick Jones:</b>			\$2,402.80	\$399.00	\$1,539.40	\$0.00	\$109.68	\$83.72	\$0.00	\$104.00	\$109.68	\$167.00	\$0.00

**1ST QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2026  
FOR EVENTS DURING JULY 2025 - SEPTEMBER 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Aleen Langton</b>													
A	1 Edu - IFEBP: Public Plan Trustees Institute – Level I - Chicago IL - 07/15/2025 - 07/16/2025	Attended	\$4,317.08	\$1,400.00	\$933.36	\$1,423.37	\$90.85	\$46.34	\$0.00	\$245.16	\$0.00	\$178.00	\$0.00
B	- Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA - 09/19/2025 - 09/19/2025	Attended	\$461.83	\$0.00	\$274.39	\$0.00	\$0.00	\$76.44	\$0.00	\$42.00	\$0.00	\$69.00	\$0.00
	- Edu - iGlobal Forum 28th Real Estate Private Equity Summit: West - Los Angeles CA - 09/25/2025 - 09/25/2025	Attended	\$661.68	\$209.00	\$317.22	\$0.00	\$0.00	\$22.96	\$0.00	\$71.50	\$0.00	\$41.00	\$0.00
<b>Totals for Aleen Langton:</b>			\$5,440.59	\$1,609.00	\$1,524.97	\$1,423.37	\$90.85	\$145.74	\$0.00	\$358.66	\$0.00	\$288.00	\$0.00
<b>Debbie Martin</b>													
A	1 Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA - 07/13/2025 - 07/16/2025	Attended	\$5,935.65	\$3,105.00	\$1,997.13	\$527.96	\$107.56	\$0.00	\$0.00	\$0.00	\$0.00	\$198.00	\$0.00
<b>Totals for Debbie Martin:</b>			\$5,935.65	\$3,105.00	\$1,997.13	\$527.96	\$107.56	\$0.00	\$0.00	\$0.00	\$0.00	\$198.00	\$0.00
<b>Alma Martinez</b>													
V	- Edu - Wharton Asset and Portfolio Management Certificate Program (Weekly Course) - VIRTUAL - 07/01/2025 - 09/30/2025	Attended	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - Wharton Executive Education - Investment Products (Weekly Course) - VIRTUAL - 07/01/2025 - 09/30/2025	Attended	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - Harvard Business School - Alternative Investments (Weekly Course) - VIRTUAL - 08/13/2025 - 09/17/2025	Attended	\$1,850.00	\$1,850.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Alma Martinez:</b>			\$5,850.00	\$5,850.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

**1ST QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2026  
FOR EVENTS DURING JULY 2025 - SEPTEMBER 2025**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Nicole Mi</b>													
A	1 Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA - 07/13/2025 - 07/16/2025	Attended	\$5,887.00	\$3,105.00	\$1,995.80	\$357.34	\$153.86	\$0.00	\$0.00	\$0.00	\$0.00	\$275.00	\$0.00
	2 Edu - 2nd Annual AAPI LEAD Summit - Atlanta GA - 07/23/2025 - 07/25/2025	Attended	\$2,525.23	\$349.45	\$876.55	\$1,006.36	\$79.87	\$0.00	\$0.00	\$0.00	\$0.00	\$213.00	\$0.00
B	- Edu - 2025 The Investment Diversity Exchange (TIDE) Spark - Dana Point CA - 07/09/2025 - 07/10/2025	Attended	\$1,163.14	\$399.00	\$602.80	\$0.00	\$0.00	\$67.34	\$0.00	\$40.00	\$0.00	\$54.00	\$0.00
	- Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA - 09/19/2025 - 09/19/2025	Attended	\$549.77	\$175.00	\$274.39	\$0.00	\$0.00	\$44.38	\$0.00	\$28.00	\$0.00	\$28.00	\$0.00
<b>Totals for Nicole Mi:</b>			\$10,125.14	\$4,028.45	\$3,749.54	\$1,363.70	\$233.73	\$111.72	\$0.00	\$68.00	\$0.00	\$570.00	\$0.00
<b>Grand Totals:</b>			\$50,418.88	\$30,990.45	\$10,502.12	\$5,780.00	\$514.95	\$391.02	\$0.00	\$680.66	\$109.68	\$1,450.00	\$0.00

