

IN PERSON & VIRTUAL BOARD MEETING

***This meeting will be held following
the Committee and Joint BOR/BOI
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

AGENDA

A REGULAR MEETING OF THE BOARD OF RETIREMENT

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

9:00 A.M., WEDNESDAY, FEBRUARY 4, 2026*

This meeting will be conducted by the Board of Retirement both in person and by teleconference under California Government Code Section 54953.8.3.

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 SB707
 - A. Just Cause (Section 54953.8.3)
 - B. Statement of Persons Present at SB707 Teleconference Locations
- IV. APPROVAL OF THE MINUTES
 - A. Approval of the Minutes of the Regular Meeting of January 7, 2026

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.gov.)

VI. EXECUTIVE UPDATE

- A. LACERA All Stars
- B. Member Spotlight
- C. Chief Executive Officer's Report

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VIII. CONSENT ITEMS

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

Recommendation that the Board approve the service retirements and survivor benefit applications received as January 27, 2026, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated January 27, 2026)

B. **Dismiss with Prejudice the Appeal of George F. Gillen**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice George F. Gillen's appeal for a service-connected disability retirement with the option of an earlier effective date. (Memo dated January 15, 2026)

C. **Dismiss with Prejudice the Appeal of Ingrid L. Martinez**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board dismiss with prejudice Ingrid L. Martinez's appeal for a service-connected disability retirement with the option of an earlier effective date. (Memo dated January 15, 2026)

VIII. CONSENT ITEMS (Continued)

D. Appeals for the Board of Retirement's Meeting of February 4, 2026

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 Andrea P. Ramsey and Jose L. Pena and direct the Disability Retirement Services Manager to refer each case to a referee.

(Memo dated January 22, 2026)

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

Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Disability Retirement Services: That the Board approve the service provider invoice for Winet Patrick Creighton & Hanes (Memo dated January 15, 2026 – 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))

F. 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 above as to the new 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 January 16, 2026)

G. Appeal For the Board of Retirement's Meeting of February 4, 2026

Recommendation, as submitted by Francis J. Boyd, Sr. Staff Counsel: That the Board of Retirement grant the appeal and request for administrative hearing received from confidential applicant 2H2024K and direct the Legal Office to refer the case to a referee.

(Memo dated January 13, 2026)

IX. EXCLUDED FROM CONSENT ITEMS

X. NON CONSENT ITEMS

A. Cost-Of-Living Adjustment Effective April 1, 2026

Recommendation as submitted by Ted Granger, Chief Financial Officer: That the Board of Retirement determine the Consumer Price Index for the year ended December 2025 changed by 3.0% (and when rounded to the nearest one-half of 1.0% as the COLA benefit rules require: the LACERA 2026 COLA Award is 3.0%), and approve cost-of-living adjustments and respective COLA Accumulation changes for retired LACERA members and beneficiaries, based on retirement plan and date of retirement or death, to become effective April 1, 2026 in accordance with applicable California Government Code Sections. (Memo dated January 21, 2026)

B. Disability Case Review – CPI Increase in Compensation Effective April 1, 2026

Recommendation as submitted by Ted Granger, Chief Financial Officer: That the Board of Retirement determine the Consumer Price Index changed by 6.5% for the last two calendar years ended December 2025 and adjust the compensation for the review and analysis of disability retirement cases to a maximum of \$157 per day, to be prorated for less than eight hours in a single day at the hourly rate of \$19.63, effective April 1, 2026. (Memo dated January 23, 2026)

C. LACERA 2026 Election of Second, Eighth, and Alternate Retired Trustees: Approval of Statement of Powers and Duties of Board of Retirement Trustees

Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Board of Retirement approve the “Powers and Duties of Board of Retirement Trustees,” which will be included in the election materials for the 2026 election of the Second, Eighth, and Alternate Retired Trustees of the Board and also posted on lacera.gov. (Memo dated January 28, 2026)

D. Assembly Bill 1383—Public Employees’ Retirement Benefits

Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Board maintain a “Watch” position on Assembly Bill 1383, which would adjust the pensionable compensation limit to be consistent with the Social Security wage base. (Memo dated January 26, 2026)

X. NON CONSENT ITEMS (Continued)

E. 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 of Retirement adopt the revised Policy for the Procurement of Goods and Services. This action would delegate purchasing authority to the Chief Executive Officer and designated staff, enabling more efficient and streamlined procurement processes within the organization.

(Memo dated January 12, 2026)

XI. REPORTS

A. Procurement - Contract Management Lifecycle

Ricki Contreras, Administrative Services Division Manager
Elsy Gutierrez, Supervising Administrative Assistant II
(Presentation)

B. Federal and State Legislative Advocates' Self-Evaluations

Barry W. Lew, Legislative Affairs Officer
(For Information Only) (Memo dated January 21, 2026)

C. Contract Activity Report - December 2025

Ricki Contreras, Administrative Services Division Manager
Elsy Gutierrez, Supervising Administrative Assistant II
(For Information Only) (Memo dated January 20, 2026)

D. Monthly Status Report on Legislation

Barry W. Lew, Legislative Affairs Officer
(For Information Only) (Memo dated January 22, 2026)

E. Monthly Trustee Travel & Education Report – December 2025

Ted Granger, Chief Financial Officer
(For Information Only) (Memo dated January 23, 2026)

XI. REPORTS (Continued)

F. January 2026 Fiduciary Counsel Contact and Billing Report

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated January 26, 2026)

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

G. 2025 Quarterly Reports of Paid Invoices 2nd Quarter - October 1, 2025 to December 31, 2025

Tamara Caldwell, Division Manager, Disability Retirement Services

(For Information Only) (Memo dated January 15, 2026 – 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))

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 agendized 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. Appeals

XVI. EXECUTIVE SESSION

A. Conference with Legal Counsel—Existing Litigation
Paragraph (1) of subdivision (d) of Section 54956.9

1. **Robert Renko v. Board of Retirement of LACERA**
(Case No. 24STCV29324)
(Presentation) (Memo dated January 23, 2026)
2. **LACERA v. Marquez**
Los Angeles Superior Court, Case No. 25NNCV03240
(Presentation) (Memo dated January 28, 2026)

XVII. ADJOURNMENT

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

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

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

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

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

9:00 A.M., WEDNESDAY, JANUARY 7, 2026

This meeting was conducted by the Board of Retirement both in person and by teleconference under California Government Code Section 54953.8.3.

TRUSTEES PRESENT:

JP Harris, Chair

Wayne Moore, Vice Chair (Teleconference Due to Just Cause under Section 54953.8.3.)

Les Robbins, Secretary

Nancy Durazo

Bobbie Fesler

Elizabeth Ginsberg

Jason E. Green (Safety Alternate) (Joined the meeting at 9:08 a.m.)

Aleen Langton

Ernesto J. Pantoja

David Ryu (Left the meeting at 10:45 a.m.)

TRUSTEES ABSENT:

Shawn R. Kehoe

STAFF ADVISORS AND PARTICIPANTS

Luis A. Lugo, Deputy Chief Executive Officer

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

STAFF ADVISORS AND PARTICIPANTS

Jonathan Grabel, Chief Investment Officer

Steven P. Rice, Chief Counsel

Francis J. Boyd, Senior Staff Counsel

Allison Barrett, Senior Staff Counsel

Tamara Caldwell, Disability Retirement Manager

Carly Ntoya, Human Resources Director

Dr. Glenn Ehresmann, Medical Advisor

Atkinson Andelson Loya Ruud & Romo PLC

Irma Rodríguez Moisa, LACERA's Chief Negotiator

I. CALL TO ORDER

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

II. PLEDGE OF ALLEGIANCE

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

III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER SB707

A. Just Cause (Section 54953.8.3)

B. Statement of Persons Present at SB707 Teleconference Locations

Trustee Moore requested to participate in the meeting via teleconference for Just Cause, pursuant to Government Code Section 54953.8.3(c)(3) (SB 707). The reason for Just Cause was a need related to physical condition. A physical quorum was present at the noticed meeting location. Trustee Moore confirmed that no individuals 18 years of age or older were present at the teleconference location.

IV. RATIFICATION OF OFFICERS

A. **Board of Retirement Board Officers – 2026 Calendar Year**

Recommendation as submitted by Luis A. Lugo, Acting Chief Executive Officer: That the Board ratify its slate of board officers who will serve their term in the 2026 calendar year under the Board's Board Officer Rotation Policy: James P. Harris as Chair, Wayne Moore as Vice Chair, and Les Robbins as Secretary. (Memo dated December 14, 2025)

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

Yes: Durazo, Ginsberg, Fesler, Langton, Moore, Pantoja, Robbins, Ryu

Absent: Green

V. ELECTIONS OF COMMITTEE MEMBERS

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

Trustee Harris nominated Trustee Robbins for the position of Joint Organizational Governance Committee Member for 2026. Hearing no other nominations, the nominations were closed. Trustee Harris announced that Trustee Robbins was elected.

Trustee Harris nominated Trustee Kehoe, Trustee Fesler and Trustee Langton to positions as Members of the Audit, Compliance, Risk, and Ethics Committee Member for 2026. Hearing no other nominations, the nominations were closed. Chair Harris announced that Trustees Kehoe, Fesler and Langton were elected.

VI. APPROVAL OF THE MINUTES

A. Approval of the Minutes of the Regular Meeting of December 3, 2025

Trustee Langton made a motion, Trustee Robbins seconded, to approve the minutes of the Regular Meeting of December 3, 2025. The motion passed by the following roll call vote:

VI. APPROVAL OF THE MINUTES (Continued)

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

Absent: Green

Abstain: Pantoja

VII. PUBLIC COMMENT

There were no requests from the public to speak.

VIII. EXECUTIVE UPDATE (Mr. Green joined the meeting at 9:08 a.m.)

A. LACERA All Stars

Mr. Popowich announced the winners for the month: George Lunde, Irma Ornelas, Richard Bendall and Wenona Meyers. The Rideshare winner was Maria Cervantes and there were no web watcher winners.

B. Awards

Mr. Popowich recognized the members of the 2025 Employee Council Team and highlighted their hard work in organizing charitable and social events that strengthen our organizational culture.

C. Member Spotlight

Mr. Popowich recognized LACERA member, Adiel Vasquez.

D. Chief Executive Officer's Report

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

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement

Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
802E	THOMAS, STANLEY
803E	TRANI, JOHN A.
804E	GOMEZ, ERNESTO
805E	BURCHER, JOHN P.
806E	MEZA, GUSTAVO
807E	HARPER, BRIAN C.
808E*	WIARD, ROBERT G.
809E	LASKO, ERIC S.
810E*	RENTERIA, JULIA P.
811E	KOVAC, KRESIMIR M.
812E	FINN, MICHAEL T., JR.
813E	SLIMAK, TAYLOR M.
814E	SILVA, MICHAEL E.
815E	CHEATHAM, ERIC N.
816E	MISSAKIAN, GARY J.
817E**	RUIZ, FRANCIS R.
818E	FREDERICKSON, TRACY L.
819E	HAYDEN, KILEY B.
820E	BARAJAS, ADOLFO, JR.
821E	BARRAZA, TAYLOR N.
822E	VAN GORDER, DAVID R.
823E	NELSON, ROBERT A.
824E	LEON, DAVID
825E	GARCIA, ROBERT M.

*Granted SCD – Retroactive

**Granted SCD – Retro Employer Cannot Accommodate

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued) Service-Connected Disability Applications

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Green, Fesler, Langton, Moore, Pantoja, Robbins, Ryu

Safety Fire, Lifeguards Service-Connected Disability Applications

On a motion by Trustee Green seconded by Trustee Robbins, 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>
1029C	PITTS, GLEN A.
1030C	PALMA, DANIEL G.
1031C	LONERGAN, GREGORY B.
1032C	BETTERIDGE, STEVEN P.
1033C	COTA, DENNIS A.
1034C	DORSEY, MARVIN
1035C	GARCIA, MIGUEL A.
1036C	CERVANTES, JASON A.
1037C	BERNIER, DAVID C.
1038C	DORN, VINCENT J.
1039C*	MONROE, MICHAEL P.
1040C**	MERCADO, MICHAEL H. (DEC'D)

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Green, Fesler, Langton, Moore, Pantoja, Robbins, Ryu

*Granted SCD – Retroactive

**Granted SCD – Survivor Benefit

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Service-Connected Disability Applications

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

<u>APPLICATION NO.</u>	<u>NAME</u>
2054D*	ORTIZ, ROSSANA E.
2055D*	LAZOS, MIRIAM T.
2056D**	BURNS, ANTHONY D., JR.
2057D***	PEREZ VALDEZ, ANNA M.
2058D**	BERMUDEZ, JEAN E.
2059D*	MILLER, JULIE A.
2060D***	BOOS, KAREN L.
2061D**	MACKINTOSH, REBECCA R.
2062D	GALVAN, ANTHONY J.
2063D*	NEVINS, MARY ANNE
2064D***	MEZA, MARTHA P.
2065D	MARIN-CORBETT, MARTHA
2066D	RHODES, DAMION R.
2067D	HERRERA, CARLOS J.
2068D*	ROSSI, CLINTON S.
2069D*	ALVAREZ, NANCY
2070D**	DAWSON, FREDRICK E.
2071D*	SEGURA, KATHERINE
2072D*	JOHNSON, NICOLE D.
2073D	RAMOS, MICHAEL U.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Green, Fesler, Langton, Moore, Pantoja, Robbins, Ryu

*Granted SCD – Employer Cannot Accommodate

**Granted SCD – Salary Supplement

***Granted SCD – Retroactive

IX. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Nonservice-Connected Disability Applications

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

4520*

4521

NAME

PATTERSON, PORSHA N.

MANUMALEUNA, DON H.

The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Green, Fesler, Langton, Moore, Pantoja, Robbins, Ryu

X. CONSENT ITEMS

Trustee Robbins made a motion, Trustee Pantoja seconded, to approve consent items A-C. The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Green, Fesler, Langton, Moore, Pantoja, 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 December 30, 2025, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated December 30, 2025)

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

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

*Granted NSCD – Retroactive

X. CONSENT ITEMS (Continued)

from Dacia A. Martinez and Herman B. Edwards and direct the Disability Retirement Services Manager to refer each case to a referee. (Memo dated December 22, 2025)

- C. Service Provider Invoice Approval Request - Stuart Fischer M.D.**
Recommendation as submitted by Francis J. Boyd, Senior Staff Counsel, Disability Retirement Services: That the Board approve the service provider invoice for Stuart Fischer M.D. (Memo dated December 18, 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))

XI. EXCLUDED FROM CONSENT ITEMS

There were no items pulled for discussion

XII. REPORTS

- A. Disability Retirement Services: Strategic Operations and Performance**

Tamara Caldwell, Division Manager, Disability Retirement Services (Presentation) (Memo dated December 18, 2025)

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

- B. SB707 Amendments to the Brown Act**

Steven P. Rice, Chief Counsel
(For Information Only) (Memo dated December 30, 2025)

This item was received and filed.

- C. Contract Activity Report - November 2025**

Ricki Contreras, Administrative Services Division Manager
Elsy Gutierrez, Supervising Administrative Assistant II
(For Information Only) (Memo dated December 15, 2025)

This item was received and filed.

XII. REPORTS (Continued)

D. Monthly Trustee Travel & Education Report – November 2025

Ted Granger, Chief Financial Officer
(For Information Only) (Memo dated December 22, 2025)

This item was received and filed.

E. December 2025 Fiduciary Counsel Contact and Billing Report

Steven P. Rice, Chief Counsel
(For Information Only) (Memo dated December 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.

F. Fiduciary Counsel Annual Self-Assessments

Steven P. Rice, Chief Counsel
(For Information Only) (Memo dated December 29, 2025)
(Attachments are 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.

XIII. ITEMS FOR STAFF REVIEW

The Board directed staff to review and consider raising the current disability vendor invoice threshold.

XIV. ITEMS FOR FUTURE AGENDAS

There was nothing to report.

XV. GOOD OF THE ORDER

(For Information Purposes Only)

The Board and Staff welcomed Trustee Ernesto Pantoja.

Before going into Executive Session, Chief Counsel Steven P. Rice stated for the record that Item XVII(A)(1) relates to LACERA's negotiations, through the Chief Negotiator and bargaining team stated on the agenda, with LACERA employees represented by SEIU in Bargaining Units 850 and 851, and that Items XVII(A)(2) and (3) relate to benefit questions received from the County of Los Angeles. This information was inadvertently omitted from the published agenda.

Trustee Fesler recused herself from Items XVII(A)(1), (2), and (3).

XVI. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5475B – PENA, JOSE L.

Trustee Fesler made a motion, Trustee Langton seconded, to deny a service-connected disability retirement – ineligible for a disability retirement. The motion passed by the following roll call vote:

Yes: Durazo, Ginsberg, Fesler, Langton, Moore, Pantoja, Robbins, Ryu

Absent: Green

B. Staff Recommendations

1. **Application of Velma M. Ingram (Deceased)**

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board instruct staff to close Velma M. Ingram's (deceased) application for Disability Retirement. (Memo dated December 22, 2025)

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

Yes: Durazo, Ginsberg, Fesler, Langton, Moore, Pantoja, Robbins, Ryu

Absent: Green

XVII. EXECUTIVE SESSION (Trustee Fesler recused herself for the Executive Session Items) (Mr. Ryu left the meeting at 10:45 a.m.)

A. Conference with Labor Negotiators

(Pursuant to California Government Code Section 54957.6)

1. **Agency Designated Representatives**

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

There is nothing to report.

2. **Labor Negotiation with Represented Group**

Luis A. Lugo, Acting Chief Executive Officer
(Memo dated December 19, 2025)

There is nothing to report.

3. **One Item**

JJ Popowich, Assistant Executive Officer
(For Information Only) (Memo dated December 10, 2025)

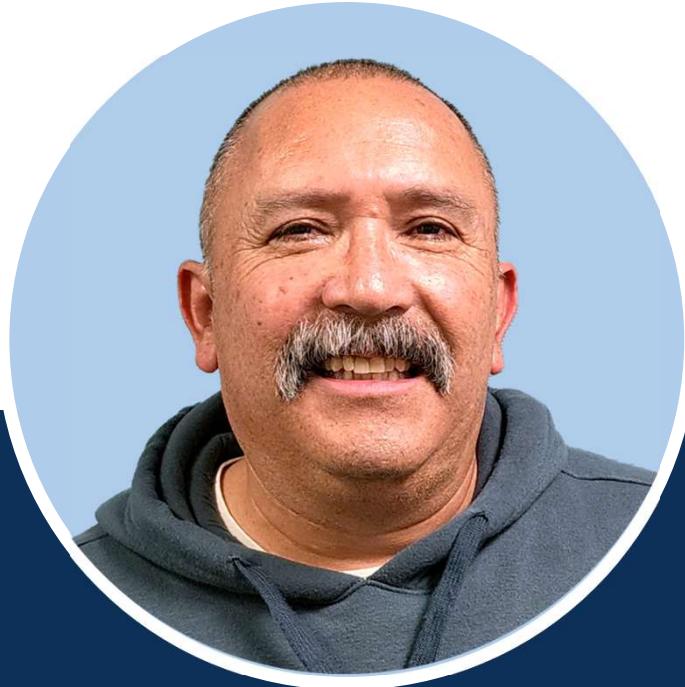
There is nothing to report.

XVIII. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:20 p.m.

LES ROBBINS, SECRETARY

JP HARRIS, CHAIR



MEMBER SPOTLIGHT

Retiring Member Cesar Huerta

Deputy Sheriff, L.A. County Sheriff's Department

Years of Service: 25

Notable Contributions: Cesar Huerta is set to retire in March after 25 years of dedicated service to L.A. County. Cesar has spent his entire County career in the L.A. County Sheriff's Department, as a Deputy Sheriff. In his role, Cesar serves as an active shooter instructor and performs security assessments for County clients. He plays a vital role in keeping County offices safe, teaching employees how to prevent and respond to active shooters.

Proudest Accomplishment: Among his many accomplishments as a sheriff, Cesar is most proud of having trained 13 trainees, including three who went on to become sergeants.

Retirement Plans: In his retirement, Cesar plans to travel, complete a few home improvement projects, work on his car, and spend more time with his dog, Hunter.