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

V - Virtual Event

**1ST QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2026  
FOR EVENTS DURING JULY 2025 - SEPTEMBER 2025**

	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Nancy Durazo</b>												
	<b>FYTD (M):</b>	\$274.73	\$0.00	\$0.00	\$0.00	\$177.43	\$97.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Bobbie Fesler</b>												
	<b>FYTD (M):</b>	\$964.77	\$0.00	\$702.03	\$0.00	\$0.00	\$173.74	\$0.00	\$89.00	\$0.00	\$0.00	\$0.00
<b>Mike Gatto</b>												
	<b>FYTD (M):</b>	\$89.84	\$0.00	\$0.00	\$0.00	\$0.00	\$84.84	\$0.00	\$0.00	\$0.00	\$5.00	\$0.00
<b>Elizabeth Ginsberg</b>												
	<b>FYTD (M):</b>	\$10.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10.00	\$0.00	\$0.00	\$0.00
<b>Jason Green</b>												
	<b>FYTD (M):</b>	\$835.78	\$0.00	\$0.00	\$0.00	\$0.00	\$794.78	\$0.00	\$0.00	\$0.00	\$41.00	\$0.00
<b>James Harris</b>												
	<b>FYTD (M):</b>	\$56.70	\$0.00	\$0.00	\$0.00	\$0.00	\$56.70	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Patrick Jones</b>												
	<b>FYTD (M):</b>	\$583.67	\$0.00	\$256.67	\$0.00	\$0.00	\$231.00	\$0.00	\$28.00	\$0.00	\$68.00	\$0.00
<b>Shawn Kehoe</b>												
	<b>FYTD (M):</b>	\$1,103.96	\$0.00	\$964.96	\$0.00	\$0.00	\$0.00	\$0.00	\$139.00	\$0.00	\$0.00	\$0.00
<b>Aleen Langton</b>												
	<b>FYTD (M):</b>	\$117.14	\$0.00	\$0.00	\$0.00	\$0.00	\$52.64	\$0.00	\$0.00	\$0.00	\$64.50	\$0.00
<b>Debbie Martin</b>												
	<b>FYTD (M):</b>	\$157.36	\$0.00	\$0.00	\$0.00	\$0.00	\$157.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Nicole Mi</b>												
	<b>FYTD (M):</b>	\$744.80	\$0.00	\$483.18	\$0.00	\$0.00	\$200.62	\$0.00	\$61.00	\$0.00	\$0.00	\$0.00
<b>Wayne Moore</b>												
	<b>FYTD (M):</b>	\$65.24	\$0.00	\$0.00	\$0.00	\$0.00	\$65.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Lisa Proft												
FYTD (M):	\$102.32	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$82.32	\$0.00	\$20.00	\$0.00	\$0.00	\$0.00
Les Robbins												
FYTD (M):	\$188.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188.86	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
David Ryu												
FYTD (M):	\$63.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$63.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total of FYTD (M):	\$5,358.17	\$0.00	\$2,406.84	\$0.00	\$177.43	\$2,248.40	\$0.00	\$347.00	\$0.00	\$178.50	\$0.00	\$0.00

Category Legend:  
M - 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
<b>Alan Bernstein</b>												
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
<b>Attendee Totals:</b>		\$375.02	\$375.02	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>David Green</b>												
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
<b>Attendee Totals:</b>		\$387.13	\$0.00	\$0.00	\$387.13	\$0.00		\$0.00		\$0.00		\$0.00
<b>Patrick Jones</b>												
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
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Shawn Kehoe</b>												
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
<b>Attendee Totals:</b>		\$143.96	\$120.00	\$23.96	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Joseph Kelly</b>												
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
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Keith Knox</b>												
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
<b>Attendee Totals:</b>		\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Les Robbins</b>												
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
<b>Attendee Totals:</b>		\$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
<b>Gina Sanchez</b>												
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
<b>Attendee Totals:</b>		\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
<b>Herman Santos</b>												
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
<b>Attendee Totals:</b>		\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Grand Totals:</b>			\$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 2025**  
**FOR EVENTS DURING JULY 2024 - JUNE 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
<b>Patrick Jones</b>												
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		
Edu - Catalyst: California's Emerging & Diverse Investment Manager Forum - Sacramento CA - 05/12/2025 - 05/13/2025 - Canceled	X	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$336.96	5/12/2026	
<b>Attendee Totals:</b>		\$150.00	\$150.00	\$0.00	\$0.00	\$0.00		\$0.00		\$336.96		
<b>Aleen Langton</b>												
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		
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Debbie Martin</b>												
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		
Edu - 2025 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 05/19/2025 - 05/23/2025 - Canceled	X	\$34.24	\$0.00	\$0.00	\$34.24	\$0.00	Yes	\$13,500.00	Pending Transfer	\$2,230.96	11/9/2025	
<b>Attendee Totals:</b>		\$34.24	\$0.00	\$0.00	\$34.24	\$0.00		\$13,500.00		\$2,230.96		
<b>Grand Totals:</b>		\$184.24	\$150.00	\$0.00	\$34.24	\$0.00		\$13,500.00		\$2,567.92		