Chief Executive Officer's Report

February 2026



Organizational Updates

LACERA Updates



CHIEF AUDIT EXECUTIVE RETIREMENT | RECRUITMENT UNDERWAY

Richard Bendall, Internal Audit

ASSISTANT EXECUTIVE OFFICER RETIREMENT | RECRUITMENT UNDERWAY

Laura Guglielmo, Executive Office

CULTURE AND LEADERSHIP EXPECTATIONS

Luis Lugo, Acting Chief Executive Officer

RETIREE HEALTHCARE UPDATE

Update on Kaiser Permanente's National Bargaining Negotiations

- Kaiser Permanente and Alliance of Health Care Unions Longest Negotiation Period in Their History: 7 Months
- 10-Day Strike Beginning January 26, 2026, at 7 a.m. PST in California and Hawaii
- Approximately 31,000 Employees Represented Across Multiple Hospitals and Clinics

Hiring Update

Reporting Period December 16, 2025 –January 15, 2026



Promotions & Additions to the Team

Financial & Accounting Services

Sushmita Aryal, Accountant I

Investments

Eric Hu, Finance Analyst II

Jason Choi, Finance Analyst III (Promotion)

Kathryn Ton, Finance Analyst III
(Promotion)

Recruitments Underway

Administrative Services

Document Processing Specialist

Legal

Legal Analyst

Senior Staff Counsel

Executive Office

Assistant Executive Officer

Various Divisions

Retirement Benefits Specialist I
(Trainees)

Retirement Benefits Specialist III
(Promotional)

Sr. Retirement Benefits Specialist
(Promotional)

Internal Audit

Chief Internal Audit

Investments

Finance Analyst II



CEO DASHBOARD

Service Metrics

Disability Retirement | February Agenda Snapshot



Reporting as of January 22, 2026



Total Cases on
February Agenda
53

Processed in 12
Months or Less
11%

Average Processing
in Months
16



PENDING APPLICATIONS (TOP 5 BY DEPARTMENT)

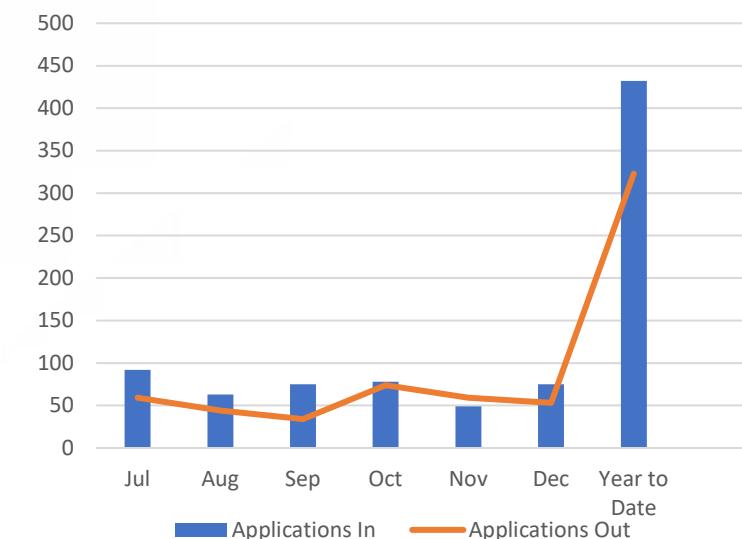
Sheriff | 508
Probation | 188
Fire | 186
Children & Family Services | 30
Public Social Services | 23

PENDING APPLICATIONS BY MILESTONE

Milestone	Applications	Percentage
Intake Review	60	5%
Records Request	155	13%
File Indexing	394	33%
Pending Interview	160	20%
Drafting Report	115	11%
Medical Review	133	13%
Post Medical Review	12	1%
Board Prep	34	3%
Final Case Review	29	1%
Total	1,092	100%

APPLICATIONS IN VS. OUT

July to December 30, 2025 - FY to Date



Disability Retirement & Disability Litigation Snapshot

Reporting as of December 30, 2025



APPLICATIONS

Pending Applications in Process
1,085

APPEALS

Pending Appeals in Process
62

New Applications | 75

Applications Received Fiscal Year to Date (FYTD) | 433

Applications Presented to Board (Month) | 53

Applications Presented to Board (FYTD) | 304

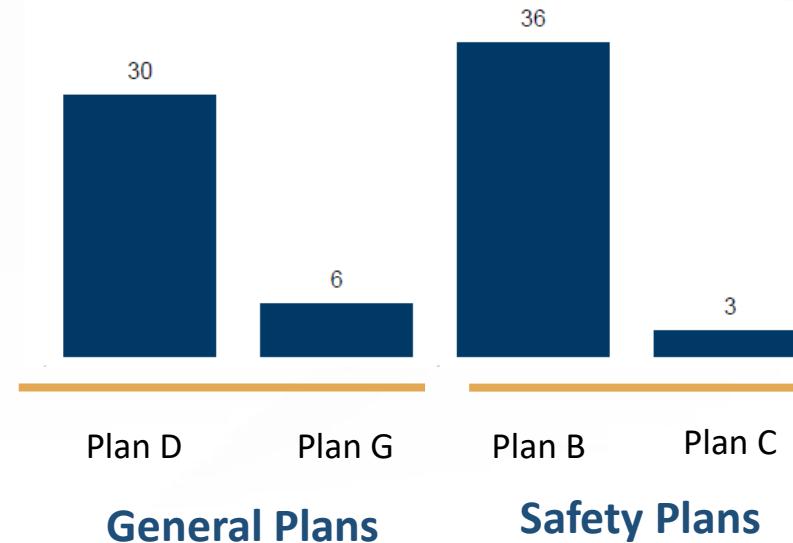
New Appeals | 1

Appeals Received Fiscal Year to Date (FYTD) | 5

APPLICATIONS FILED BY TYPE

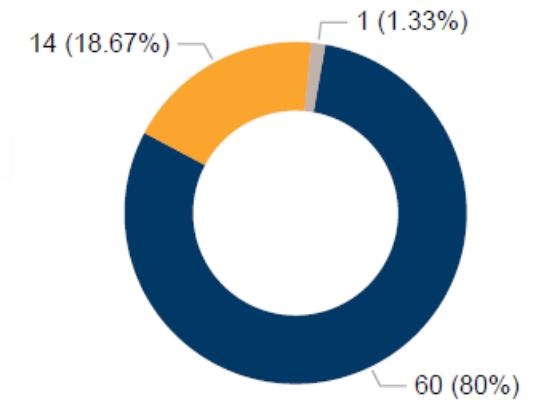
Service-Connected Disability (SCD) | 50
SCD Supplemental Allowance | 7
Pending Acceptance | 11
Nonservice-Connected Disability (NSCD) | 3
NSCD Supplemental Allowance | 3

APPLICATIONS FILED BY PLAN



APPLICATIONS FILED BY SOURCE

● Employee ● Employer ● Survivor

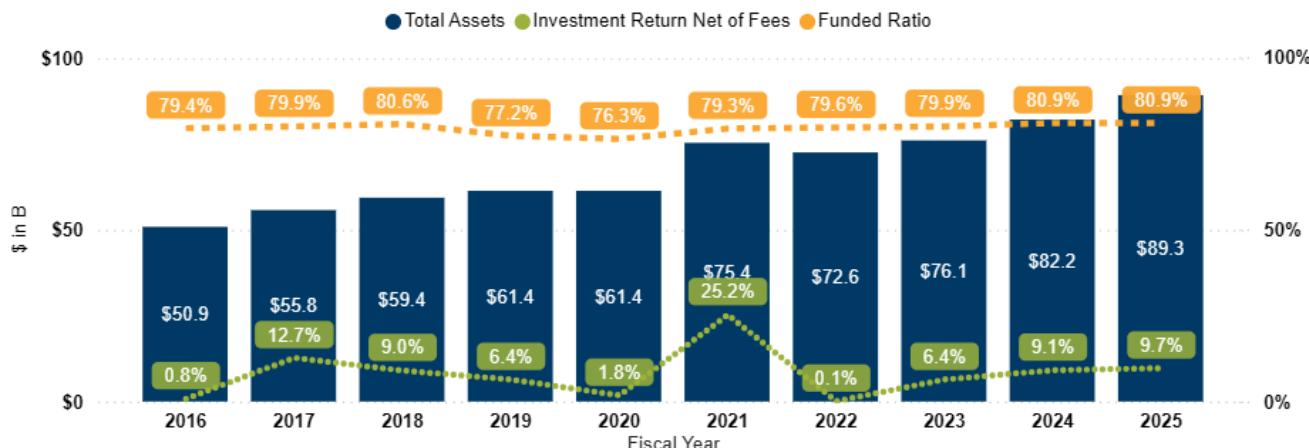


Key Financial Information

Fiscal Year End June 30, 2025

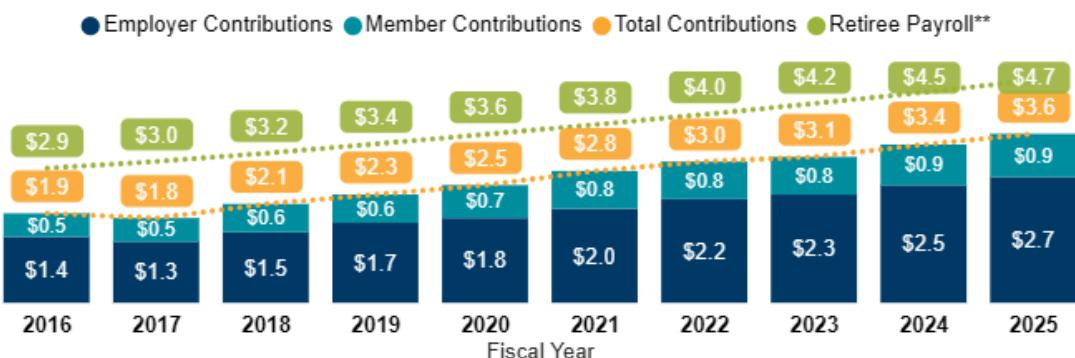


FISCAL YEAR END FINANCIAL UPDATE



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.

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%

LACERA PENSION DOLLAR



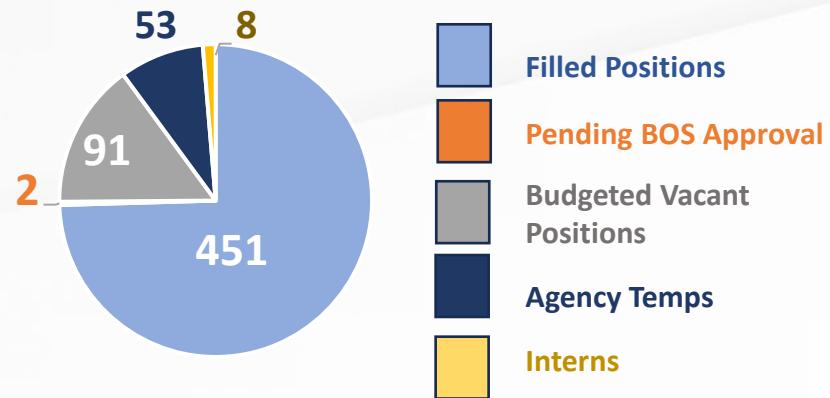
Human Resource Snapshot

Reporting Period December 16, 2025 – January 15, 2026

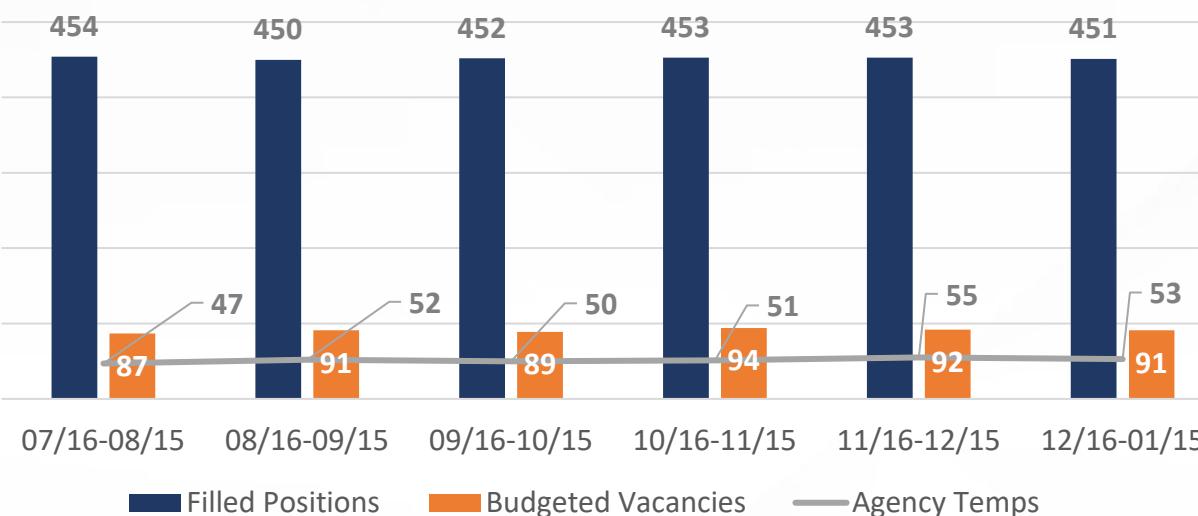


VACANCY RATE

Positions Planned to Fill **14%**
All Budgeted Positions **17%**

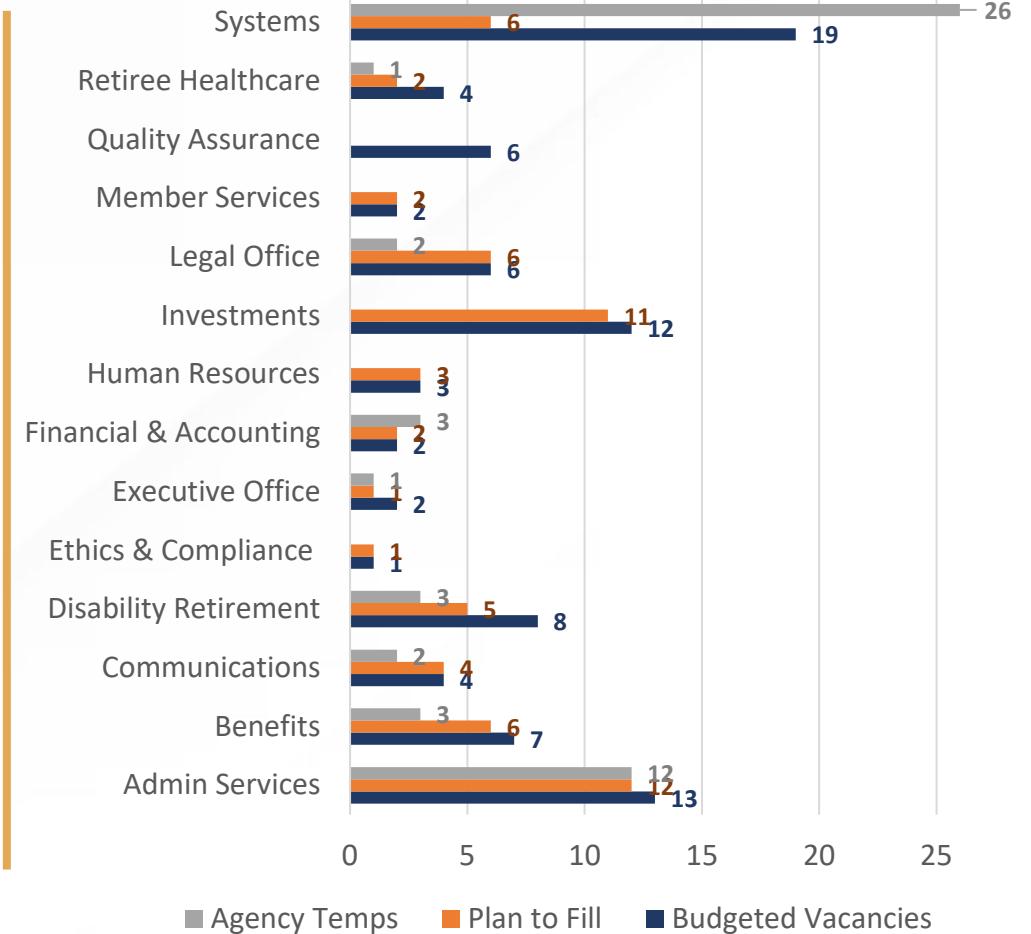


MONTH TO MONTH PERFORMANCE



VACANCIES BY DIVISION*

Budgeted Positions vs. Plan to Fill Positions



■ Agency Temps ■ Plan to Fill ■ Budgeted Vacancies

*Does not include intern vacancy

Membership Snapshot

Reporting Period December 16, 2025 – January 15, 2026



MEMBERSHIP COUNT

	Active		Inactive		Retired			Total
	Active Vested	Active Non-Vested	Inactive Vested	Inactive Non-Vested	Service Retirement	SCD-Disability Retirement	NSCD-Disability Retirement	
General Plans	65,125	23,155	7,907	12,873	50,358	3,189	579	8,494 171,680
AG	31		7	30	10,144	759	121	4,043 15,135
BG	6		5	3	538	33	5	81 671
CG	6		4	7	339	35	4	68 463
DG	29,259	112	3,632	3,594	22,191	2,275	434	2,348 63,845
EG	10,736	5	2,149	320	16,618			1,909 31,737
GG	25,087	23,038	2,110	8,919	528	87	15	46 59,830
Safety Plans	10,304	1,943	560	1,034	5,146	7,657	76	2,236 28,956
AS			1	2	1,613	2,130	21	1,709 5,476
BS	6,307	12	375	341	3,513	5,469	54	522 16,593
CS	3,997	1,931	184	691	20	58	1	5 6,887
Total	75,429	25,098	8,467	13,907	55,504	10,846	655	10,730 200,636

Membership Count vesting status excludes reciprocal service credit.

MEMBER GROSS AVERAGE MONTHLY BENEFIT

General & Safety Plan Average

\$5,539

General Plans

\$4,494

Safety Plans

\$9,921

SURVIVOR GROSS AVERAGE MONTHLY BENEFIT

\$3,852

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

Excludes active deaths and replacement benefit plan benefits

DECEMBER 2025 PAYROLL

New Retired Payees | 257
 Monthly Payroll | \$409.89M
 Payroll Fiscal Year to Date | \$2.45B
 Monthly Payroll by Direct Deposit | 98.61%
 Monthly Payroll by Check | 1.39%

MONTHLY BENEFIT ALLOWANCE DISTRIBUTION

Members and Survivors

Gross Benefit Range	General Plans	Safety Plans	Total
\$0 to \$3,999	36,195	1,412	37,607
\$4,000 to \$7,999	17,841	4,525	22,366
\$8,000 to \$11,999	5,510	4,664	10,174
\$12,000 to \$15,999	1,617	3,189	4,806
\$16,000 to \$19,999	564	858	1,422
\$20,000 to \$23,999	174	226	400
\$24,000 to \$27,999	61	96	157
> \$28,000	39	23	62
Total	62,001	14,993	76,994

Member Services (MS) Snapshot

Reporting Period Month End | December 30, 2025



EVENT/WEBINARS

Current Month | Year to Date

15 | 168

ATTENDANCE

Current Month | Year to Date

533 | 9,365

Webinar Satisfaction | 1-5 Scale

4.6

(31.5% Response Rate)



MS CENTER (MSC) APPOINTMENTS

Current Month | Fiscal Year to Date

1,080 | 6,550

MSC Satisfaction | % Scale

(24% Response Rate)

97%

December

In-Person | 540
Virtual | 519
Phone | 21

Fiscal Year
Monthly Average

In-Person | 557
Virtual | 506
Phone | 29



MS CALL CENTER

94% Answered | 6% Abandoned

8,428 | 519

Average Speed of Answer: 2 Min, 34 Sec.
Average Duration: 16 Min, 39 Sec.

Total Calls 8,947

CALL BACK QUEUE

99% Answered | 1% Abandoned

782 | 5

Average Speed of Answer: 4 Min, 30 Sec.
Average Duration: 12 Min, 36 Sec.

Total Calls 787

Online Services | Social Media, LACERA.gov & My LACERA



Reporting Period Month End | December 30, 2025

LACERA.GOV USER TRAFFIC

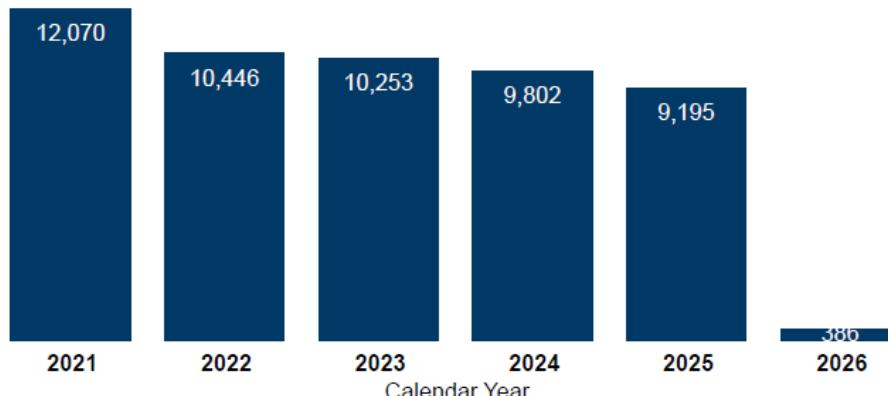
● First Time Visitors ● Average Per Day



ANNUAL NEW MYLACERA ACCOUNTS

Total Member Accounts
126,741

Percentage of Total Members
64%



JANUARY SOCIAL MEDIA ENGAGEMENT



Number of Posts | 10
Views | 1,738
Reach | 1,580

Follower Change
+724%



Number of Posts | 14
Impressions | 6,583
Reach | 99

Follower Change
+4.3%



Number of Posts | 713
Views | 6,427
Reach | 3,623

Follower Change
+165%



Total Subscribers
1,040

Follower Change
+24%

Retiree Healthcare (RHC)

Reporting Period Month End | December 30, 2025



EMAILS

healthcare@lacera.gov

354



SECURE MESSAGE

MyLACERA

745



Retiree Healthcare Program Enrollments

Benefit	Employer	Member	Enrollments
Medical	\$379.9	\$26.8	57,922
Dental	\$27.7	\$2.4	60,265
Part B	\$54.9	\$0.0	40,331
Long Term Care	-	-	56
Total	\$462.5	\$29.2	158,574



RHC CALL CENTER | MAIN QUEUE

77% Answered | 23% Abandoned

4,365 | 1,279

Total Calls 5,644

Average Speed of Answer

13 Minutes, 33 Seconds

Average Duration

13 Minutes, 16 Seconds

RHC CALL CENTER | CALL BACK QUEUE

99% Answered | 1% Abandoned

901 | 7

Total Calls 908

Average Speed of Answer

1 Hour, 2 Minutes

Average Duration

9 Minutes, 02 Seconds

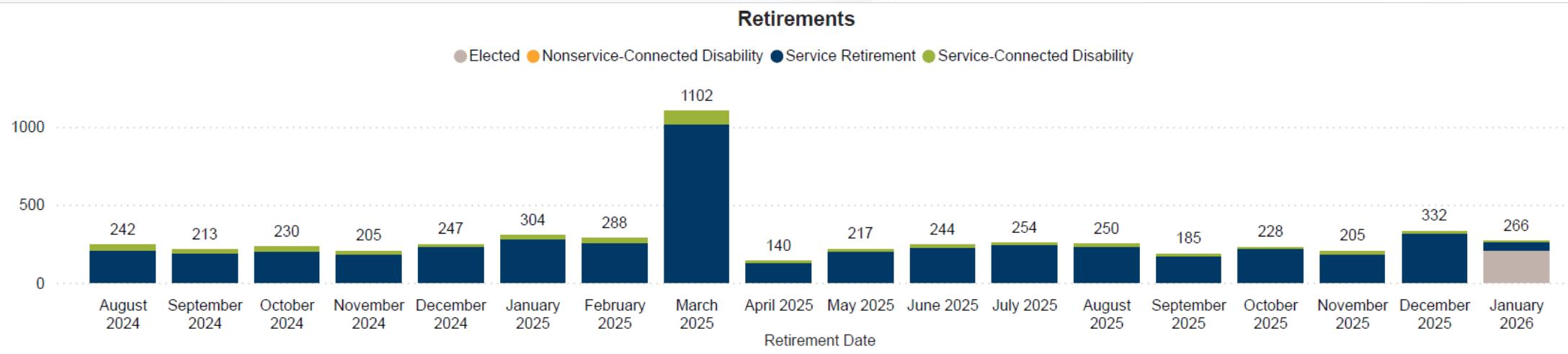
TOP CALL TOPICS | Medicare Part B, Medical/Dental Enrollments, General Benefit Inquiries

Retirements | Member Snapshot

Reporting Period November 16, 2025 – December 15, 2025



MONTHLY RETIREMENTS

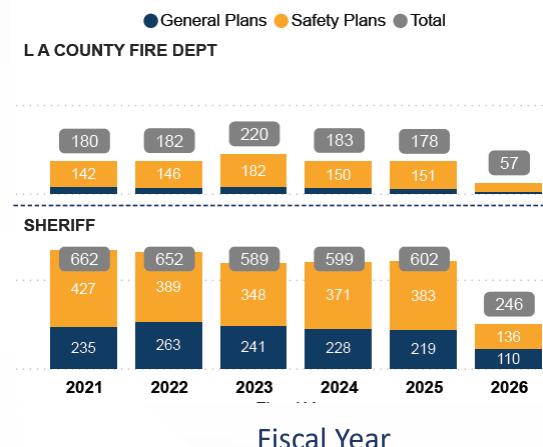


Elected retirements are members placed on the BOR Agenda, but not yet retired as of reporting date

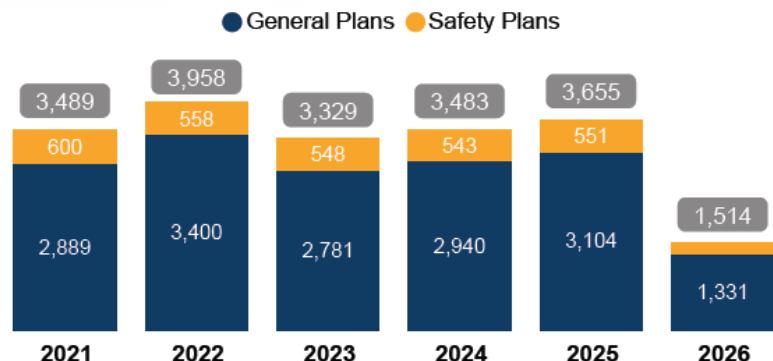
MONTHLY RETIREMENT TYPES

Retirement Type	January 2026
Elected	206
Service Retirement	59
Service-Connected Disability	1
Total	266

FIRE AND SHERIFF RETIREMENTS



TOTAL RETIREMENTS BY TYPE





APPENDIX

Additional Reports and Information

Quiet List



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

Reporting as of December 23, 2025



Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
Auditing and Consulting Services Pool	Internal Audit	2/13/2025	Contract Development	Eide Bailly, Grant Thornton
Economic Impact Analysis	Executive Office	08/08/25	Contract Development	Zenith Economics
eDiscovery	Legal/InfoSec	12/1/2023	Contract Development	GlobalRelay
Fiduciary Counsel Legal Services	Legal Office	10/30/2025	Bid Review	Groom Law Group, Klausner Kaufman Jensen & Levinson, Nossaman LLP, Olson Remcho LLP, Reed Smith LLP, Foley & Lardner LLP, Wagner Law Group
Knowledge Management Solution	Disability Litigation	10/31/2025	Bid Review	Eccentex, Quisitive LLC, Squirro Americas, Oxcyon Inc., Top Quadrant Inc., Work Methods Solutions Inc., Speridian Technologies LLC, Enterprise Knowledge LLC, Progress Federal Solutions
Quality Assurance and Process Management Group Classification and Compensation Study	Human Resources	07/21/2025	Contract Development	CBIZ Benefits & Insurance Services, Inc., CPS HR Consulting, Gallagher Benefits Services, Inc., Segal Western States, Transformance Consulting
SAAS Provider: Drupal Hosting	Systems	08/11/2025	Bid Review	AIM Technical Group LLC, Amazee.io, ATZ Solutions LLC, Datanetiix Solutions, Dynamics Federal Technologies, Exemplifai LLC, Pantheon Systems, Inc., Smashing Infolabs Private Limited
Systems & Infosec Classification and Compensation Study	Human Resources	1/26/2026	Solicitation Process	

Quiet List | Investments

*Subject to Change



Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
Passive Cash Overlay Investment Manager Search	Investments	6/13/2025	Contract Development	Legal & General Asset Management, NISA Investment Advisors, Parametric Portfolio Associates, Russell Investments, State Street Investment Management

Upcoming Conferences



Date	Conference Title
February 20	CALAPRS (California Association of Public Retirement Systems) Benefit Roundtable Virtual
February 25-27	PPI La Jolla Roundtable La Jolla, CA
March 2-4	NCPERS (National Conference on Public Employee Retirement Systems) Communications & Member Services Summit (formerly Pension Communications Summit) San Diego, CA
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 24-27	2026 Infrastructure Investor Global Summit Berlin, Germany
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.
April 13-16	Pacific Pension Institute (PPI) West Asia Study Mission to Abu Dhabi and Riyadh Abu Dhabi United Arab Emirates Riyadh, Kingdom of Saudi Arabia
April 19—22	CRCEA (California Retired County Employees Association) Spring Conference Santa Barbara, CA

Report of Felony Forfeiture Cases

As of January 23, 2026



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 December 15, 2025 – January 14, 2026



Date Received	Requestor	Documents Requested and Submitted During Reporting Period
12-15-25	B. Campbell, with.Intelligence	Per monthly request: Performance data from LACERA investment pools for all absolute return/hedge funds LACERA is currently invested in for October 2025.
12-22-25	C. McWhinnie, Internal Services Department, LA County	Request: List of former or retired ISD employees who passed away this year.
01-05-26	D. Charns, KLAS & News Now	Request: Information about an individual named Edward Dias believed to be retired from the Los Angeles County Sheriff's Department.
01-07-26	H. Ahaiwe, HR, LA County	Per monthly request: Monthly Agenda dated January 7, 2026.
01-07-26	Sheriffs Dept, LA County and 3 other Recipients	Per monthly request: Monthly Agenda Reports for Sheriff Department Listing and Fire Department listing, each dated January 7, 2026.
01-07-26	C. Siverson, Fire, LA County and 6 other Recipients	Per monthly request: Monthly Agenda Reports for Sheriff Department Listing and Fire Department listing, each dated December 3, 2025.
01-10-26	L. Chatar, Smart-Procure	Request: Any and all purchasing records from 10/16/2025 to current.
01-12-26	A. Bejarano	Request: Documents related to the County Board resolution from 1982 formalizing its withdrawal from Social Security, or any correspondence from the IRS confirming that the county pension plan through LACERA (and the alternative pension savings plans for those employees not in LACERA) comply with federal law.



Thank You!



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**



January 27, 2026

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on February 4, 2026

SUBJECT: Ratification of Service Retirement and Survivor Benefit Application Approvals

The attached report reflects service retirements and survivor benefit applications received as of the date of this memo, along with any retirement rescissions and/or changes approved at last month's Board meeting. Any retirement rescissions or changes received after the date of this memo up to the date of the Board's approval, will be reflected in next month's report.