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 2026**  
**FOR EVENTS DURING JULY 2025 - SEPTEMBER 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
<b>Aleen Langton</b>												
Edu - NCPERS 2025 Public Pension Funding Forum - Chicago IL - 08/17/2025 - 08/19/2025 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Debbie Martin</b>												
Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA - 09/19/2025 - 09/19/2025 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
<b>Nicole Mi</b>												
Edu - AAAM Elevate 2025 - New York City NY - 09/29/2025 - 10/01/2025 - Canceled	X	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$1,363.36	9/11/2026	
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$1,363.36		
<b>Grand Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$1,363.36		

Category Legend:

X - Canceled events for which expenses have been incurred.

Z - Trip was Canceled - Balance of \$0.00

**FOR INFORMATION ONLY**

November 20, 2025

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Ted Granger   
Chief Financial Officer

FOR: December 3, 2025 Board of Retirement Meeting  
December 10, 2025 Board of Investments Meeting

SUBJECT: **FY 2025-2026 1ST QUARTER STAFF TRAVEL REPORT**

Attached for your information for trips between July 1, 2025 and September 30, 2025 (1) Staff Travel Report and (2) the Transportation and Travel Accounts Budget to Actual Expenditures as of September 30, 2025. No staff travel expenses were reported on the Q3 (2025 Calendar Year) FPPC Form 801 for Travel and Other Payments Paid by Third Parties.

REVIEWED AND APPROVED:



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Luis A. Lugo  
Acting Chief Executive Officer