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETired</u>	<u>SERVICE</u>
ALFRED L. AGUILERA	SHERIFF Dept.# SH	02-28-2026	36 YR, 7 MO
BARRY E. BELL	L A COUNTY FIRE DEPT Dept.# FR	01-01-2026	26 YR, 0 1/2 MO
ANDREA M. BRADLEY	SHERIFF Dept.# SH	02-28-2026	35 YR, 6 MO
KEVIN J. CULL	L A COUNTY FIRE DEPT Dept.# FR	01-30-2026	26 YR, 5 MO
SHEK S. FONG	SHERIFF Dept.# SH	12-20-2025	28 YR, 10 1/2 MO
ARTHUR GUTIERREZ	DISTRICT ATTORNEY Dept.# DA	01-30-2026	30 YR, 11 MO
KEVIN B. HARMON	L A COUNTY FIRE DEPT Dept.# FR	03-27-2026	32 YR, 0 1/16 MO
LAURIE C. HOBBS	SHERIFF Dept.# SH	01-31-2026	25 YR, 1 1/2 MO
JASON J. KOKENG	L A COUNTY FIRE DEPT Dept.# FR	02-14-2026	34 YR, 3 1/5 MO
NORMAN J. LAVOIE	L A COUNTY FIRE DEPT Dept.# FR	01-31-2026	25 YR, 0 MO
SCOTT F. MICHEL	L A COUNTY FIRE DEPT Dept.# FR	01-31-2026	20 YR, 7 MO
RICHARD J. MILLER	SHERIFF Dept.# SH	01-30-2026	29 YR, 7 MO
RICHARD L. MUEHLICH	SHERIFF Dept.# SH	02-28-2026	29 YR, 8 MO
RUBEN PASTRAN	SHERIFF Dept.# SH	12-31-2025	28 YR, 3 MO
GEORGE A. PEREZ	SHERIFF Dept.# SH	12-31-2025	17 YR, 6 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GUADALUPE RIVAS	SHERIFF Dept.# SH	01-31-2026	19 YR, 0 MO
CLAYTON C. ROADHOUSE	L A COUNTY FIRE DEPT Dept.# FR	12-30-2025	39 YR, 0 MO
RAFAEL E. RODRIGUEZ	SHERIFF Dept.# SH	02-17-2026	29 YR, 0 MO
MOISES SANFT JR	L A COUNTY FIRE DEPT Dept.# FR	02-01-2026	30 YR, 1 MO
MARIAN R. SCHAEFER	SHERIFF Dept.# SH	03-28-2026	30 YR, 6 1/2 MO
GRACE C. SCHMIDT	SHERIFF Dept.# SH	01-31-2026	29 YR, 10 MO
RANDOLPH T. TUINSTRA	SHERIFF Dept.# SH	03-28-2026	37 YR, 4 MO
ELIAS J. VALENZUELA	SHERIFF Dept.# SH	01-31-2026	36 YR, 8 MO
RICHARD A. VARGAS	SHERIFF Dept.# SH	01-31-2026	36 YR, 8 MO
LARRY A. WALDIE	SHERIFF Dept.# SH	01-30-2026	25 YR, 5 MO
DAVID A. ZARDA	SHERIFF Dept.# SH	01-31-2026	31 YR, 0 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DEBORAH R. ACKENBACK	SUPERIOR COURT/COUNTY CLERK Dept.# SC	02-14-2026	26 YR, 8 1/2 MO
SOHRAB AGAHI	PUBLIC WORKS Dept.# PW	01-31-2026	36 YR, 5 MO
ADOLFINO B. AGUAYON	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-31-2026	52 YR, 10 MO
MANOUSH AHOONBAR	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 1 MO
MICHAEL G. ALCARAZ	PROBATION DEPARTMENT Dept.# PB	01-01-2026	27 YR, 0 MO
TAMARA ALOYAN	MENTAL HEALTH Dept.# MH	01-31-2026	21 YR, 6 MO
MARIAM AMBARTSUMYAN	AMBULATORY CARE NETWORK Dept.# HN	01-31-2026	20 YR, 6 MO
TERRI L. ANDAL	PUBLIC HEALTH PROGRAM Dept.# PH	01-30-2026	15 YR, 2 MO
JILL ANDERSON	MENTAL HEALTH Dept.# MH	03-31-2026	7 YR, 3 MO
ANGELITA J. ANDES	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 0 MO
KRISTA T. ARCE	SUPERIOR COURT/COUNTY CLERK Dept.# SC	02-28-2026	40 YR, 10 MO
ADAM A. ARIKI	PUBLIC WORKS Dept.# PW	01-30-2026	36 YR, 9 MO
YASMEEN ASIF	MENTAL HEALTH Dept.# MH	12-31-2025	37 YR, 6 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SONYA L. ATKINS-WHITTINGTON	CHILDREN & FAMILY SERVICES Dept.# CH	01-30-2026	40 YR, 3 MO
CYNTHIA B. AVILA	COUNTY COUNSEL Dept.# CC	01-31-2026	18 YR, 5 MO
JULIETA AVILA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	03-28-2026	26 YR, 0 MO
MARIA ELSIE D. AYEN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	02-07-2026	25 YR, 0 1/2 MO
FARAH AZIMI	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	30 YR, 8 MO
ZARUI BAZIKYAN	CHILDREN & FAMILY SERVICES Dept.# CH	03-28-2026	26 YR, 11 MO
STEPHEN L. BEDOLLA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	03-28-2026	13 YR, 0 MO
JAMES E. BELLAMY	INTERNAL SERVICES Dept.# IS	01-31-2026	14 YR, 3 MO
CAROLYN G. BERNARDEZ	PARKS AND RECREATION Dept.# PK	02-28-2026	40 YR, 7 MO
CYNTHIA BOSAK	SUPERIOR COURT/COUNTY CLERK Dept.# SC	01-30-2026	15 YR, 7 MO
REGINA Y. BOSWELL	ANIMAL CONTROL Dept.# AN	02-28-2026	27 YR, 8 MO
STACI BOURNE	SUPERIOR COURT/COUNTY CLERK Dept.# SC	02-07-2026	35 YR, 8 MO
DEANNA BRESSLER	PUBLIC HEALTH PROGRAM Dept.# PH	02-27-2026	36 YR, 2 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JESUS P. BUGARIN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	01-01-2026	21 YR, 7 MO
GINA M. BYRNES	PROBATION DEPARTMENT Dept.# PB	01-31-2026	41 YR, 5 MO
LIDDIE A. BYTHWOOD	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-28-2026	19 YR, 3 1/2 MO
GERMAN CAMACHO	SHERIFF Dept.# SH	01-31-2026	36 YR, 0 MO
VERONICA S. CAMARILLO	PROBATION DEPARTMENT Dept.# PB	12-30-2025	38 YR, 9 MO
SHERRY R. CANAL	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-27-2026	39 YR, 1 MO
DAVID CASPOLE	SUPERIOR COURT/COUNTY CLERK Dept.# SC	03-31-2026	36 YR, 4 MO
MARIA DE JESUS CASTILLERO	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 1 MO
VIVIAN P. CEDENO	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-31-2026	25 YR, 0 MO
LUSMILA CERDA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	40 YR, 6 MO
PATRICIA CESPEDES	PUBLIC HEALTH PROGRAM Dept.# PH	12-23-2025	38 YR, 9 1/2 MO
SUZAN S. CHA	INTERNAL SERVICES Dept.# IS	02-27-2026	36 YR, 4 MO
KELLI N. CHAU	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	45 YR, 2 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NORMA CHAVARRIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	34 YR, 9 MO
KAREN N. CHEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	03-31-2026	36 YR, 4 MO
HSIU-O CHEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-21-2026	32 YR, 0 MO
CYNTHIA L. CHEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 1 MO
BETTY L. CHEUNG	PROBATION DEPARTMENT Dept.# PB	01-30-2026	24 YR, 2 MO
ANNA CHIA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	35 YR, 8 MO
KEUMHEE L. CHOI	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 10 MO
MICHAEL M. COMBS	BEACHES & HARBORS Dept.# BH	01-30-2026	27 YR, 1 MO
MARTHA CONTRERAS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	01-31-2026	40 YR, 3 MO
STELLA A. CORDOVA	SUPERIOR COURT/COUNTY CLERK Dept.# SC	12-27-2025	36 YR, 1 MO
PATRICIA A. CURTIS	ANIMAL CONTROL Dept.# AN	01-30-2026	29 YR, 4 MO
ADELINE M. DANG	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	12-31-2025	41 YR, 8 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GEORGE L. DE LA O	PUBLIC WORKS Dept.# PW	01-20-2026	29 YR, 3 MO
SONIA R. DEHARO	DISTRICT ATTORNEY Dept.# DA	02-28-2026	45 YR, 2 MO
AURORA V. DENY	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-28-2026	25 YR, 1 MO
YOLANDA E. DIAZ	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	02-28-2026	28 YR, 11 MO
MARIO DONALDSON	PARKS AND RECREATION Dept.# PK	12-31-2025	17 YR, 11 MO
AN T. DUONG	AGING DEPARTMENT Dept.# AG	02-28-2026	37 YR, 0 MO
ERIC J. DUVERNAY	PUBLIC DEFENDER Dept.# PD	02-28-2026	24 YR, 10 MO
FERLENCIA Y. DYES	PUBLIC HEALTH PROGRAM Dept.# PH	02-25-2026	45 YR, 2 MO
SHEILA EARLY	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	26 YR, 2 MO
MONICA C. ECTOR	DEPARTMENT OF HUMAN RESOURCES Dept.# HM	02-27-2026	39 YR, 10 MO
DEBORAH A. EMLEIN	PUBLIC HEALTH PROGRAM Dept.# PH	01-31-2026	41 YR, 6 MO
SAMIR M. FAM	PUBLIC HEALTH PROGRAM Dept.# PH	12-30-2025	25 YR, 3 MO
FRANCISCO J. FERNANDEZ	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	12-31-2025	18 YR, 4 MO
BENJAMIN FESAGAIGA	MENTAL HEALTH Dept.# MH	01-26-2026	28 YR, 0 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MIMI L. FLORES	SUPERIOR COURT/COUNTY CLERK Dept.# SC	01-31-2026	42 YR, 10 MO
ANTHONY FLORES	PROBATION DEPARTMENT Dept.# PB	01-30-2026	35 YR, 4 MO
FLORA S. FRANCISCO	SHERIFF Dept.# SH	01-31-2026	41 YR, 8 MO
ANGELA E. FRAZIER	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	26 YR, 1 MO
CHA-LONG F. FU	HEALTH SERVICES ADMINISTRATION Dept.# HS	01-30-2026	15 YR, 11 MO
MARIA F. FUENTES	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 0 MO
PETER K. FUKUMOTO	HEALTH SERVICES ADMINISTRATION Dept.# HS	02-06-2026	13 YR, 0 1/2 MO
LETICIA GAMEZ	SHERIFF Dept.# SH	12-31-2025	43 YR, 6 MO
KALPANA GANESAN	RANCHO LOS AMIGOS HOSPITAL Dept.# HR	01-15-2026	36 YR, 1 1/2 MO
ARCELIA GARCIA	PUBLIC HEALTH PROGRAM Dept.# PH	01-31-2026	25 YR, 0 MO
ANTONIO S. GATCHALIAN	INTERNAL SERVICES Dept.# IS	01-23-2026	35 YR, 9 MO
MARIETA B. GAYAP	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	01-24-2026	19 YR, 5 MO
DESMOND GIFFEN	ASSESSOR Dept.# AS	02-17-2026	25 YR, 6 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
THERESE W. GO	SHERIFF Dept.# SH	02-28-2026	36 YR, 6 MO
VEDA C. GOFFE	AMBULATORY CARE NETWORK Dept.# HN	01-30-2026	43 YR, 8 MO
JESSIE T. GOVEA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	27 YR, 0 MO
JOSE A. GOYAK	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-30-2026	34 YR, 1 MO
MICHAEL J. GRAY	BOARD OF SUPERVISORS Dept.# BS	02-13-2026	27 YR, 6 1/2 MO
LAUREN M. GREELEY	PUBLIC HEALTH PROGRAM Dept.# PH	01-31-2026	15 YR, 4 1/2 MO
DAVID G. GUIDINGER	SHERIFF Dept.# SH	01-29-2026	36 YR, 11 MO
DONG W. HAN	INTERNAL SERVICES Dept.# IS	02-28-2026	25 YR, 5 MO
LA SHAWN HARRIS	CHILDREN & FAMILY SERVICES Dept.# CH	01-19-2026	24 YR, 4 1/2 MO
JEANETTE R. HARTFIELD	COUNTY COUNSEL Dept.# CC	01-26-2026	26 YR, 7 MO
ANN B. HAYS	AMBULATORY CARE NETWORK Dept.# HN	01-31-2026	25 YR, 1 MO
GREGORY F. HELLMOLD	AUDITOR - CONTROLLER Dept.# AU	01-31-2026	36 YR, 4 MO
KAREN A. HIGGINS	COUNTY COUNSEL Dept.# CC	01-31-2026	30 YR, 6 MO
AKIKO S. HIRAMINE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	28 YR, 8 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RALPH HOLGUIN	PROBATION DEPARTMENT Dept.# PB	02-27-2026	36 YR, 1 MO
LOU HOLTZ JR	DISTRICT ATTORNEY Dept.# DA	01-31-2026	33 YR, 7 MO
ANNA W. HOM WONG	CHIEF EXECUTIVE OFFICE Dept.# AO	01-30-2026	41 YR, 3 MO
VAN T. HON	SHERIFF Dept.# SH	03-31-2026	13 YR, 1 MO
SALVADORE O. HUEZO	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	01-30-2026	25 YR, 3 MO
QUYNH GIAO T. HUYEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 1 MO
ANDREW SANG IM	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	12-31-2025	36 YR, 2 MO
GEORGINA INFANTE	AMBULATORY CARE NETWORK Dept.# HN	01-24-2026	35 YR, 10 MO
MARIA L. JACOBO	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-20-2026	19 YR, 8 1/2 MO
ALI E. JAFFERI	AMBULATORY CARE NETWORK Dept.# HN	02-07-2026	24 YR, 3 1/2 MO
TAMMY Y. JAMES	ECONOMIC AND WORKFORCE DEV Dept.# EW	12-31-2025	40 YR, 1 MO
MARCOS JARA	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-15-2026	19 YR, 0 1/2 MO
JUANITA E. JENKINS	PROBATION DEPARTMENT Dept.# PB	01-01-2026	29 YR, 8 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
FENGHUA JIN	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-31-2026	18 YR, 8 MO
EARNEST R. JOHNSON	PROBATION DEPARTMENT Dept.# PB	03-28-2026	39 YR, 1 MO
JUDY M. JOHNSON- HOWARD	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	37 YR, 1 MO
ANGELA D. JONES	PROBATION DEPARTMENT Dept.# PB	01-31-2026	39 YR, 5 MO
KATHY S. JONES	MENTAL HEALTH Dept.# MH	01-08-2026	36 YR, 11 1/2 MO
PARRISH E. JORDAN	PROBATION DEPARTMENT Dept.# PB	01-31-2026	37 YR, 5 MO
FRANK S. KHIEV	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-26-2026	27 YR, 0 MO
CHARLES T. KING	SHERIFF Dept.# SH	08-06-2025	28 YR, 0 MO
MARLENE KWOK-PUN	PUBLIC HEALTH PROGRAM Dept.# PH	02-27-2026	40 YR, 7 MO
SUZANNE T. LAI	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-30-2026	35 YR, 5 MO
JACQUELINE LEE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	39 YR, 0 MO
CHRISTINE LEE	INTERNAL SERVICES Dept.# IS	01-28-2026	40 YR, 7 MO
JAMES C. LESPERANCE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-28-2026	12 YR, 1 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JUSTIN LINAM	SUPERIOR COURT/COUNTY CLERK Dept.# SC	01-30-2026	34 YR, 0 MO
BRENDA L. LIU	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-30-2026	27 YR, 0 MO
CYNTHIA LOPEZ POLANCO	CHILDREN & FAMILY SERVICES Dept.# CH	01-31-2026	32 YR, 10 MO
CRYSTAL A. LOVETT	CHILDREN & FAMILY SERVICES Dept.# CH	01-10-2026	9 YR, 1 MO
JOHN E. LOZADA	SHERIFF Dept.# SH	02-22-2026	25 YR, 1 MO
MARTHA LOZANO	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	30 YR, 10 1/2 MO
LUIS E. LUDENA	SHERIFF Dept.# SH	01-31-2026	17 YR, 0 MO
STEPHANIE C. MADDOX	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	02-28-2026	45 YR, 3 1/2 MO
ROSALINDA L. MADRIGAL	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-20-2026	27 YR, 3 1/2 MO
PATRICIA A. MAGEE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	26 YR, 0 MO
ROMEO C. MANAHAN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	02-01-2026	42 YR, 6 MO
ELAINE J. MANAHAN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	01-31-2026	39 YR, 7 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
FRANCISCO J. MARTINEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-08-2026	27 YR, 3 1/2 MO
MARINE MATEVOSIAN	AGING DEPARTMENT Dept.# AG	01-31-2026	17 YR, 0 MO
CAROL MCCALLEY	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	32 YR, 5 MO
JERRY C. MCKIBBEN	MEDICAL EXAMINER Dept.# ME	01-29-2026	25 YR, 0 MO
MARGARITA D. MEDRANO	PUBLIC HEALTH PROGRAM Dept.# PH	01-30-2026	25 YR, 0 MO
JUAN C. MELGAR	MENTAL HEALTH Dept.# MH	12-27-2025	20 YR, 4 MO
COLLEEN A. MIELKE	MENTAL HEALTH Dept.# MH	01-31-2026	9 YR, 1 MO
SCHOLASTICA N. MKPAYAH	AMBULATORY CARE NETWORK Dept.# HN	01-31-2026	14 YR, 11 1/2 MO
DAWN MONTANEZ	MENTAL HEALTH Dept.# MH	10-31-2025	5 YR, 3 MO
MIGUEL H. MONTIEL	ANIMAL CONTROL Dept.# AN	01-31-2026	19 YR, 0 1/2 MO
YVONNE MOORE-PARKER	INTERNAL SERVICES Dept.# IS	01-31-2026	28 YR, 2 MO
FRANCA A. MORALES	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-30-2026	33 YR, 11 MO
CARLOS L. MORALES	ALTERNATE PUBLIC DEFENDER Dept.# AD	12-31-2025	25 YR, 2 MO
MILLENA D. MURR-HICKS	SHERIFF Dept.# SH	01-23-2026	25 YR, 11 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LISA M. NAUTA	MENTAL HEALTH Dept.# MH	03-31-2026	13 YR, 5 MO
ROSINA NG	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-31-2026	42 YR, 10 MO
KING NG	CHILDREN & FAMILY SERVICES Dept.# CH	01-31-2026	28 YR, 4 MO
ALBERT T. NGUYEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	12-31-2025	26 YR, 1 MO
JOSEPH E. NINO	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-29-2026	25 YR, 2 MO
JONATHAN I. NUON	PROBATION DEPARTMENT Dept.# PB	12-30-2025	25 YR, 9 MO
DORIS A. O'QUINN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 4 MO
CORRINA F. ORNELAS	SUPERIOR COURT/COUNTY CLERK Dept.# SC	01-31-2026	40 YR, 5 MO
OLIVIA ORTIZ	CHILD SUPPORT SERVICES Dept.# CD	01-31-2026	26 YR, 8 MO
OGANES PETROSYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 8 MO
MY HA PHAM	PUBLIC WORKS Dept.# PW	02-27-2026	28 YR, 1 MO
GARY M. POON	INTERNAL SERVICES Dept.# IS	02-26-2026	41 YR, 0 MO
DEBRA A. PRITCHETT	PUBLIC HEALTH PROGRAM Dept.# PH	01-31-2026	45 YR, 10 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
REBECCA M. PRUITT	PARKS AND RECREATION Dept.# PK	02-26-2026	25 YR, 10 MO
MARIA E. PULIDO	PUBLIC HEALTH PROGRAM Dept.# PH	01-31-2026	24 YR, 1 MO
JORGE D. PULUMBARIT	SHERIFF Dept.# SH	01-31-2026	15 YR, 1 MO
MAURITA RECINOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-28-2026	35 YR, 10 MO
MILDRED REDOBLADO	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	02-20-2026	21 YR, 6 MO
DAVID T. REYES	ASSESSOR Dept.# AS	01-31-2026	35 YR, 6 MO
ROLANDO C. RIVERA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-10-2026	34 YR, 2 1/2 MO
MAE P. ROA	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	02-02-2026	25 YR, 0 1/2 MO
PATRICIA E. RODRIGUEZ	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	12-27-2025	42 YR, 6 MO
VICKY RODRIGUEZ	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	11-27-2025	41 YR, 7 MO
FRANCISCO J. ROMERO	PROBATION DEPARTMENT Dept.# PB	12-23-2025	26 YR, 1 MO
ROGER G. RONG	INTERNAL SERVICES Dept.# IS	03-31-2026	11 YR, 2 MO
JOSE RUBIO	REGIONAL PLANNING Dept.# RP	01-31-2026	26 YR, 6 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
WILLIAM X. RUIZ	PUBLIC WORKS Dept.# PW	01-31-2026	38 YR, 6 MO
MARNI C. RUIZ	SUPERIOR COURT/COUNTY CLERK Dept.# SC	01-30-2026	26 YR, 6 MO
ALTHEA SAMS	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	33 YR, 8 MO
CENVELYN G. SANTOS	SHERIFF Dept.# SH	01-31-2026	25 YR, 9 1/2 MO
NAVY SEANG	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-26-2026	28 YR, 2 MO
DELFINA G. SEGOVIA	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-31-2026	41 YR, 9 MO
YIU LUNG SETO	INTERNAL SERVICES Dept.# IS	02-17-2026	32 YR, 6 MO
VIVIAN W. SHENG	ASSESSOR Dept.# AS	01-30-2026	34 YR, 3 MO
SOLOMON SHIBESHI	AGING DEPARTMENT Dept.# AG	01-31-2026	20 YR, 3 MO
ANET SHIRVANIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	27 YR, 1 MO
OLUFUNKE O. SHOAGA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	01-15-2026	8 YR, 6 1/2 MO
KIN K. SHUM	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	26 YR, 7 MO
WILLIE SLEDGE	PUBLIC HEALTH PROGRAM Dept.# PH	01-31-2026	28 YR, 0 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MOZELL T. SMITH	CHILDREN & FAMILY SERVICES Dept.# CH	01-31-2026	39 YR, 1 MO
BYRON K. SMITH	PROBATION DEPARTMENT Dept.# PB	12-28-2025	37 YR, 0 MO
JEUSELL A. SPEARS	CHILDREN & FAMILY SERVICES Dept.# CH	01-30-2026	31 YR, 4 MO
KIMBERLY R. SPEARS	PROBATION DEPARTMENT Dept.# PB	01-30-2026	30 YR, 1 MO
CYNTHIA A. SPENCER	CHILDREN & FAMILY SERVICES Dept.# CH	12-31-2025	39 YR, 3 MO
CHARLES T. TANG	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	25 YR, 1 1/2 MO
IRMA R. TELLES	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-30-2026	26 YR, 7 MO
NIKA D. THU	ARTS AND CULTURE Dept.# RT	01-30-2026	27 YR, 4 MO
MIKE A. TIMPERIO	PARKS AND RECREATION Dept.# PK	01-28-2026	32 YR, 7 MO
JOHN G. TOMSON	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	12-31-2025	12 YR, 1 MO
TALIV TRAYLOR	PROBATION DEPARTMENT Dept.# PB	01-06-2026	27 YR, 4 1/2 MO
JORGE T. TREJO	PROBATION DEPARTMENT Dept.# PB	02-28-2026	31 YR, 9 MO
HENRY TREJO	PROBATION DEPARTMENT Dept.# PB	01-30-2026	36 YR, 0 MO
PHILLIP J. TURNER	PROBATION DEPARTMENT Dept.# PB	01-31-2026	25 YR, 9 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RUTH UELESE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	34 YR, 4 MO
DIANNA JEAN A. VALDEZ	RANCHO LOS AMIGOS HOSPITAL Dept.# HR	12-31-2025	15 YR, 10 MO
JUAN A. VASQUEZ	SHERIFF Dept.# SH	01-31-2026	20 YR, 0 1/2 MO
KAREN VERHOEVEN	CHILDREN & FAMILY SERVICES Dept.# CH	12-29-2025	46 YR, 6 MO
ELIZABETH M. WALDMAN	ASSESSOR Dept.# AS	02-04-2026	18 YR, 5 1/2 MO
YOLANDA F. WASHINGTON TRICE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-12-2026	20 YR, 9 1/2 MO
JULIE R. WATSON	CHILD SUPPORT SERVICES Dept.# CD	03-26-2026	31 YR, 6 MO
EMILY WEI	CHILDREN & FAMILY SERVICES Dept.# CH	12-31-2025	37 YR, 6 MO
RUBY J. WHITE	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	12-27-2025	36 YR, 8 MO
SHARRELL WHITEHEAD	AMBULATORY CARE NETWORK Dept.# HN	01-20-2026	37 YR, 3 1/2 MO
JUDY W. WHITEHURST	COUNTY COUNSEL Dept.# CC	01-30-2026	46 YR, 0 MO
ANITA M. WILLIAMS	SUPERIOR COURT/COUNTY CLERK Dept.# SC	02-28-2026	46 YR, 8 MO
BONITA L. WILLIAMS	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-31-2026	31 YR, 10 1/2 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DENISE G. WILLIAMS	PROBATION DEPARTMENT Dept.# PB	01-31-2026	40 YR, 0 MO
ROSANNE WONG	COUNTY COUNSEL Dept.# CC	01-31-2026	37 YR, 0 MO
ANTHONY R. WOODS	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	01-15-2026	32 YR, 8 MO
THOMAS D. WRIGHT	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	02-07-2026	26 YR, 2 1/2 MO
LUCY P. XU	PROBATION DEPARTMENT Dept.# PB	03-31-2026	12 YR, 10 MO
WILLIE YAU	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-31-2026	28 YR, 0 MO
ERENI S. YOUSSEF	PROBATION DEPARTMENT Dept.# PB	12-30-2025	36 YR, 10 MO
RUTH E. ZAMORA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-28-2026	32 YR, 3 MO
EDWARD ZARGARIAN	PUBLIC WORKS Dept.# PW	01-31-2026	36 YR, 11 MO
JULIET ZARGARIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-01-2026	32 YR, 2 1/2 MO
SAMIR H. ZYADA	PUBLIC WORKS Dept.# PW	02-12-2026	25 YR, 0 1/2 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

SAFETY SURVIVOR APPLICATIONS

NAME

DEPARTMENT

RETIRED

SERVICE

No Applications Submitted

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
Argelia Carlin	SHERIFF Dept.# SH	07-04-2025	9 YR, 11 1/2 MO
<p>SPOUSE of Joaquin Carlin-Rodriguez dec'd on 07-03-2025 Sect. #31781.1</p>			
Begonya C. De Salvo	COUNTY COUNSEL Dept.# CC	11-19-2025	4 YR, 11 MO
<p>SPOUSE of Steven D. De Salvo dec'd on 11-18-2025 Sect. #31781.1</p>			
Han V. Tieu	HEALTH SERVICES ADMINISTRATION Dept.# HS	08-12-2025	7 YR, 3 1/2 MO
<p>SPOUSE of David Thai dec'd on 08-11-2025 Sect. #31781.3</p>			
Jose A. Venegas	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	11-08-2025	24 YR, 3 1/2 MO
<p>SPOUSE of Beatriz Venegas dec'd on 11-07-2025 Sect. #31781.3</p>			
Junhong Liu	SUPERIOR COURT/COUNTY CLERK Dept.# SC	10-23-2025	17 YR, 4 1/2 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

NAME**DEPARTMENT****RETIRED****SERVICE**

SPOUSE of
Sy Yau Huang
dec'd on 10-22-2025
Sect. #31781.1

Mr. Jose Vigil

MENTAL HEALTH
Dept.# MH

11-10-2025

8 YR, 10 MO

SPOUSE of
Maria Martinez
dec'd on 11-09-2025
Sect. #31781.3

Steven Hurley

LACERA
Dept.# NL

11-23-2025

15 YR, 1 MO

HUSBAND of
James Rice
dec'd on 11-22-2025
Sect. #31781.1

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALAN C. DADD	SHERIFF Dept.# SH	01-09-2026	6 YR, 8 MO
SHELLEY L. JAIME	DISTRICT ATTORNEY Dept.# DA	01-12-2026	10 YR, 0 MO
JULIAN A. REYES	SHERIFF Dept.# SH	05-20-2023	5 YR, 3 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
KEITH S. ALLEN	PUBLIC HEALTH PROGRAM Dept.# PH	12-26-2025	
SANDRA S. ARAKAWA	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-05-2026	17 YR, 9 1/2 MO
FELIX A. ARREOLA	SHERIFF Dept.# SH	01-19-2026	1 YR, 8 MO
BRIAN P. BETZ	MENTAL HEALTH Dept.# MH	01-12-2026	8 YR, 5 1/2 MO
TRISTA A. BINGHAM	PUBLIC HEALTH PROGRAM Dept.# PH	02-14-2026	16 YR, 0 1/2 MO
ELIZABETH M. BRYANT	SHERIFF Dept.# SH	01-08-2026	13 YR, 1 MO
GABRIELA CRUZ	ALTERNATE PUBLIC DEFENDER Dept.# AD	01-24-2026	25 YR, 5 MO
SUSHILA DESAI	MENTAL HEALTH Dept.# MH	02-16-2026	36 YR, 11 1/2 MO
YERMIN FARHADIANS	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	01-01-2026	14 YR, 7 1/2 MO
ALFREDO FUENTES	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	02-07-2026	6 YR, 2 MO
JERRY W. GEE	SUPERIOR COURT/COUNTY CLERK Dept.# SC	01-12-2026	8 YR, 11 MO
LETICIA GONZALEZ	SUPERIOR COURT/COUNTY CLERK Dept.# SC	02-09-2026	25 YR, 9 MO
AJAY GUPTA	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	01-09-2026	10 YR, 7 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ARFAN HAIDARY	PUBLIC WORKS Dept.# PW	12-31-2025	21 YR, 3 MO
BARRY S. JENKINS	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	01-10-2026	28 YR, 3 MO
DANIEL F. KELLY	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	01-14-2026	13 YR, 3 MO
DELEASE S. KITTELL	CHILDREN & FAMILY SERVICES Dept.# CH	12-23-2025	14 YR, 3 1/2 MO
SANTOS KREIMANN	LACERA Dept.# NL	01-14-2026	36 YR, 3 MO
CASSANDRA S. KWOK	MENTAL HEALTH Dept.# MH	12-22-2025	11 YR, 9 7/10 MO
JAMIE LUNSFORD	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	12-31-2025	15 YR, 9 MO
CANDIDA MADRIGAL	CHILDREN & FAMILY SERVICES Dept.# CH	02-25-2026	17 YR, 5 MO
MELISSA L. MCCOLLUM	PUBLIC LIBRARY Dept.# PL	01-30-2026	12 YR, 10 MO
HAZEL J. MILLER	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	12-31-2025	15 YR, 3 MO
GLORIA A. MOUTON	PROBATION DEPARTMENT Dept.# PB	02-04-2026	31 YR, 6 MO
YVETTE NEWSON	CHILD SUPPORT SERVICES Dept.# CD	01-24-2026	8 YR, 0 MO
RONALD T. NGUYEN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	12-31-2025	8 YR, 9 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JODY A. RADTKE	L A COUNTY FIRE DEPT Dept.# FR	12-29-2025	1 YR, 2 MO
JOSEPH T. REISZ	ALTERNATE PUBLIC DEFENDER Dept.# AD	02-08-2026	13 YR, 6 MO
MARTYN S. RENTZER	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	01-26-2026	11 YR, 0 1/2 MO
DEBBIE RIMERMAN	SUPERIOR COURT/COUNTY CLERK Dept.# SC	12-31-2025	16 YR, 7 MO
ANDREA R. RUYBAL	PROBATION DEPARTMENT Dept.# PB	01-31-2026	11 YR, 5 MO
JANA M. SENG	ALTERNATE PUBLIC DEFENDER Dept.# AD	01-07-2026	21 YR, 7 1/2 MO
JEFFREY K. TAMURA	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	01-16-2026	14 YR, 7 MO
VARDANUSH TATULIAN	CHILD SUPPORT SERVICES Dept.# CD	01-15-2026	17 YR, 9 1/2 MO
GUADALUPE TOSSI	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	01-12-2026	24 YR, 9 MO
KERRI E. WEBB	PROBATION DEPARTMENT Dept.# PB	01-06-2026	14 YR, 1 1/2 MO
TERESA R. WILSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	01-07-2026	12 YR, 7 MO
YOLANDA WINBUSH	SOUTHWEST CLUSTER (MLK JR MC) Dept.# HK	12-30-2025	14 YR, 6 MO
MELISSA A. YELVERTON	SUPERIOR COURT/COUNTY CLERK Dept.# SC	12-29-2025	9 YR, 10 1/2 MO