TG/JT/EW/AC/SA/gj

**Attachments**

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

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2025 - 2026  
SEPTEMBER 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Administrative Services</b>				
James Beasley	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Ricki Contreras	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Esmeralda Delgado	1	Edu - ARMA California Summer Conference - Irvine CA	07/24/2025 - 07/25/2025	Attended
Sandra Sanchez	1	Edu - ARMA California Summer Conference - Irvine CA	07/24/2025 - 07/25/2025	Attended
<b>Communications</b>				
Cynthia Martinez	1	Admin - Advance Office Tech Expo and Open House - Irvine CA	07/24/2025 - 07/24/2025	Attended
Veronica Yi Martinez	1	Admin - Advance Office Tech Expo and Open House - Irvine CA	07/24/2025 - 07/24/2025	Attended
<b>Executive Offices</b>				
Linda Ghazarian	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Laura Guglielmo	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Barry Lew	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Luis Lugo	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
John Popowich	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
<b>Financial &amp; Accounting Services</b>				
Judy Tran	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
<b>Human Resources</b>				
Carly Ntoya	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
<b>Internal Audit</b>				
Richard Bendall	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
<b>Investments</b>				
Didier Acevedo	1	Admin - CFALA and CFA Institute Inclusion Roundtable - Los Angeles CA	09/04/2025 - 09/04/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - 2025 AIF West Coast Investors' Forum. Didier speaking at Forum - Santa Monica CA	09/17/2025 - 09/18/2025	Attended
	4	Admin - Due diligence on Dragoneer - San Francisco CA	09/23/2025 - 09/23/2025	Attended
Neda Alihemati	1	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
	3	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
Magdalia Armstrong	1	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2025 - 2026  
SEPTEMBER 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Magdalia Armstrong	3	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	4	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Calvin Chang	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Jason Choi	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Esmeralda Del Bosque	1	Admin - Custodial bank (SSB/SSGA/SSGM) and CBRE diligence meetings. Esmeralda speaking at SSB Women's Forum (7/22) - Boston MA	07/22/2025 - 07/24/2025	Attended
	2	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	3	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Terra Elijah	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Adrian Gonzalez	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Jesus Gonzalez	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Jon Grabel	1	Admin - CII 2025 Fall Conference - San Francisco CA	09/08/2025 - 09/08/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - 2025 AIF West Coast Investors' Forum. Didier speaking at Forum - Santa Monica CA	09/17/2025 - 09/18/2025	Attended
Terri Herubin	1	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - Stockbridge Annual Conference - Denver CO	09/15/2025 - 09/16/2025	Attended
	4	Admin - Advisory Board Mtg. of AEW Value Investors Asia III (9/23) and Investor Only Mtg. (9/24) - Boston MA	09/22/2025 - 09/24/2025	Attended
Susan Huang	1	Admin - Clarion property tour - Irvine CA	07/07/2025 - 07/07/2025	Attended
	2	Admin - Clarion property tour - Burbank CA	07/14/2025 - 07/14/2025	Attended
	3	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	4	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
Piers Hugh Smith	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Dale Johnson	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
John Kim	1	Admin - Custodial bank (SSB/SSGA/SSGM) and CBRE diligence meetings. Esmeralda speaking at SSB Women's Forum (7/22) - Boston MA	07/22/2025 - 07/24/2025	Attended
Derek Kong	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Cheryl Lu	1	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	2	Admin - CFALA and CFA Institute Inclusion Roundtable - Los Angeles CA	09/04/2025 - 09/04/2025	Attended
	3	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Vache Mahseredjian	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2025 - 2026  
SEPTEMBER 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Paulina Mora	1	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
	3	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
Quoc Nguyen	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Jude Perez	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Krista Powell	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Juan Quevedo	1	Admin - Clarion property tour - Irvine CA	07/07/2025 - 07/07/2025	Attended
	2	Admin - Clarion property tour - Burbank CA	07/14/2025 - 07/14/2025	Attended
	3	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	4	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
Cindy Rivera	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Michael Romero	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Ron Senkandwa	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Shelly Tilaye	1	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Chad Timko	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Kathryn Ton	1	Admin - Custodial bank (SSB/SSGA/SSGM) and CBRE diligence meetings. Esmeralda speaking at SSB Women's Forum (7/22) - Boston MA	07/22/2025 - 07/24/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Mel Tsao	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Christopher Wagner	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Hanzhi Xia	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Scott Zdrazil	1	Admin - ICGN Americas Conference and meet with NACD, CII, IFRS ISSB & Assoc of Capital Markets Investors-Brazil - New York City NY	07/14/2025 - 07/19/2025	Attended
	2	Admin - CFALA and CFA Institute Inclusion Roundtable - Los Angeles CA	09/04/2025 - 09/04/2025	Attended
	3	Admin - CII 2025 Fall Conference, member meetings, and Int'l Corp. Governance Network meeting - San Francisco CA	09/07/2025 - 09/08/2025	Attended
	4	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2025 - 2026  
SEPTEMBER 2025**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Legal Services</b>				
Frank Boyd	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Jean Kim	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA	07/13/2025 - 07/16/2025	Canceled
Steven Rice	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Christine Roseland	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Susan Wang	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
<b>Member Services</b>				
Kelly Puga	1	Edu - Genesys Xperience 2025 - Nashville TN	09/08/2025 - 09/10/2025	Attended
<b>Retiree Healthcare</b>				
Cassandra Smith	1	Edu - SALGBA - Fall Series - Jacksonville FL	09/09/2025 - 09/11/2025	Attended
<b>Systems</b>				
Kathy Delino	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Francisco Jaranilla	1	Edu - Genesys Xperience 2025 - Nashville TN	09/08/2025 - 09/10/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Canceled
Kyle Kawakami	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Vasudevan Kuppawamy	1	Edu - Los Angeles Digital Government Summit - Los Angeles CA	08/12/2025 - 08/12/2025	Attended
Alex Yin	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended