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026
RESCSSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS

SAFETY MEMBER APPLICATIONS FOR SERVICE RETIRMENT

NAME	DEPARTMENT	UPDATE
JUAN F. SOLORZANO	SHERIFF	RESCSSION OF RETIREMENT
STEVE A. OOSTERHOF	SHERIFF	CHANGE OF DATE TO January 21, 2026
TAMAR L. ABRAHAM	SHERIFF	CHANGE OF DATE TO March 31, 2026
TRAVIS T. DOWDY	SHERIFF	CHANGE OF DATE TO March 28, 2026

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026
RESCSSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
ALBA F. AMAYA RECINOS	PARKS AND RECREATION	CHANGE OF DATE TO March 26, 2026
ALFONSO D. DELA CUESTA	SFV CLUSTER-OLIVE VIEW/UCLA MC	CHANGE OF DATE TO January 30, 2026
ANGELO P. TRAMONTANO	SHERIFF	CHANGE OF DATE TO March 31, 2026
ARLENE SANTOS	AMBULATORY CARE NETWORK	CHANGE OF DATE TO January 07, 2026
BEATRIZ MEZA	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO March 18, 2026
BRADLEY L. ANDERSON	PROBATION DEPARTMENT	CHANGE OF DATE TO March 05, 2026
BRANDON K. WONG	DISTRICT ATTORNEY	RESCISSON OF RETIREMENT
CARLOS F. CORONADO	PROBATION DEPARTMENT	CHANGE OF DATE TO February 28, 2026
CASI A. CHIDLEY	PUBLIC HEALTH PROGRAM	CHANGE OF DATE TO January 31, 2026
DAVID A. ROSS	ALTERNATE PUBLIC DEFENDER	CHANGE OF DATE TO February 28, 2026
EDDIE ELLOIE	PROBATION DEPARTMENT	CHANGE OF DATE TO February 17, 2026
EMY OKOHIRA	PUBLIC HEALTH PROGRAM	CHANGE OF DATE TO February 28, 2026

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026
RESCSSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
FRANCESCA P. SCIORTINO	COASTAL CLUSTER-HARBOR/UCLA MC	CHANGE OF DATE TO January 31, 2026
GLORIA TORRES	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO February 28, 2026
JULES D. VANCOL	PROBATION DEPARTMENT	CHANGE OF DATE TO February 28, 2026
LESLEY H. BOURNE	PROBATION DEPARTMENT	CHANGE OF DATE TO March 31, 2026
LESLIE B. RINGOLD	PUBLIC DEFENDER	CHANGE OF DATE TO February 16, 2026
MARGARET DURAN	PROBATION DEPARTMENT	RESCISSION OF RETIREMENT
MARTHA A. DAVILA	SFV CLUSTER-OLIVE VIEW/UCLA MC	CHANGE OF DATE TO February 07, 2026
MICHAEL A. THEBERGE	PUBLIC DEFENDER	CHANGE OF DATE TO February 27, 2026
NELSON AVILES	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO January 09, 2026
PATRICIA VAZIRZADEH	SHERIFF	CHANGE OF DATE TO March 29, 2026
SHAWN W. MC ADORY	PARKS AND RECREATION	RESCISSION OF RETIREMENT
SHIRRANE B. FRANKLIN	PROBATION DEPARTMENT	CHANGE OF DATE TO February 25, 2026
SUSAN C. SUAREZ	AMBULATORY CARE NETWORK	CHANGE OF DATE TO March 15, 2026

BOARD OF RETIREMENT MEETING OF FEBRUARY 4, 2026
RESCSSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
TAM T. NGUYEN	COASTAL CLUSTER-HARBOR/UCLA MC	CHANGE OF DATE TO January 30, 2026
TIMOTHY D. ITTNER	PARKS AND RECREATION	CHANGE OF DATE TO January 31, 2026
VIJAY P. MANGHIRMALANI	HEALTH SERVICES ADMINISTRATION	CHANGE OF DATE TO February 28, 2026
WILLARD H. BARRETT	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO January 01, 2026

January 15, 2026

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Manager 
Disability Retirement Services Division

FOR: February 4, 2026, Board of Retirement Meeting

SUBJECT: **DISMISS WITH PREJUDICE THE APPEAL OF GEORGE F. GILLEN**

Mr. George F. Gillen applied for a service-connected disability retirement with the option of an earlier effective date on August 25, 2022. On April 3, 2024, the Board granted a service-connected disability retirement without the option of an earlier effective date.

Mr. Gillen filed a timely appeal. On January 3, 2026, the applicant advised LACERA that he does not wish to proceed with the appeal for the option of an earlier effective date.

IT IS THEREFORE RECOMMENDED THAT THE BOARD:

Dismiss with prejudice George F. Gillen's appeal for the option of an earlier effective date.

NOTED AND REVIEWED:



Francis J. Boyd, Sr. Staff Counsel

Date: 01/15/26

FJB:TC:mc

Attachment



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**

January 15, 2026

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Manager 
Disability Retirement Services Division

FOR: February 4, 2026, Board of Retirement Meeting

SUBJECT: **DISMISS WITH PREJUDICE THE APPEAL OF INGRID L. MARTINEZ**

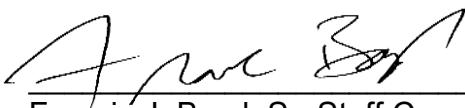
Ms. Ingrid L. Martinez applied for a service-connected disability retirement with the option of an earlier effective date on January 27, 2023. On May 1, 2024, the Board of Retirement denied her application.

Ms. Martinez filed a timely appeal. On December 23, 2025, the applicant advised LACERA that she does not wish to proceed with the appeal.

IT IS THEREFORE RECOMMENDED THAT THE BOARD:

Dismiss with prejudice Ingrid L. Martinez's appeal for a service-connected disability retirement with the option of an earlier effective date.

NOTED AND REVIEWED:



Francis J. Boyd, Sr. Staff Counsel

Date: 01/15/26

FJB:TC:mc

Attachment



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**

January 22, 2026

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Division Manager
Disability Retirement Services 

SUBJECT: **APPEAL(S) FOR THE BOARD OF RETIREMENT'S MEETING
OF FEBRUARY 4, 2026**

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

			Grant SCD – Deny Option of Earlier Effective Date
2014D	Andrea P. Ramsey	In Pro Per	
5475B	Jose L. Pena	In Pro Per	Deny SCD - Ineligible

TLC:kw

January 15, 2026

TO: Each Trustee
Board of Retirement

FROM: Francis J. Boyd 
Senior Staff Counsel

FOR: February 4, 2026, 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.

Currently, Ms. Creighton's firm has been paid \$42,768.16 for services provided. Enclosed is her most recent invoice totaling \$483.00. 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**



January 16, 2026

TO: Trustees – Board of Retirement
JK

FROM: Jean J. Kim
Senior Staff Counsel

DATE: Board of Retirement Meeting of February 4, 2026

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

INTRODUCTION

This memorandum addresses new pay items for which the County of Los Angeles (the "County") has requested pensionability determinations.

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

1. Overtime – Fire Dept 56 Hour Straight (Item No. 741)

Recommendation:

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

2. Overtime – Fire Dept 56 Hour Premium (Item No. 741P)

Recommendation:

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

3. Secondary Overtime - Fire Dept 56 Hour Straight (Item No. 742)

Recommendation:

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

4. Secondary Overtime - Fire Dept 56 Hour Premium (Item No. 742P)

Recommendation:

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

Trustees - Board of Retirement
January 16, 2026
Re: Pensionability Analysis
Page 2

5. Workdown Overtime – Fire Dept Straight (Item No. 743)

Recommendation:

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

6. Workdown Overtime – Fire Dept Premium (Item No. 743P)

Recommendation:

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

7. Overtime – Fire Dept 40 Hour Straight (Item No. 744)

Recommendation:

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

8. Overtime – Fire Dept 40 Hour Premium (Item No. 744P)

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

1. Overtime – Fire Dept 56 Hour Straight (Item No. 741)

When a 40-hour firefighter works overtime as a 56-hour firefighter, they receive overtime pay at the rate of "time and a half." Therefore, overtime pay has two components: (i) the "straight time" portion of the overtime pay and (ii) the "half time" portion of the overtime pay. This pay item represents the "straight time" portion of the overtime pay. The creation of this pay item (along with all the other new pay items addressed in this memo) was necessary in order to comply with the tax reporting requirements under the One Big Beautiful Bill Act because under this Act, individuals may deduct the portion of qualified overtime pay that exceeds their regular rate of pay (for example, the "half" portion of "time and half"). As a result, new overtime pay codes for fire personnel are being created to replace existing overtime pay codes to facilitate the Act's tax reporting requirements.

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Recommendation:

Exclude from compensation earnable for legacy members.

Exclude from pensionable compensation for PEPRA members.

2. Overtime – Fire Dept 56 Hour Premium (Item No. 741P)

This pay item represents payment related to the "half time" portion of the "time and a half" overtime rate that a 40-hour firefighter would receive when working overtime as a 56-hour firefighter.

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Recommendation:

Exclude from compensation earnable for legacy members.

Exclude from pensionable compensation for PEPRA members.

3. Secondary Overtime - Fire Dept 56 Hour Straight (Item No. 742)

This pay item represents payment for when a 40-hour firefighter works overtime as a 56-hour firefighter and the shift carries a different bonus structure than their normal duties. Specifically, this pay item relates to the “straight time” portion of the “time and a half” overtime rate.

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Recommendation:

Exclude from compensation earnable for legacy members.

Exclude from pensionable compensation for PEPRA members.

4. Secondary Overtime - Fire Dept 56 Hour Premium (Item No. 742P)

This pay item represents the half-time portion of the “time and a half” overtime rate that is paid to a 40-hour firefighter who works overtime as a 56-hour firefighter and the shift carries a different bonus structure than their normal duties.

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Recommendation:

Exclude from compensation earnable for legacy members.

Exclude from pensionable compensation for PEPRA members.

5. Workdown Overtime – Fire Dept Straight (Item No. 743)

This pay item was created to represent the straight time portion of overtime pay when a fire department employee works overtime in a capacity or role that is classified below their regular position (e.g., a Fire Captain works as a Fire Fighter Specialist).

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Recommendation:

Exclude from compensation earnable for legacy members.

Exclude from pensionable compensation for PEPRA members.

6. Workdown Overtime – Fire Dept Premium (Item No. 743P)

This pay item was created to represent the half-time portion of overtime pay when a fire department employee works overtime in a capacity or role that is classified below their regular position (e.g., a Fire Captain works as a Fire Fighter Specialist).

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Recommendation:

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

7. Overtime – Fire Dept 40 Hour Straight (Item No. 744)

This pay item was created to represent the straight time portion of overtime pay when a 56-hour firefighter works overtime as a 40-hour firefighter.

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Recommendation:

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

8. Overtime – Fire Dept 40 Hour Premium (Item No. 744P)

This pay item was created to represent the half-time portion of overtime pay when a 56-hour firefighter works overtime as a 40-hour firefighter.

For legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(3) because it is payment for additional services rendered outside of normal working hours.

For PEPRA members, this pay item does not qualify as pensionable compensation because it is payment for additional services rendered outside of normal working hours and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(6) and it is compensation for overtime work and is, therefore, excluded under Cal. Govt. Code §7522.34(c)(8).

Trustees - Board of Retirement
January 16, 2026
Re: Pensionability Analysis
Page 8

Recommendation:

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

CONCLUSION

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

1. Approve the recommendations set forth above as to the new 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.

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



Steven P. Rice
Chief Counsel

JJK/et
Attachment

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					
741	OVERTIME - FIRE DEPT 56 HOUR STRAIGHT	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act. Under the Act, individuals may deduct the portion of qualified overtime pay that exceeds their regular rate of pay (for example, the "half" portion of "time-and-a-half"). As a result, new overtime pay codes for Fire personnel are being created to replace existing overtime pay codes to facilitate the Act's tax reporting requirements.</p> <p>Code 741 is being created to pay the straight time portion of overtime when a 40-hour Fire Fighter works overtime as a 56-hour Fire Fighter and the bonus structure is the same as their normal duties. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 778).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>
741P	OVERTIME - FIRE DEPT 56 HOUR PREMIUM	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act.</p> <p>Code 741P is being created to pay the half-time (premium) portion of overtime when a 40-hour Fire Fighter works overtime as a 56-hour Fire Fighter and the bonus structure is the same as their normal duties. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 778).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>
742	SECONDARY OVERTIME - FIRE DEPT 56 HOUR STRAIGHT	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act.</p> <p>Code 742 is being created to pay the straight time portion of overtime when a 40-hour Fire Fighter works overtime as a 56-hour Fire Fighter and the shift carries a different bonus structure than their normal duties. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 779).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>
742P	SECONDARY OVERTIME - FIRE DEPT 56 HOUR PREMIUM	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act.</p> <p>Code 742P is being created to pay the half-time (premium) portion of overtime when a 40-hour Fire Fighter works overtime as a 56-hour Fire Fighter and the shift carries a different bonus structure than their normal duties. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 779).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>

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					
743	WORKDOWN OVERTIME - FIRE DEPT STRAIGHT	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act.</p> <p>Code 743 is being created to pay the straight time portion of overtime when an employee works down during their off time (e.g., a Fire Captain works as a Fire Fighter Specialist). These hours and amounts are not factored into the calculation of other overtime paid, and the rate paid is based on the lower assignment. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 780).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>
743P	WORKDOWN OVERTIME - FIRE DEPT PREMIUM	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act.</p> <p>Code 743P is being created to pay the half-time (premium) portion of overtime when an employee works down during their off time (e.g., a Fire Captain works as a Fire Fighter Specialist). These hours and amounts are not factored into the calculation of other overtime paid, and the rate paid is based on the lower assignment. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 780).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>
744	OVERTIME - FIRE DEPT 40 HOUR STRAIGHT	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act.</p> <p>Code 744 is being created to pay the straight time portion of overtime when a 56-hour Fire Fighter works overtime as a 40-hour Fire Fighter. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 781).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>
744P	OVERTIME - FIRE DEPT 40 HOUR PREMIUM	<p>This pay event is being created to comply with the tax reporting requirements of the One, Big, Beautiful Bill Act.</p> <p>Code 744P is being created to pay the half-time (premium) portion of overtime when a 56-hour Fire Fighter works overtime as a 40-hour Fire Fighter. Prior to the Act, the straight and half-time portions of overtime were combined and paid under one single pay code (Code 781).</p>	(b)(3)	(c)(6) (c)(8)	<p>This compensation constitutes a payment for additional services rendered outside of normal working hours under §31461(b)(3). The recommendation is to exclude this payment from compensation earnable for LEGACY members.</p> <p>Payments made to a member for additional services rendered outside of normal working hours are excluded from pensionable compensation under §7522.34(c)(6). Compensation for overtime work is excluded from pensionable compensation under §7522.34(c)(8). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.</p>



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**



January 21, 2026

TO: Trustees – Board of Retirement
FROM: Ted Granger *JG*
Chief Financial Officer
FOR: **February 4, 2026 Board of Retirement Meeting**

SUBJECT: COST-OF-LIVING ADJUSTMENT EFFECTIVE APRIL 1, 2026

CONSUMER PRICE INDEX CHANGE

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

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

CPI Index for Year Ended December 2025	344.602
CPI Index for Year Ended December 2024	334.531
CPI Index Change	<u>10.071</u>
CPI Percentage Change	<u>3.0%</u>
BLS Annual Change (December 2024 to December 2025)	3.0%
LACERA 2026 COLA Award (rounded to nearest one-half of 1.0%, and subject to legal award limits and accumulation account changes)	3.0%

CALCULATION

In accordance with CERL, LACERA compares the CPI index from December 2024 to December 2025 and determines the CPI Index Change amount. The CPI Percentage Change of 3.0% was calculated by dividing the CPI Index Change by the CPI Index for December 2024 to measure the increase for the calendar year 2025. The CPI Percentage Change was agreed to the BLS Annual Change published amount for the same period. The LACERA COLA is 3.0% with no rounding from the CPI Percentage Change required. LACERA's Board of Retirement may approve the COLA Award amount up to the LACERA retirement plan maximums. When the COLA Award exceeds the plan maximum, amounts will be allocated between the COLA retirement allowances and the COLA Accumulation accounts as explained below.

MAXIMUM ALLOWABLE COLA CHANGES

The following COLA formula shall be applied to:

- Every retirement allowance payable to or on account of any member who has retired as of April 1 each year, or
- Every optional death allowance, or annual death allowance payable to or on account of any member who had died as of April 1 each year.

Such allowances may be increased or decreased by a percentage of the total allowance to approximate to the nearest one-half of 1 percent, the percentage of annual increase or decrease in the cost-of-living as of January 1 of each calendar year subject to the following limitations:

- Section 31870.1 of the California Government Code governing cost-of-living increases for retired Plan A members and beneficiaries provides that such change shall not exceed 3 percent per year.
- Section 31870 of the California Government Code governing cost-of-living increases for retired Plans B, C, and D, as well as PEPRA Plans C and G, members and beneficiaries provides that such change shall not exceed 2.0% per year.
- Section 31495.5 of the California Government Code governing cost-of-living increases for retired Plan E members and beneficiaries with retirement dates after June 4, 2002, provides that such change shall not exceed 2.0%, prorated by the number of months of service earned by the member on and after June 4, 2002, divided by the member's total months of service (i.e., "Automatic COLA") which may include the purchase of an Elective COLA based on their months of service before June 4, 2002.

COLA INCREASES EFFECTIVE APRIL 1, 2026

Based on the LACERA COLA Award of 3.0% and applicable Government Code provisions, cost-of-living increases for retired members and beneficiaries, which may be approved to become effective April 1, 2026 depending upon retirement plan and date of retirement or death, are as follows:

PLAN A MEMBERS AND ELIGIBLE BENEFICIARIES

- ALL DATES UP TO MARCH 31, 2026: 3.0%
The 3.0% increase equals the maximum allowable increase.

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

- ALL DATES UP TO MARCH 31, 2026: 2.0%
The 2.0% increase equals the maximum allowable increase.

PLAN E MEMBERS AND ELIGIBLE BENEFICIARIES

- ALL DATES BEGINNING JUNE 4, 2002 TO MARCH 31, 2026: 2.0%

The 2.0% increase equals the maximum allowable increase, prorated by the Automatic COLA and including any purchased Elective COLA.

COLA ACCUMULATION

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

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

At the meeting on October 1, 2025, the Board of Retirement approved a Supplemental Targeted Adjustment for Retirees (STAR) cost-of-living adjustment (COLA), referred to as the STAR Program. When the STAR Program award was applied on a permanent basis effective January 2026, it reduced the COLA Accumulation balances for eligible members. The final COLA Accumulation balances on April 1, 2026 include both the January 2026 STAR Program and April 2026 COLA adjustments.

Attachments 1-3 to this memo include the COLA Accumulation Charts for all retirement dates and plans, updated as of April 1, 2026. The example below is an excerpt to illustrate the COLA Accumulation calculation:

- Retirement Dates shown have been combined for multiple periods where the calculations are identical.
- The “beginning balance” was 21.4% on April 1, 2025.
- The STAR Benefit adjustment awarded by the Board for January 1, 2026, reduced the Accumulation balance by 1.4%.
- For the April 1, 2026 COLA, an excess of 1.0%, the amount that the 3.0% CPI for calendar year 2025 exceeds the statutory 2.0% maximum for these retirement plans, will be added to the COLA Accumulation balance for April 1, 2026.
- The “ending balance” of 21.0% on April 1, 2026, will be used by the Board to determine the 2027 STAR Benefit.

EXAMPLE COLA Accumulation Chart Percentages as of April 1, 2026				
General Plans B, C & D, and Safety Plan B				
Retirement Date	COLA % Accumulation APR 2025	STAR Benefit Adjustment JAN 2026	COL Adjustment APR 2026*	COLA % Accumulation APR 2026
4/1/1977 – 3/31/1991	21.4%	-1.4%	+1.0%	21.0%

*Pending Board of Retirement approval.

CHANGES TO THE COLA ACCUMULATION BALANCES

For the CPI Percentage Change of 3.0% and applicable Government Code provisions, COLA Accumulation adjustments for retired members and beneficiaries, which may be approved to be effective April 1, 2026 based on retirement plan and date of retirement or death, are as follows:

PLAN A MEMBERS AND ELIGIBLE BENEFICIARIES (ATTACHMENT 1)

- ALL DATES UP TO MARCH 31, 2026: NO CHANGE

As the LACERA COLA Award is 3.0%, no change to the COLA Accumulation balance to equal the 2025 total CPI Percentage Change of 3.0 %.

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

- ALL DATES UP TO MARCH 31, 2026: 1.0% INCREASE

As the LACERA COLA Award is 2.0%, the excess of 1.0% was added to the COLA Accumulation balance to equal the 2025 total CPI Percentage Change of 3.0%.

PLAN E MEMBERS AND ELIGIBLE BENEFICIARIES (ATTACHMENT 3)

- ALL DATES BEGINNING JUNE 4, 2002 TO MARCH 31, 2026: 1.0% INCREASE

As the LACERA COLA Award is 2.0%, the excess of 1.0% was added to the COLA Accumulation balance to equal the 2025 total CPI Percentage Change of 3.0%.

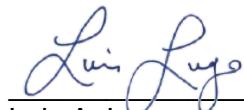
The COLA Accumulation percentages as of April 1, 2026 are shown in the Attachments and reflect the above adjustments. LACERA's Systems Division and Financial and Accounting Services Division staff reviewed and agreed on the data set presented.

THEREFORE, IT IS RECOMMENDED THAT THE BOARD OF RETIREMENT:

For the year ended December 2025, determine the Consumer Price Index changed by 3.0% (and when rounded to the nearest one-half of 1.0% as the COLA benefit rules require: the LACERA 2026 COLA Award is 3.0%), and approve cost-of-living adjustments and respective COLA Accumulation changes for retired LACERA members and beneficiaries, based on retirement plan and date of retirement or death, to become effective April 1, 2026 in accordance with applicable California Government Code Sections.

Attachments

REVIEWED AND APPROVED:



Luis A. Lugo
Acting Chief Executive Officer

LL: TG:j:ew:cl

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

Cost-of-Living Accumulation Chart Percentages as of April 1, 2026

Attachment 1 of 3

Cost-of-Living Accumulation Chart
Percentages as of April 1, 2026

Attachment 2 of 3

Retirement Date		[PEPRA] General Plan G and Safety Plan C				
		COLA % Accumulation 1-Apr-25	STAR Benefit Adjustment in 2026	COL Adjustment 1-Apr-26	COLA % Accumulation 1-Apr-26	
1/1/2013	-	3/31/2013	13.7	0.0	1.0	14.7
4/1/2013	-	3/31/2014	13.7	0.0	1.0	14.7
4/1/2014	-	3/31/2015	13.7	0.0	1.0	14.7
4/1/2015	-	3/31/2016	13.7	0.0	1.0	14.7
4/1/2016	-	3/31/2017	13.7	0.0	1.0	14.7
4/1/2017	-	3/31/2018	13.7	0.0	1.0	14.7
4/1/2018	-	3/31/2019	12.1	0.0	1.0	13.1
4/1/2019	-	3/31/2020	10.9	0.0	1.0	11.9
4/1/2020	-	3/31/2021	10.4	0.0	1.0	11.4
4/1/2021	-	3/31/2022	10.4	0.0	1.0	11.4
4/1/2022	-	3/31/2023	5.8	0.0	1.0	6.8
4/1/2023	-	3/31/2024	2.9	0.0	1.0	3.9
4/1/2024	-	3/31/2025	1.4	0.0	1.0	2.4
4/1/2025		3/31/2026	0.0	0.0	1.0	1.0

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

Cost-of-Living Accumulation Chart
Percentages as of April 1, 2026

Attachment 3 of 3

Retirement Date		General Plan E		
		COLA % Accumulation 01-Apr-25	COL Adjustment 01-Apr-26	COLA % Accumulation 01-Apr-26
4/1/2002	-	3/31/2003	19.0	1.0
4/1/2003	-	3/31/2004	17.3	1.0
4/1/2004	-	3/31/2005	17.3	1.0
4/1/2005	-	3/31/2006	14.9	1.0
4/1/2006	-	3/31/2007	13.7	1.0
4/1/2007	-	3/31/2008	13.7	1.0
4/1/2008	-	3/31/2009	13.7	1.0
4/1/2009	-	3/31/2010	13.7	1.0
4/1/2010	-	3/31/2011	13.7	1.0
4/1/2011	-	3/31/2012	13.7	1.0
4/1/2012	-	3/31/2013	13.7	1.0
4/1/2013	-	3/31/2014	13.7	1.0
4/1/2014	-	3/31/2015	13.7	1.0
4/1/2015	-	3/31/2016	13.7	1.0
4/1/2016	-	3/31/2017	13.7	1.0
4/1/2017	-	3/31/2018	13.7	1.0
4/1/2018	-	3/31/2019	12.1	1.0
4/1/2019	-	3/31/2020	10.9	1.0
4/1/2020	-	3/31/2021	10.4	1.0
4/1/2021	-	3/31/2022	10.4	1.0
4/1/2022	-	3/31/2023	5.8	1.0
4/1/2023	-	3/31/2024	2.9	1.0
4/1/2024	-	3/31/2025	1.4	1.0
4/1/2025		3/31/2026	0.0	1.0

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

2026 Retiree COLA

(April 1st Statutory COLA)

February 4, 2026
Board of Retirement Meeting

Discussion Topics



Key Concepts

Process Outline

1. **Review Consumer Price Index (CPI) Change**
 - **Calendar Year 2025**
 - **Result: 3.0%**
2. **Determine COLA Award**
 - **Rounded to nearest one-half of 1.0%**
 - **Result: 3.0%**
3. **COLA Amounts**
4. **COLA Accumulation**

Cost-of-Living Adjustments

Retirement Payments

Your Paystub

Cost of Living

COLA Accumulation

STAR COLA

Direct Deposit

Tax Requirements

Returning to Work

Divorce

Admin Appeals

By law, LACERA retirement and survivor allowances are subject to an annual cost-of-living adjustment (COLA). The adjustment is driven by changes in the cost of living over the previous 12-month period as of December 31.

Current COLA

For the most recent COLA affecting your allowance, see your specific plan page:

General Plans ABC

General Plan D

General Plan E

General Plan G

Safety Plans AB

Safety Plan C

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



01 Review CPI

02 Determine COLA

Calendar Year 2025/ April 1, 2026

CPI Index and COLA Award



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

Bureau of Labor Statistics (BLS) Consumer Price Index (CPI):

>CPI for All Urban Consumers for Los Angeles-Long Beach-Anaheim area:

CPI Index for Year Ended December 2025	344.602
CPI Index for Year Ended December 2024	334.531
CPI Index Change	<u>10.071</u>

CPI Percentage Change

BLS Annual Change (December 2024 to December 2025)

LACERA 2026 COLA Award

(rounded to nearest one-half of 1.0%, and subject to legal award limits and accumulation account changes)

344.602
334.531
10.071

3.0%
3.0%

3.0%

NOTES

- [Monthly CPI Index email: estimate calendar year-to-date tracking](#)
- [December CPI Indices](#)
- [CPI Percentage Change](#)
- [December BLS published number](#)
- [Round to the 2026 COLA Award](#)
 - [No rounding necessary this year](#)
 - [At and above Plan maximums](#)
- [Another Example \(if below 2.0% Plan maximum\)](#)
 - [CPI Percentage Change is 1.3%](#)
 - [Round for COLA Award to 1.5%](#)
 - [Deduct 0.5% from COLA Accumulation \(if available\)](#)
 - [Final COLA Award: 2.0% \(Plan maximum\)](#)

¹ Per Government Code Sections 31870, 31870.1 and 31495.5.



03 **COLA Amounts**

Member Benefit Increases

2026 COLA Increase



Plan Maximums

All retirees and eligible payees will receive the maximum allowable COLA under their plans:

Retirement Plan	2026 COLA
General Plan A and Safety Plan A	+3.0%
General Plans B, C, D and Safety B	+2.0%
General Plan E Members who retired on and after June 4, 2002	Up to +2.0%*
PEPRA General Plan G and Safety C	+2.0%

Subject to Board of Retirement approval: The increase becomes effective April 1, 2026 and will be reflected in the April 30, benefit payment.

*Prorated by the member's Automatic COLA and including any purchased Elective COLA.



04 COLA Accumulation

Overview and Examples

COLA Accumulation



Excess CPI: When COLA percentage change exceeds the maximum allowable plan increase amount, excess **CPI percentage** is accumulated to supplement future COLA benefits.

Balance Growth: The longer time since retirement, the higher the Accumulation balance may have reached.

Balance Deductions: In years when the COLA change is below the plan maximum, amounts are deducted from the Accumulation to fund the maximum increases allowable under each plan.

STAR COLA: When Accumulation balance exceeds 20%; permanent STAR Program awards reduce the Accumulation balance; ad-hoc awards do not impact Accumulation balance.

2026 Accumulation Calculation



COLA Accumulation Explanation

CPI Percentage Change Equals or Exceeds Plan Maximums for 2026

- **CPI Percentage Change is used to determine COLA Accumulation increases**
- **Excess CPI amounts are added to COLA Accumulation**
- **3.0% CPI Percentage Change equals the 3.0% maximum allowed in Plan A**
 - **Nothing will be added to the Plan A COLA Accumulation**
- **3.0% CPI Percentage Change exceeds the 2.0% maximum allowed in all other Plans**
 - **Difference of 1.0% will be added to all other Plans' COLA Accumulation**

Accumulation Examples



COLA Accumulation Examples

(Board memo attachments include all Plans)

EX	Retirement Date	Plan	Maximum COLA	CPI Change	Accumulation April 2025	STAR COLA January 2026	Adjustment April 2026	Accumulation April 2026
#1	Prior to 4/1/81	A	3.0%	3.0%	11.7%	N/A	+0.0%	11.7%
#2	4/1/77 – 3/31/91	B,C,D	2.0%	3.0%	21.4%	-1.4%	+1.0%	21.0%
#3	4/1/25-3/31/26	PEPRA G, Safety-C	2.0%	3.0%	0.0%	N/A	+1.0%	1.0%

COLA Funding



Overview

Contributions

- Retiree COLAs are included in actuarial assumptions
- Member contribution rates include $\frac{1}{2}$ of COLA benefit
- Employer contribution rates includes $\frac{1}{2}$ of COLA benefit

Benefit Payments

- Increase Retiree benefits
- No separate Reserve account
- Paid the same as typical member benefits
 - Member Reserves
 - Employer Reserves
- No \$ impact to actuarial valuation:
 - Retiree COLAs included in actuarial liability and funding calculations
- Effective with the April 30, 2026, benefit payment

Thank You!



2026 Retiree COLA

Questions?



January 23, 2026

TO: Trustees – Board of Retirement

FROM: Ted Granger *TS*
Chief Financial Officer

FOR: February 4, 2026 – Board of Retirement Meeting

**SUBJECT: Disability Case Review – CPI Increase in Compensation
Effective April 1, 2026**

BOARD COMPENSATION FOR REVIEW OF DISABILITY CASES

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

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

Section 31521.3 provides that beginning on or before March 31, 2010, and on or before March 31 of each even-numbered year thereafter, the Board of Retirement may adjust the compensation biennially to reflect any change in the Consumer Price Index (CPI) for the Los Angeles-Long Beach-Anaheim area that occurred in the previous two calendar years, rounded to the nearest dollar. Effective April 1, 2024, the Board of Retirement approved the current compensation for the review and analysis of disability retirement cases of \$147 per day for an eight-hour day, which equates to \$18.38 per hour.

CONSUMER PRICE INDEX CHANGE

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

CPI Index for Year Ended December 2025	344.602
CPI Index for Year Ended December 2023	323.456
CPI Index Change (two years)	<u>21.146</u>
CPI Percentage Change	<u>6.5%</u>

January 23, 2026

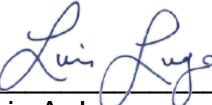
Page 2 of 2

Based on the CPI increase of 6.5% over the last two calendar years, the disability case review compensation for an eight-hour day of work will increase from \$147 or \$18.38 per hour to \$157 per day (\$156.55, rounded to the nearest dollar) or \$19.63 per hour.

THEREFORE, IT IS RECOMMENDED THAT THE BOARD OF RETIREMENT:

Determine the Consumer Price Index changed by 6.5% for the last two calendar years ended December 2025 and adjust the compensation for the review and analysis of disability retirement cases to a maximum of \$157 per day, to be prorated for less than eight hours in a single day at the hourly rate of \$19.63, effective April 1, 2026.

REVIEWED AND APPROVED:



Luis A. Lugo
Acting Chief Executive Officer

01/28/2026

Date

LL: TG: JT: ew: ac: se
Disability Case Review CPI 2026_FINAL.doc

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



January 28, 2026

TO: Each Trustee,
Board of Retirement

FROM: Steven P. Rice *SPR*
Chief Counsel

FOR: February 4, 2026 Board of Retirement Meeting

SUBJECT: **LACERA 2026 Election of Second, Eighth, and Alternate Retired Trustees: Approval of Statement of Powers and Duties of Board of Retirement Trustees**

RECOMMENDATION

That the Board of Retirement approve the "Powers and Duties of Board of Retirement Trustees," which will be included in the election materials for the 2026 election of the Second, Eighth, and Alternate Retired Trustees of the Board and also posted on lacera.gov.

LEGAL AUTHORITY

The responsibilities of Board of Retirement trustees are set forth in the California Constitution (Cal. Const., art XVI, § 17), the County Employees Retirement Law of 1937 (CERL) (Cal. Gov't Code §§ 31540 *et seq.*), the California Public Employees' Pension Reform Act of 2013 (PEPRA) (Cal. Gov't Code §§ 7522 *et seq.*), other applicable law, and LACERA's policies, procedures, and practices.

Approval of a Powers and Duties document is consistent with the exercise of the Board's plenary authority and fiduciary responsibility over administration of the system under the California Constitution. Cal. Const., art. XVI, § 17, and CERL, Government Code Sections 31520, 31520.1, and 31595.

Under Section 31520.1, Board of Retirement trustee elections are conducted "in a manner as determined board of supervisors." LACERA provides the Powers and Duties to the Board of Supervisors to be included in its approved election resolution and the election materials sent to eligible voting members. LACERA also publishes the Power and Duties on lacera.gov so it is accessible to all stakeholders as a reference to understand the responsibilities of trustees.

DISCUSSION

The attached proposed 2026 Powers and Duties documents is substantively unchanged from the version approved by the Board at its March 5, 2025 meeting. The only suggested

Board of Retirement

Re: 2026 Statement of Powers and Duties of BOR Trustees

January 28, 2026

Page 2

changes are to update the following two factual matters, which are redlined in the attachment:

1. Introduction, page 1. Change to reflect that LACERA now has over 200,000 members.
2. Compensation and Expenses, page 6. Update the rate paid to appointed and retiree trustees for review of disability cases to \$19.63 per hour for up to 8 hours per day, not to exceed \$157 per day, 32 hours per month. There is a separate item on the February 4, 2026 Board of Retirement to approve this change in rates, which is made in even numbered years under Government Code Section 31521.3 of the County Employees Retirement Law of 1937.

CONCLUSION

Based the information provided in this memo and its attachment, staff requests that the Board of Retirement approve the “Powers and Duties of Board of Retirement Trustees,” which will be included in the election materials for the 2026 election of the Second, Eighth, and Alternate Retired Trustees of the Board and also posted on lacera.gov.

Attachment

Redlined 2026 Powers and Duties

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

POWERS AND DUTIES OF BOARD OF RETIREMENT TRUSTEES

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

INTRODUCTION

The exclusive responsibility of the Board of Retirement is to oversee the administration of the retirement pension system and the retiree healthcare program to ensure that members are provided with the promised benefits upon completion of their public service with Los Angeles County and other participating public employers. Board of Retirement trustees are fiduciaries who must at all times put the interests of LACERA's over almost 200,000 members and beneficiaries above any other interest. In total, Board trustees can expect to commit as many as 120 to 140 hours of their time each month to discharging their fiduciary duties, subject to variations based on the length and complexity of meeting agendas, each trustee's background, Board tenure, familiarity with matters under consideration, and time spent on a trustee's other LACERA activities as described below.

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

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

BOARD TRUSTEE RESPONSIBILITIES

Board of Retirement trustees' duties include:

1. **Board and Committee Meetings.** The Board meets once each month in person at LACERA's Pasadena offices unless otherwise specified, usually on the first Wednesday, with each meeting generally lasting as many as 4 to 6 hours. In addition, the Board has established committees to assist in carrying out its responsibilities. The Board also shares additional committees jointly with the system's Board of Investments, including the Audit, Compliance, Risk, and Ethics Committee and Joint Organizational Governance Committee. The Board of

Investments is a separate board having responsibility for establishing the investment policies of LACERA and for overseeing investment of the LACERA retirement fund and certain other matters. Some committees meet monthly; others meet less frequently but up to several times per year. Committee meetings may be held both before and after regular Board meetings, and at other times, and generally last 1 to 2 hours. In addition to the time required to attend meetings, considerable time is required to prepare for meetings and review relevant materials developed by staff and management. The Board also holds an annual two-day offsite meeting to devote focused attention to strategic issues, education, and discussion.

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

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

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

been authorized by the State Legislature in the County Employees Retirement Law of 1937, found in the California Government Code beginning at Section 31450, and the California Public Employees' Pension Reform Act of 2013, found in the California Government Code beginning at Section 7522. Retirement benefits not authorized by the retirement laws cannot be implemented by the Board of Retirement; rather, a bill must be processed through the Legislature to amend the retirement laws. With only a few exceptions, the Legislature has required the County Board of Supervisors to adopt a resolution approving benefit enhancements before they can take effect.

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

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

9. ***Legal, Regulatory, and Policy Compliance and Risk Management.*** The

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

10. ***Education.*** Board trustees are legally required to further their education on appropriate topics, which may include benefits administration, disability evaluation, fair hearings, pension fund governance, new board trustee orientation, ethics, and fiduciary responsibilities, among other topics. Such education must consist of a minimum of 24 hours within two years of assuming office and 24 hours every subsequent two-year period the trustee serves on the Board.
11. ***Involvement.*** Subject to applicable laws, Board policies, and LACERA protocols, Board trustees may participate in state and national pension and retirement related organizations, including serving as an executive or committee member in these organizations. Subject to the same laws, policies, and protocols, Board trustees, with approval, may also represent LACERA's interests through engagement with the legislative and executive branches of state and federal government, which may add to the time spent on a trustee's responsibilities depending on the extent of the trustee's involvement.