**FISCAL YEAR 2025-2026**

**SUMMARY OF ALL UNITS**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$121,900.00	\$9,451.00	(\$112,449.00)
TRAVEL	879,700.00	84,333.87	(795,366.13)
TOTAL	1,001,600.00	93,784.87	(907,815.13)

**FISCAL YEAR 2025-2026**

**LACERA BUDGET CONTROL REPORT**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$120,400.00	\$9,243.52	(\$111,156.48)
TRAVEL	849,700.00	82,451.59	(767,248.41)
TOTAL	970,100.00	91,695.11	(878,404.89)

**FISCAL YEAR 2025-2026**

**BOARD OF RETIREMENT**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$11,000.00	\$1,322.57	(\$9,677.43)
TRAVEL	82,500.00	1,666.99	(80,833.01)
TOTAL	93,500.00	2,989.56	(90,510.44)

**FISCAL YEAR 2025-2026**

**BOARD OF INVESTMENTS**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$26,000.00	\$3,089.81	(\$22,910.19)
TRAVEL	220,000.00	51,734.79	(168,265.21)
TOTAL	246,000.00	54,824.60	(191,175.40)

**FISCAL YEAR 2025-2026**

**ADMINISTRATIVE SERVICES DIVISION**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$2,300.00	\$317.80	(\$1,982.20)
TRAVEL	45,100.00	2,563.62	(42,536.38)
TOTAL	47,400.00	2,881.42	(44,518.58)

**FISCAL YEAR 2025-2026**

**BENEFITS DIVISION**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$2,100.00	\$0.00	(\$2,100.00)
TRAVEL	12,600.00	0.00	(12,600.00)
TOTAL	14,700.00	0.00	(14,700.00)

**FISCAL YEAR 2025-2026**

**COMMUNICATIONS**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$700.00	\$104.02	(\$595.98)
TRAVEL	16,900.00	0.00	(16,900.00)
TOTAL	17,600.00	104.02	(17,495.98)

**FISCAL YEAR 2025-2026**

**DISABILITY LITIGATION**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$800.00	\$25.00	(\$775.00)
TRAVEL	6,500.00	0.00	(6,500.00)
TOTAL	7,300.00	25.00	(7,275.00)

**FISCAL YEAR 2025-2026**

**DISABILITY RETIREMENT**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$1,500.00	\$0.00	(\$1,500.00)
TRAVEL	6,500.00	0.00	(6,500.00)
TOTAL	8,000.00	0.00	(8,000.00)

**FISCAL YEAR 2025-2026**

**ETHICS AND COMPLIANCE OFFICE**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$3,500.00	\$0.00	(\$3,500.00)
TRAVEL	8,000.00	0.00	(8,000.00)
TOTAL	11,500.00	0.00	(11,500.00)

**FISCAL YEAR 2025-2026**

**EXECUTIVE OFFICE**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$4,100.00	\$47.48	(\$4,052.52)
TRAVEL	64,000.00	136.50	(63,863.50)
TOTAL	68,100.00	183.98	(67,916.02)

**FISCAL YEAR 2025-2026**

**FINANCIAL AND ACCOUNTING SERVICES DIVISION**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$3,000.00	\$32.34	(\$2,967.66)
TRAVEL	26,000.00	7,485.84	(18,514.16)
TOTAL	29,000.00	7,518.18	(21,481.82)

**FISCAL YEAR 2025-2026**

**HUMAN RESOURCES**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$1,200.00	(\$0.42)	(\$1,200.42)
TRAVEL	17,000.00	2,886.21	(14,113.79)
TOTAL	18,200.00	2,885.79	(15,314.21)

**FISCAL YEAR 2025-2026**

**INFORMATION SECURITY**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$2,200.00	\$0.00	(\$2,200.00)
TRAVEL	14,000.00	0.00	(14,000.00)
TOTAL	16,200.00	0.00	(16,200.00)

**FISCAL YEAR 2025-2026**

**INTERNAL AUDIT SERVICES**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$2,000.00	\$0.00	(\$2,000.00)
TRAVEL	15,000.00	1,601.65	(13,398.35)
TOTAL	17,000.00	1,601.65	(15,398.35)