FIDUCIARY DUTIES

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

1. ***Duty of Loyalty.*** The California Constitution provides that Board of Retirement trustees are fiduciaries and are required to "discharge their duties with respect to the system solely in the interest of, and for the exclusive purposes of providing benefits to, participants and their beneficiaries, minimizing employer contributions thereto, and defraying reasonable expenses of administering the system. A retirement board's duty to its participants and their beneficiaries shall take precedence over any other duty." All Board trustees, whether elected or appointed, have the same fiduciary duty. The Board trustees' duty of loyalty at all times is to the participants and beneficiaries as a whole. Board trustees do not serve as the agent or representative of the agency or group responsible for their election or appointment. Where different groups of participants have different interests on an issue, Board trustees have a duty to be impartial between conflicting participant interests and act to serve the overall best interests of all

the participants of the system.

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

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

CONFLICTS OF INTEREST

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

COMPENSATION AND EXPENSES

Elected Board trustees who are employed by the County or a participating district and the Treasurer and Tax Collector who serves on the Board *ex officio* do not receive

payment for attendance at Board meetings; they receive their County salary.

Board trustees elected by retirees and appointed trustees receive payment of \$100 per Board or committee meeting attended up to a maximum of \$500 per month; they also receive payment of \$19.63* ~~18.38~~ per hour for up to 8 hours per day, not to exceed \$157* ~~147~~ per day, 32 hours per month, for time spent on review and analysis of disability retirement cases. Such payments are subject to a cost-of-living increase in even-numbered years. Required federal and state income tax and federal Health Insurance Tax (HIT) withholding is made from payments, which is reported on a Form W-2 for tax reporting purposes. Federal Social Security tax is not withheld.

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

APPROVED BY THE BOARD OF RETIREMENT ON ~~MARCH 5, 2025~~.

*Subject to approval by Board of Retirement at February 4, 2026 meeting.

April 23, 2025

TO: Each Member
Board of Retirement

FROM: Barry W. Lew *Barry*
Legislative Affairs Officer

FOR: February 4, 2026 Board of Retirement Meeting

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

Author: McKinnor [D]
Sponsor: California Professional Firefighters
Amended: January 22, 2026
Introduced: February 21, 2025
Status: Read second time and amended. Ordered returned to second reading. (01/22/2026)

BOR Position: Watch (05/07/2025)
IBLC Recommendation: Watch (04/02/2025)
Staff Recommendation: Neutral

RECOMMENDATION

That the Board of Retirement maintain a “Watch” position on Assembly Bill 1383, which would adjust the pensionable compensation limit to be consistent with the Social Security wage base.

LEGISLATIVE POLICY STANDARD

AB 1383 proposes a benefit enhancement that would increase the compensation limit under the California Public Employees' Pension Reform Act of 2013 (PEPRA) to equal the Social Security wage base. AB 1383 is not consistent with any of the Board of Retirement's (BOR) legislative policy standards that would entail support or opposition. A “Watch” or “Neutral” position indicates that the Board neither supports nor opposes the proposal.

SUMMARY

AB 1383 would, on and after January 1, 2027, increase the pensionable compensation limit for PEPRA members. It would also provide new safety benefit formulas based on age 55 in place of the current formulas at age 57.

SUMMARY OF AMENDMENTS

The amendments of January 22, 2026:

- Provide that on and after January 1, 2027, the pensionable compensation limit is based on one hundred percent or one hundred thirty five percent, as applicable, of the Social Security wage base as of January 1, 2027, instead of the benefits limit under Internal Revenue Code Section 415(b).
- Provide the applicable compensation limit for new members of the State Teachers' Retirement System.
- Specify that public employers and recognized employee organizations may negotiate prospective increases to benefit formulas for safety members and new safety members rather all members.
- Remove the provision that enables employers and employees through collective bargaining to agree to terms in a memorandum of understanding where an employer pays a portion of employee contributions.

ANALYSIS

Existing Law

Government Code Section 7522.02 provides that PEPRA generally applies to state and local public retirement systems governed by state statute. These retirement systems include CalPERS, CalSTRS, the Legislators' Retirement System, the Judges' Retirement Systems I and II, and county retirement systems created by the County Employees Retirement Law of 1937.

Government Code Section 7522.10 provides that on and after January 1, 2013, the pensionable compensation of PEPRA members used to calculate a benefit shall not exceed a specified pensionable compensation limit, which is adjusted annually based on a specified Consumer Price Index. For calendar year 2026, the PEPRA compensation limit is \$191,679 (Section 7522.10(c)(1)) for those whose service is not covered by Social Security and \$159,733 (Section 7522.10(c)(2)) for those whose service is covered by Social Security.

Government Code Section 7522.44 provides that any enhancement to a member's retirement formula or retirement benefit adopted on or after January 1, 2013, shall apply only to service performed on or after the operative date of the enhancement and shall not be applied to any service performed prior to the operative date of the enhancement.

Section 430(b) of Title 42 of the United States Code establishes the contribution and benefit base ("wage base") to determine the amount of annual earnings subject to taxation and the amount used in a benefit calculation. The limit changes each year based on changes to the national wage index. For calendar year 2026, the wage base is \$184,500.

This Bill

Compensation Limit

As amended on January 22, 2026, AB 1383 proposes that beginning on January 1, 2027, the pensionable compensation limit under Government Code Section 7522.10(c) be adjusted to be consistent with the Social Security wage base. For members whose service is not covered by Social Security, the pensionable compensation limit is one hundred percent of the wage base, whereas for members whose service is covered by Social Security, it is one hundred thirty-five percent of the wage base.

For calendar years after 2027, the pensionable compensation limit will be adjusted as provided by Section 7522.10(d)(1) based on the annual changes to the Consumer Price Index for All Urban Consumers: U.S. City Average, which is the method used under current law.

In effect, AB 1383 resets the wage base going forward as of January 1, 2027, from which the proposed pensionable compensation limit under AB 1383 is adjusted each year but does not provide that the pensionable compensation limit be equal to the wage base each year, which is for Social Security purposes and is adjusted by the national wage index. The current pensionable compensation limit was based on the wage base of \$113,700 as of January 1, 2013.

If the provisions of this bill had been in effect for calendar year 2026, the following chart illustrates a comparison of the proposed pensionable compensation limits.

2026	Current Law	Proposed Law	415(b) Limit¹
In Social Security	\$159,733	\$184,500 ²	\$290,000
Not in Social Security	\$191,679	\$249,075 ³	\$290,000

As illustrated for a PEPRA member whose pensionable compensation exceeds the compensation limit under current law, AB 1383 would increase the pensionable compensation limit in the calculation of a benefit and consequently would enhance the retirement allowances of affected PEPRA members. However, PEPRA limits the effect of any benefit enhancements to only service performed after the operative date of the enhancement. Thus, if enacted in 2026, AB 1383's increased compensation limit based on a new wage base would only apply to service performed on and after January 1, 2027. For service performed before this date, the compensation limits under Section 7522.10(c)(1) would apply.

¹ As amended on March 10, 2025, AB 1383 proposed that the pensionable compensation limit for PEPRA members be consistent with the benefit limit established by Internal Revenue Code Section 415(b)(1)(A). As amended on January 22, 2026, this proposed limit is replaced by the wage base in effect for January 1, 2027.

² One hundred percent of the 2026 wage base of \$184,500.

³ One hundred thirty five percent of the 2026 wage base of \$184,500.

Benefit Formulas

AB 1383 proposes new safety benefit formulas based on age 55 instead of the current formulas at age 57. A technical amendment ensures that members maintain the same percentage of compensation factor on or after January 1, 2027, as was offered as of December 31, 2026.

IT IS THEREFORE RECOMMENDED THAT THE BOARD maintain a “Watch” position on Assembly Bill 1383, which would adjust the pensionable compensation limit to be consistent with the Social Security wage base.

Reviewed and Approved:



Luis Lugo, Acting Chief Executive Officer

Attachments

Attachment 1—Board Positions Adopted on Related Legislation

Attachment 2—Support and Opposition

AB 1383 (McKinnor) as amended on January 22, 2026

Social Security Contribution and Benefit Bases 1937-2026

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

BOARD POSITIONS ADOPTED ON RELATED LEGISLATION

AB 197 (Chapter 297, Statutes of 2012) enacted technical clarifications to the definition of compensation earnable that was amended by AB 340. The Board of Retirement did not adopt a position.

AB 340 (Chapter 296, Statutes of 2012) enacted the California Public Employees' Pension Reform Act of 2013, amended the County Employees Retirement Law of 1937's (CERL) provisions on compensation earnable, and added new provisions to CERL on the assessment, reporting, and audit of compensation items. The Board of Retirement adopted a "Watch" position.

SUPPORT

California Professional Firefighters (*Sponsor*)
Peace Officers Research Association of California (*Co-Sponsor*)
Alameda City Firefighters, Local 689
Alameda County Firefighters, IAFF, Local 55
Anaheim Firefighters Association, Local 2899
Atascadero City Firefighters, Local 3600
Burbank Fire Fighters, Local 778
California Association of Psychiatric Technicians
California Federation of Labor Unions, AFL-CIO
Carlsbad Firefighters Association, Local 3730
Cathedral City Firefighters Association, Local 3654
Chico Firefighters, Local 2734
Chula Vista Firefighters, Local 2180
Compton Firefighters, Local 2216
Contra Costa County Professional Firefighters, Local 1230
Corona Firefighters Association, Local 3757
Coronado Firefighters Association, Local 1475
Costa Mesa Firefighters, Local 1465
Davis Professional Firefighters Association, Local 3494
El Cajon Firefighters, Local 4603
El Dorado Hills Professional Firefighters, Local 3604
Encinitas Firefighters Association, Local 3787
Escondido Firefighters, Local 3842
Fallbrook Firefighters Association, Local 1622
Fremont Firefighters, IAFF, Local 1689
Fullerton Firefighters Association, Local 3421
Gilroy Firefighters, IAFF, Local 2805
Glendale Professional Firefighters, Local 776
Hayward Firefighters, Local 1909
Heartland Firefighters of La Mesa, Local 4759
Heartland Firefighters of Lemon, Grove Local 2728
Hemet City Firefighters Association, Local 2342
Kern County Firefighters, IAFF, Local 1301
Lakeside Firefighters Association, Local 4488
Long Beach Firefighters, Local 372
Marin Professional Firefighters, Local 1775
Modesto City Firefighters, Local 1289
Monrovia Firefighters, Local 2415
Monterey Firefighters Association, Local 3707
Murrieta Firefighters, Local 3540
NASA JPL Professional Firefighters, Local I-94
National City Firefighters Association, Local 2744

Nevada County Professional Firefighters, Local 3800
Newport Beach Firefighters Association, Local 3734
Oakland Firefighters, Local 55
Oceanside Firefighters Association, Local 3736
Ontario Professional Firefighters, Local 1430
Orange City Firefighters, Local 2384
Orange County Professional Firefighters Association, Local 3631
Oxnard Firefighters, Local 1684
Palm Springs Firefighters Association, Local 3601
Poway Firefighters Association, Local 3922
Professional Firefighters of Sonoma County, Local 1401
Rancho Cucamonga Firefighters Association, Local 2274
Redlands Professional Firefighters Association, Local 1354
Riverside City Firefighters Association, Local 1067
Sacramento Area Firefighters, Local 522
Salinas Firefighters, Local 1270
San Diego City Fire Fighters, IAFF, Local 145
San Jose Fire Fighters, Local 230
San Marcos Firefighters Association, Local 4184
Santa Barbara City Firefighters Association, Local 525
Santa Barbara County Firefighters, Local 2046
Santa Clara City Firefighters, Local 1171
Santa Clara County Firefighters, Local 1165
Service Employees International Union, California
Solana Beach Firefighters, Local 3779
Stockton Firefighters, Local 456
Torrance Firefighters Association, Local 1138
Vandenberg Professional Firefighters, Local F-116
Ventura County Professional Firefighters Association, Local 1364
Vista Firefighters Association, Local 4107

OPPOSITION

California Special Districts Association
California State Association of Counties
League of California Cities
Rural County Representatives of California
Urban Counties of California

AMENDED IN ASSEMBLY JANUARY 22, 2026

AMENDED IN ASSEMBLY APRIL 11, 2025

AMENDED IN ASSEMBLY MARCH 10, 2025

CALIFORNIA LEGISLATURE—2025–26 REGULAR SESSION

ASSEMBLY BILL

No. 1383

Introduced by Assembly Member McKinnor

(Coauthors: Assembly Members Ávila Farias, Boerner, and Nguyen)

(Coauthor: Senator Grayson)

(Coauthors: Assembly Members Ahrens, Alanis, Ávila Farias, Boerner, Calderon, Castillo, Chen, Connolly, Flora, Hoover, Krell, Nguyen, Ortega, Patterson, Ramos, Ransom, and Solache)

(Coauthors: Senators Grayson and Peréz)

February 21, 2025

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

LEGISLATIVE COUNSEL'S DIGEST

AB 1383, as amended, McKinnor. Public employees' retirement benefits: *safety members*.

The Public Employees' Retirement Law (PERL) establishes the Public Employees' Retirement System (PERS) to provide a defined benefit to members of the system based on final compensation, credited service, and age at retirement, subject to certain variations. Existing law creates the Public Employees' Retirement Fund, which is continuously appropriated for purposes of PERS, including depositing employer and

employee contributions. Under the California Constitution, assets of a public pension or retirement system are trust funds.

The California Public Employees' Pension Reform Act of 2013 (PEPRA) establishes a variety of requirements and restrictions on public employers offering defined benefit pension plans. In this regard, PEPRA restricts the amount of compensation that may be applied for purposes of calculating a defined pension benefit for a new member, as defined, by restricting it to specified percentages of the contribution and benefit base under a specified federal law with respect to old age, survivors, and disability insurance benefits.

Existing law, the Teachers' Retirement Law, establishes the State Teachers' Retirement System (STRS) and creates the Defined Benefit Program of the State Teachers' Retirement Plan, which provides a defined benefit to members of the program, based on final compensation, creditable service, and age at retirement, subject to certain variations.

This bill, on and after January 1, ~~2026~~, 2027, would require a retirement system ~~subject to PEPRA~~ to adjust pensionable compensation limits to be consistent with a defined benefit limitation established and ~~annually adjusted under federal law with respect to tax-exempt qualified trusts: specified percentages of the contribution and benefit base under the specified federal law with respect to old age, survivors, and disability insurance benefits. The bill would require a new member of STRS to be subject to specified limits of the Teachers' Retirement Law.~~

PEPRA requires each retirement system that offers a defined benefit plan for safety members of the system to use one of 3 formulas for safety members, 2% at age 57, 2.5% at age 57, or 2.7% at age 57.

This bill would establish new retirement formulas, for employees first hired on or after January 1, ~~2026~~, 2027, as 2.5% at age 55, 2.7% at age 55, or 3% at age 55. For new members hired on or after January 1, 2013, who are safety members, the bill would require employers to adjust the formulas for service performed on or after January 1, ~~2026~~, 2027, to offer one of the 3 formulas for safety members that is closest to the formula the employer provided pursuant to existing law. The bill would authorize a public employer and a recognized employee organization to negotiate a prospective increase to the retirement benefit formulas for *safety* members and new *safety* members, consistent with the formulas permitted under ~~the act~~ PEPRA, *including the new formulas described above*.

This bill would authorize an employer and its employees to agree in a memorandum of understanding to be subject to a higher safety plan

or a lower safety plan, subject to certain requirements, including that the memorandum of understanding is collectively bargained in accordance with applicable laws.

~~PEPRA requires all public employees to pay at least 50 percent of normal costs and prohibits public employers from paying any of the required employee contribution.~~

~~This bill would authorize an employer and employee, through the collective bargaining process, to agree to terms in a memorandum of understanding where the employer pays a portion of employee contribution.~~

By increasing the contribution to continuously appropriated funds, *and by increasing expenditures from those funds*, this bill would make an appropriation.

Vote: majority. Appropriation: yes. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. The Legislature finds and declares the following:

2 (a) California is experiencing significant challenges in the
3 recruitment and retention of safety personnel, including firefighters,
4 police officers, and other first responders. Competitive retirement
5 benefits are critical to ensuring an adequate and well-trained public
6 safety workforce.

7 (b) Firefighters face heightened risks of occupational diseases,
8 including elevated cancer rates. Studies have shown that firefighters
9 have a significantly higher risk of developing multiple types of
10 cancer due to prolonged exposure to carcinogens and hazardous
11 materials in the line of duty. In 2022, the International Agency for
12 Research on Cancer identified the occupation of firefighting as a
13 Class 1 carcinogen.

14 (c) The physical demands of safety positions are extraordinary,
15 requiring peak physical performance, endurance, and exposure to
16 high-stress, life-threatening situations on a daily basis. These
17 factors contribute to increased rates of disability, injury, and early
18 retirement compared to other professions.

19 (d) Adjusting the retirement age and pension formulas for safety
20 employees is necessary to maintain a sustainable and effective
21 workforce while addressing the unique health and occupational
22 challenges faced by these personnel.

1 (e) California has a strong history of protecting and promoting
2 collective bargaining rights and providing opportunities for
3 employees and employers to bargain over certain retirement
4 benefits that further enhances opportunities for public employers
5 and employees to partner on stronger retirement security.

6 (f) ~~Public employees commit their life to service of their~~
7 ~~communities. Allowing employees to bargain over the payment~~
8 ~~of the normal cost between employees and employers will facilitate~~
9 ~~further discussion at the bargaining table, improving conditions~~
10 ~~for all employees.~~

11 (g)

12 (f) The compensation cap established under the ~~public employee~~
13 ~~pension reform act, California Public Employees' Pension Reform~~
14 *Act of 2013* places limits that are significantly less than the current
15 federal limit. To reflect current wage rates across both safety and
16 miscellaneous employees, it is necessary to reconsider the
17 appropriate compensation cap level, consistent with federal limits.

18 SEC. 2. Section 7522.10 of the Government Code is amended
19 to read:

20 7522.10. (a) On and after January 1, 2013, each public
21 retirement system shall modify its plan or plans to comply with
22 the requirements of this section for each public employer that
23 participates in the system.

24 (b) Whenever pensionable compensation, as defined in Section
25 7522.34, is used in the calculation of a benefit, the pensionable
26 compensation shall be subject to the limitations set forth in
27 subdivision (c).

28 (c) (1) The pensionable compensation used to calculate the
29 defined benefit paid to a new member who retires from the system
30 shall not exceed the following applicable percentage of the
31 contribution and benefit base specified in Section 430(b) of Title
32 42 of the United States Code on January 1, 2013:

33 (A) One hundred percent for a member whose service is included
34 in the federal system.

35 (B) One hundred twenty percent for a member whose service
36 is not included in the federal system.

37 (2) On and after January 1, ~~2026, 2027~~, a retirement system
38 subject to this article shall adjust pensionable compensation limits
39 established by this subdivision to be consistent with the ~~defined~~
40 ~~benefit rate established by Section 415(b)(1)(A) of Title 26 of the~~

1 ~~United States Code, as adjusted annually, following applicable~~
2 ~~percentage of the contribution and benefit base specified in Section~~
3 ~~430(b) of Title 42 of the United States Code on January 1, 2027:~~

4 (A) *One hundred percent for a member whose service is included*
5 *in the federal system.*

6 (B) *One hundred thirty-five percent for a member whose service*
7 *is not included in the federal system.*

8 (3) *A new member of the State Teachers' Retirement System*
9 *shall be subject to the limit established pursuant to subdivision*
10 *(d) of Section 22119.3 of, or subdivision (c) of Section 26139.5 of,*
11 *the Education Code.*

12 (d) (1) The retirement system shall adjust the pensionable
13 compensation described in subdivision (c) based on the annual
14 changes to the Consumer Price Index for All Urban Consumers:
15 U.S. City Average, calculated by dividing the Consumer Price
16 Index for All Urban Consumers: U.S. City Average, for the month
17 of September in the calendar year preceding the adjustment by the
18 Consumer Price Index for All Urban Consumers: U.S. City
19 Average, for the month of September of the previous year rounded
20 to the nearest thousandth. The adjustment shall be effective
21 annually on January 1, beginning in 2014.

22 (2) The Legislature reserves the right to modify the requirements
23 of this subdivision with regard to all public employees subject to
24 this section, except that the Legislature may not modify these
25 provisions in a manner that would result in a decrease in benefits
26 accrued prior to the effective date of the modification.