**FISCAL YEAR 2025-2026**

**INVESTMENT OFFICE**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$33,000.00	\$3,009.89	(\$29,990.11)
TRAVEL	186,000.00	8,513.65	(177,486.35)
TOTAL	219,000.00	11,523.54	(207,476.46)

**FISCAL YEAR 2025-2026**

**LEGAL SERVICES**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$6,000.00	\$199.36	(\$5,800.64)
TRAVEL	35,000.00	0.00	(35,000.00)
TOTAL	41,000.00	199.36	(40,800.64)

**FISCAL YEAR 2025-2026**

**MEMBER SERVICES**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$16,800.00	\$853.00	(\$15,947.00)
TRAVEL	36,200.00	4,477.10	(31,722.90)
TOTAL	53,000.00	5,330.10	(47,669.90)

**FISCAL YEAR 2025-2026**

**QUALITY ASSURANCE**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$1,200.00	\$0.00	(\$1,200.00)
TRAVEL	8,400.00	0.00	(8,400.00)
TOTAL	9,600.00	0.00	(9,600.00)

**FISCAL YEAR 2025-2026**

**RETIREE HEALTH CARE BENEFITS PROGRAM**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$1,500.00	\$207.48	(\$1,292.52)
TRAVEL	30,000.00	1,882.28	(28,117.72)
TOTAL	31,500.00	2,089.76	(29,410.24)

**FISCAL YEAR 2025-2026**

**SYSTEMS DIVISION**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$3,000.00	\$242.67	(\$2,757.33)
TRAVEL	50,000.00	1,385.24	(48,614.76)
TOTAL	53,000.00	1,627.91	(51,372.09)

**FISCAL YEAR 2025-2026**

**SUMMARY EXCLUDES RHC**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$120,400.00	\$9,243.52	(\$111,156.48)
TRAVEL	849,700.00	82,451.59	(767,248.41)
TOTAL	970,100.00	91,695.11	(878,404.89)

**FISCAL YEAR 2025-2026**

**SUMMARY EXCLUDES RHC, BOR, AND BOI**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$83,400.00	\$4,831.14	(\$78,568.86)
TRAVEL	547,200.00	29,049.81	(518,150.19)
TOTAL	630,600.00	33,880.95	(596,719.05)

**FISCAL YEAR 2025-2026**

**BOR AND BOI ONLY**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$37,000.00	\$4,412.38	(\$32,587.62)
TRAVEL	302,500.00	53,401.78	(249,098.22)
TOTAL	339,500.00	57,814.16	(281,685.84)



**FISCAL YEAR 2025-2026**

**SUMMARY EXCLUDES BOR AND BOI**

**DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS  
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2025**

	<b>BUDGET</b>	<b>YTD ACTUAL</b>	<b>OVER/(UNDER) BUDGET</b>
<b>TRANSPORTATION AND TRAVEL</b>			
TRANSPORTATION	\$84,900.00	\$5,038.62	(\$79,861.38)
TRAVEL	577,200.00	30,932.09	(546,267.91)
TOTAL	662,100.00	35,970.71	(626,129.29)

November 20, 2025

**FOR INFORMATION ONLY**

TO: Each Member  
Board of Retirement

FROM: Barry W. Lew   
Legislative Affairs Officer

FOR: December 3, 2025, Board of Retirement Meeting

SUBJECT: **Update on SACRS 2026 Legislative Platform**

During its Business Meeting at the State Association of County Retirement Systems (SACRS) Fall Conference on November 14, 2025, the SACRS membership voted on sponsorship of SACRS's 2026 legislative platform. This is an update of the actions by the SACRS membership.

**Omnibus Bill**

SACRS is sponsoring an omnibus bill of noncontroversial, technical, and clarifying amendments to the County Employees Retirement Law of 1937 (CERL). Of the 20 voting delegates present, 19 voted to approve sponsorship with 1 system (Contra Costa County Employees Retirement Association) voting to oppose because of concerns with the proposal for an errors and omissions statute.

Staff will continue to work with the SACRS Legislative Committee as it moves forward with this proposal through the legislative process.

**Reviewed and Approved:**



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**Luis Lugo, Acting Chief Executive Officer**

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

Jean Kim  
Naomi Padron, MKP Government Relations

**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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