27 (e) A public employer shall not offer a defined benefit or any
28 combination of defined benefits, including a defined benefit offered
29 by a private provider, on compensation in excess of the limitation
30 in subdivision (c).

31 (f) (1) Subject to the limitation in subdivision (c) of Section
32 7522.42, a public employer may provide a contribution to a defined
33 contribution plan for compensation in excess of the limitation in
34 subdivision (c) provided the plan and the contribution meet the
35 requirements and limits of federal law.

36 (2) A public employee who receives an employer contribution
37 to a defined contribution plan shall not have a vested right to
38 continue receiving the employer contribution.

39 (g) Any employer contributions to any employee defined
40 contribution plan above the pensionable compensation limits in

1 subdivision (c) shall not exceed the employer's contribution rate,
2 as a percentage of pay, required to fund the defined benefit plan
3 for income subject to the limitation in subdivision (c) of Section
4 7522.42.

5 (h) The retirement system shall limit the pensionable
6 compensation used to calculate the contributions required of an
7 employer or a new member to the amount of compensation that
8 would be used for calculating a defined benefit as set forth in
9 subdivision (c) or (d).

10 SEC. 3. Section 7522.19 is added to the Government Code, to
11 read:

12 7522.19. (a) Notwithstanding any other law, a public employer
13 and a recognized employee organization may negotiate a
14 prospective increase to the retirement benefit formulas for *safety*
15 members and new *safety* members, consistent with the formulas
16 permitted under this ~~article~~. *article, including Section 7522.26.*

17 (b) Benefit formula increases adopted pursuant to this section
18 shall be established in accordance with Section ~~7522.44~~ of this
19 ~~article~~. 7522.44.

20 (c) For safety members, prospective benefit enhancement may
21 be considered using the formulas included in Section 7522.26.

22 SEC. 4. Section 7522.25 of the Government Code is amended
23 to read:

24 7522.25. (a) Each retirement system that offers a defined
25 benefit plan for safety members of the system shall use one or
26 more of the defined benefit formulas prescribed by this section. A
27 member may retire for service under any of the formulas in this
28 section after five years of service and upon reaching 50 years of
29 age.

30 (b) The Basic Safety Plan shall provide a pension at retirement
31 for service equal to the percentage of the member's final
32 compensation set forth opposite the member's age at retirement,
33 taken to the preceding quarter year, in the following table,
34 multiplied by the number of years of service in the system as a
35 safety member.

36	Age at Retirement	Fraction
37	50	1.426
38	50 $\frac{1}{4}$	1.447
39	50 $\frac{1}{2}$	1.467

1	50 $\frac{3}{4}$	1.488
2	51	1.508
3	51 $\frac{1}{4}$	1.529
4	51 $\frac{1}{2}$	1.549
5	51 $\frac{3}{4}$	1.570
6	52	1.590
7	52 $\frac{1}{4}$	1.611
8	52 $\frac{1}{2}$	1.631
9	52 $\frac{3}{4}$	1.652
10	53	1.672
11	53 $\frac{1}{4}$	1.693
12	53 $\frac{1}{2}$	1.713
13	53 $\frac{3}{4}$	1.734
14	54	1.754
15	54 $\frac{1}{4}$	1.775
16	54 $\frac{1}{2}$	1.795
17	54 $\frac{3}{4}$	1.816
18	55	1.836
19	55 $\frac{1}{4}$	1.857
20	55 $\frac{1}{2}$	1.877
21	55 $\frac{3}{4}$	1.898
22	56	1.918
23	56 $\frac{1}{4}$	1.939
24	56 $\frac{1}{2}$	1.959
25	56 $\frac{3}{4}$	1.980
26	57 and over	2.000

(c) The Safety Option Plan One shall provide a pension at retirement for service equal to the percentage of the member's final compensation set forth opposite the member's age at retirement, taken to the preceding quarter year, in the following table, multiplied by the number of years of service in the system as a safety member.

Age at Retirement	Fraction
50	2.000
50 $\frac{1}{4}$	2.018
50 $\frac{1}{2}$	2.036
50 $\frac{3}{4}$	2.054
51	2.071

1	51 $\frac{1}{4}$	2.089
2	51 $\frac{1}{2}$	2.107
3	51 $\frac{3}{4}$	2.125
4	52	2.143
5	52 $\frac{1}{4}$	2.161
6	52 $\frac{1}{2}$	2.179
7	52 $\frac{3}{4}$	2.196
8	53	2.214
9	53 $\frac{1}{4}$	2.232
10	53 $\frac{1}{2}$	2.250
11	53 $\frac{3}{4}$	2.268
12	54	2.286
13	54 $\frac{1}{4}$	2.304
14	54 $\frac{1}{2}$	2.321
15	54 $\frac{3}{4}$	2.339
16	55	2.357
17	55 $\frac{1}{4}$	2.375
18	55 $\frac{1}{2}$	2.393
19	55 $\frac{3}{4}$	2.411
20	56	2.429
21	56 $\frac{1}{4}$	2.446
22	56 $\frac{1}{2}$	2.464
23	56 $\frac{3}{4}$	2.482
24	57 and over	2.500
25		

26 (d) The Safety Option Plan Two shall provide a pension at
 27 retirement for service equal to the percentage of the member's
 28 final compensation set forth opposite the member's age at
 29 retirement, taken to the preceding quarter year, in the following
 30 table, multiplied by the number of years of service in the system
 31 as a safety member.

	Age at Retirement	Fraction
33	50	2.000
34	50 $\frac{1}{4}$	2.025
35	50 $\frac{1}{2}$	2.050
36	50 $\frac{3}{4}$	2.075
37	51	2.100
38	51 $\frac{1}{4}$	2.125
39	51 $\frac{1}{2}$	2.150
40		

1	51 $\frac{3}{4}$	2.175
2	52	2.200
3	52 $\frac{1}{4}$	2.225
4	52 $\frac{1}{2}$	2.250
5	52 $\frac{3}{4}$	2.275
6	53	2.300
7	53 $\frac{1}{4}$	2.325
8	53 $\frac{1}{2}$	2.350
9	53 $\frac{3}{4}$	2.375
10	54	2.400
11	54 $\frac{1}{4}$	2.425
12	54 $\frac{1}{2}$	2.450
13	54 $\frac{3}{4}$	2.475
14	55	2.500
15	55 $\frac{1}{4}$	2.525
16	55 $\frac{1}{2}$	2.550
17	55 $\frac{3}{4}$	2.575
18	56	2.600
19	56 $\frac{1}{4}$	2.625
20	56 $\frac{1}{2}$	2.650
21	56 $\frac{3}{4}$	2.675
22	57 and over	2.700

23

24 (e) On and after January 1, 2013, an employer shall offer one
25 or more of the safety formulas prescribed by this section to new
26 members who are safety employees. The formula offered shall be
27 the formula that is closest to, and provides a lower benefit at 55
28 years of age than, the formula provided to members in the same
29 retirement classification offered by the employer on December
30 31, 2012.

31 (f) On and after January 1, 2013, an employer and its employees
32 subject to Safety Option Plan One or Safety Option Plan Two may
33 agree in a memorandum of understanding to be subject to Safety
34 Option Plan One or the Basic Safety Plan, subject to the following:

35 (1) The lower plan shall apply to members first employed on
36 or after the effective date of the lower plan, and shall be agreed to
37 in a memorandum of understanding that has been collectively
38 bargained in accordance with applicable laws.

39 (2) A retirement plan contract amendment with a public
40 retirement system to alter a retirement formula pursuant to this

1 subdivision shall not be implemented by the employer in the
2 absence of a memorandum of understanding that has been
3 collectively bargained in accordance with applicable laws.

4 (3) An employer shall not use impasse procedures to impose
5 the lower plan.

6 (4) An employer shall not provide a different defined benefit
7 for nonrepresented, managerial, or supervisory employees than
8 the employer provides for other public employees, including
9 represented employees, of the same employer who are in the same
10 membership classifications.

11 (g) Pensionable compensation used to calculate the defined
12 benefit shall be limited as described in Section 7522.10.

13 (h) This section shall only apply to service performed between
14 January 1, 2013, and December 31, 2025. 2026.

15 SEC. 5. Section 7522.26 is added to the Government Code, to
16 read:

17 7522.26. (a) On and after January 1, 2026, 2027, each
18 retirement system that offers a defined benefit plan for safety
19 members of the system shall use one or more of the defined benefit
20 formulas prescribed by this section. A member may retire for
21 service under any of the formulas in this section after five years
22 of service and upon reaching 50 years of age.

23 (b) The Basic Safety Plan shall provide a pension at retirement
24 for service equal to the percentage of the member's final
25 compensation set forth opposite the member's age at retirement,
26 taken to the preceding quarter year, in the following table,
27 multiplied by the number of years of service in the system as a
28 safety member.

29

30 —Age at

31	Age at Retirement	Fraction
32	50	1.426
33	50 1/4	1.450
34	50 1/2	1.474
35	50 3/4	1.498
36	51	1.522
37	51 1/4	1.550
38	51 1/2	1.576
39	51 3/4	1.602
40	52	1.628

1	—Age at	
2	<i>Age at Retirement</i>	Fraction
3	52 $\frac{1}{4}$	1.656
4	52 $\frac{1}{2}$	1.686
5	52 $\frac{3}{4}$	1.714
6	53	1.742
7	53 $\frac{1}{4}$	1.772
8	53 $\frac{1}{2}$	1.804
9	53 $\frac{3}{4}$	1.834
10	54	1.866
11	54 $\frac{1}{4}$	1.900
12	54 $\frac{1}{2}$	1.932
13	54 $\frac{3}{4}$	1.966
14	55 and over.....	2.000

15
16 (c) The Safety Option Plan One shall provide a pension at
17 retirement for service equal to the percentage of the member's
18 final compensation set forth opposite the member's age at
19 retirement, taken to the preceding quarter year, in the following
20 table, multiplied by the number of years of service in the system
21 as a safety member.

22	—Age at	
23	<i>Age at Retirement</i>	Fraction
24	50	2.000
25	50 $\frac{1}{4}$	2.025
26	50 $\frac{1}{2}$	2.050
27	50 $\frac{3}{4}$	2.075
28	51	2.100
29	51 $\frac{1}{4}$	2.125
30	51 $\frac{1}{2}$	2.150
31	51 $\frac{3}{4}$	2.175
32	52	2.200
33	52 $\frac{1}{4}$	2.225
34	52 $\frac{1}{2}$	2.250
35	52 $\frac{3}{4}$	2.275
36	53	2.300
37	53 $\frac{1}{4}$	2.325
38	53 $\frac{1}{2}$	2.350
39	53 $\frac{3}{4}$	2.375

1	—Age at	
2	<i>Age at Retirement</i>	<i>Fraction</i>
3	54	2.400
4	54 $\frac{1}{4}$	2.425
5	54 $\frac{1}{2}$	2.450
6	54 $\frac{3}{4}$	2.475
7	55 and over.....	2.500

8
9 (d) The Safety Option Plan Two shall provide a pension at
10 retirement for service equal to the percentage of the member's
11 final compensation set forth opposite the member's age at
12 retirement, taken to the preceding quarter year, in the following
13 table, multiplied by the number of years of service in the system
14 as a safety member.

15	—Age at	
16	<i>Age at Retirement</i>	<i>Fraction</i>
17	50	2.000
18	50 $\frac{1}{4}$	2.035
19	50 $\frac{1}{2}$	2.070
20	50 $\frac{3}{4}$	2.105
21	51	2.140
22	51 $\frac{1}{4}$	2.175
23	51 $\frac{1}{2}$	2.210
24	51 $\frac{3}{4}$	2.245
25	52	2.280
26	52 $\frac{1}{4}$	2.315
27	52 $\frac{1}{2}$	2.350
28	52 $\frac{3}{4}$	2.385
29	53	2.420
30	53 $\frac{1}{4}$	2.455
31	53 $\frac{1}{2}$	2.490
32	53 $\frac{3}{4}$	2.525
33	54	2.560
34	54 $\frac{1}{4}$	2.595
35	54 $\frac{1}{2}$	2.630
36	54 $\frac{3}{4}$	2.665
37	55 and over.....	2.700

1 (e) The Safety Option Plan Three shall provide a pension at
2 retirement for service equal to the percentage of the member's
3 final compensation set forth opposite the member's age at
4 retirement, taken to the preceding quarter year, in the following
5 table, multiplied by the number of years of service in the system
6 as a safety member. For service subject to this—~~subdivision~~
7 ~~subdivision~~, the benefit limit shall be 90 percent of final
8 compensation.

9

10 —Age at

11 Age at Retirement	12 Fraction
12 50	2.400
13 50 $\frac{1}{4}$	2.430
14 50 $\frac{1}{2}$	2.460
15 50 $\frac{3}{4}$	2.490
16 51	2.520
17 51 $\frac{1}{4}$	2.550
18 51 $\frac{1}{2}$	2.580
19 51 $\frac{3}{4}$	2.610
20 52	2.640
21 52 $\frac{1}{4}$	2.670
22 52 $\frac{1}{2}$	2.700
23 52 $\frac{3}{4}$	2.730
24 53	2.760
25 53 $\frac{1}{4}$	2.790
26 53 $\frac{1}{2}$	2.820
27 53 $\frac{3}{4}$	2.850
28 54	2.880
29 54 $\frac{1}{4}$	2.910
30 54 $\frac{1}{2}$	2.940
31 54 $\frac{3}{4}$	2.970
32 55 and over.....	3.000

33

34 (f) For new members hired on or after January 1, ~~2026~~, 2027,
35 who are safety members, an employer shall offer one or more of
36 the safety formulas prescribed by this section to new members
37 who are safety employees. The formula offered shall maintain the
38 percentage of compensation factor offered as of December 31,
39 ~~2025~~, 2026.

1 (g) For new members hired on or after January 1, 2013, who
2 are safety members, the employer shall adjust their formula as
3 follows:

4 (1) For service performed between January 1, 2013, and
5 December 31, 2025, 2026, the retirement age and formula shall
6 be as offered by the employer between January 1, 2013, and
7 December 31, 2025, 2026, and subject to Section 7522.25.

8 (2) For service performed on or after January 1, 2026, 2027,
9 the employer shall offer the formula in this section that is closest
10 to the formula the employer provided pursuant to Section 7522.25.
11 *The formula offered shall maintain the percentage of compensation
12 factor offered as of December 31, 2026.*

13 (3) This section shall not be construed to provide retroactive
14 benefits to employees. This section shall adjust the prospective
15 benefit for safety employees by adjusting the retirement age to 55.

16 (h) An employer and its employees may agree in a memorandum
17 of understanding to be subject to a higher safety plan, subject to
18 the following:

19 (1) The higher plan shall apply to members or after the effective
20 date of the higher plan, and shall be agreed to in a memorandum
21 of understanding that has been collectively bargained in accordance
22 with applicable laws.

23 (2) The higher plan adopted pursuant to this subdivision shall
24 be subject to Section 7522.44.

25 (i) An employer and its employees may agree in a memorandum
26 of understanding to be subject to a lower safety plan, subject to
27 the following:

28 (1) The lower plan shall apply to members first employed on
29 or after the effective date of the lower plan, and shall be agreed to
30 in a memorandum of understanding that has been collectively
31 bargained in accordance with applicable laws.

32 (2) A retirement plan contract amendment with a public
33 retirement system to alter a retirement formula pursuant to this
34 subdivision shall not be implemented by the employer in the
35 absence of a memorandum of understanding that has been
36 collectively bargained in accordance with applicable laws.

37 (3) An employer shall not use impasse procedures to impose
38 the lower plan.

39 (4) An employer shall not provide a different defined benefit
40 for nonrepresented, managerial, or supervisory employees than

1 the employer provides for other public employees, including
2 represented employees, of the same employer who are in the same
3 membership classifications.

4 (j) Pensionable compensation used to calculate the defined
5 benefit shall be limited as described in Section 7522.10.

6 (k) A safety member that is subject to a defined benefit formula
7 prescribed by this section, who is not a new member, shall be
8 subject to contribution rates established pursuant to Section
9 7522.30.

10 SEC. 6. Section 7522.30 of the Government Code is amended
11 to read:

12 7522.30. (a) ~~This section shall apply to all public employers~~
13 ~~and to all new members.~~

14 (1) ~~Except as otherwise provided in paragraph (2), equal sharing~~
15 ~~of normal costs between public employers and public employees~~
16 ~~shall be the standard. The standard shall be that employees pay at~~
17 ~~least 50 percent of normal costs and that employers not pay any~~
18 ~~of the required employee contribution.~~

19 (2) ~~On or after January 1, 2026, an employer and employees~~
20 ~~may, through the collective bargaining process, agree to terms in~~
21 ~~a memorandum of understanding where the employer pays a~~
22 ~~portion of employee contribution.~~

23 (b) ~~The “normal cost rate” shall mean the annual actuarially~~
24 ~~determined normal cost for the plan of retirement benefits provided~~
25 ~~to the new member and shall be established based on the actuarial~~
26 ~~assumptions used to determine the liabilities and costs as part of~~
27 ~~the annual actuarial valuation. The plan of retirement benefits shall~~
28 ~~include any elements that would impact the actuarial determination~~
29 ~~of the normal cost, including, but not limited to, the retirement~~
30 ~~formula, eligibility and vesting criteria, ancillary benefit provisions,~~
31 ~~and any automatic cost-of-living adjustments as determined by the~~
32 ~~public retirement system.~~

33 (c) ~~New members employed by those public employers defined~~
34 ~~in paragraphs (2) and (3) of subdivision (i) of Section 7522.04,~~
35 ~~the Legislature, the California State University, and the judicial~~
36 ~~branch who participate in a defined benefit plan shall have an~~
37 ~~initial contribution rate of at least 50 percent of the normal cost~~
38 ~~rate for that defined benefit plan, rounded to the nearest quarter~~
39 ~~of 1 percent, unless a greater contribution rate has been agreed to~~

1 pursuant to the requirements in subdivision (e). This contribution
2 shall not be paid by the employer on the employee's behalf.

3 (d) Notwithstanding subdivision (e), once established, the
4 employee contribution rate described in subdivision (e) shall not
5 be adjusted on account of a change to the normal cost rate unless
6 the normal cost rate increases or decreases by more than 1 percent
7 of payroll above or below the normal cost rate in effect at the time
8 the employee contribution rate is first established or, if later, the
9 normal cost rate in effect at the time of the last adjustment to the
10 employee contribution rate under this section.

11 (e) Notwithstanding subdivision (e), employee contributions
12 may be more than one-half of the normal cost rate if the increase
13 has been agreed to through the collective bargaining process,
14 subject to the following conditions:

15 (1) The employer shall not contribute at a greater rate to the
16 plan for nonrepresented, managerial, or supervisory employees
17 than the employer contributes for other public employees, including
18 represented employees, of the same employer who are in related
19 retirement membership classifications.

20 (2) The employer shall not increase an employee contribution
21 rate in the absence of a memorandum of understanding that has
22 been collectively bargained in accordance with applicable laws.

23 (3) The employer shall not use impasse procedures to increase
24 an employee contribution rate above the rate required by this
25 section.

26 (f) If the terms of a contract, including a memorandum of
27 understanding, between a public employer and its public
28 employees, that is in effect on January 1, 2013, would be impaired
29 by any provision of this section, that provision shall not apply to
30 the public employer and public employees subject to that contract
31 until the expiration of that contract. A renewal, amendment, or
32 any other extension of that contract shall be subject to the
33 requirements of this section.

34 SEC. 7.

35 SEC. 6. It is the intent of the Legislature that this act shall not
36 be construed to affect any retirement benefits or pension rights
37 accrued before its effective date.

Contribution And Benefit Base

Automatic Determinations	Social Security's Old-Age, Survivors, and Disability Insurance (OASDI) program limits the amount of earnings subject to taxation for a given year. The same annual limit also applies when those earnings are used in a benefit computation. This limit changes each year with changes in the national average wage index. We call this annual limit the contribution and benefit base. This amount is also commonly referred to as the taxable maximum. For earnings in 2026, this base is \$184,500.
Cost-of-Living Adjustment	
Tax data	
Wage-indexed amounts	

The OASDI tax rate for wages paid in 2026 is set by statute at 6.2 percent for employees and employers, each. Thus, an individual with wages equal to or larger than \$184,500 would contribute \$11,439.00 to the OASDI program in 2026, and his or her employer would contribute the same amount. The OASDI tax rate for self-employment income in 2026 is 12.4 percent.

For Medicare's Hospital Insurance (HI) program, the taxable maximum was the same as that for the OASDI program for 1966-1990. Separate HI taxable maximums of \$125,000, \$130,200, and \$135,000 were applicable in 1991-93, respectively. After 1993, there has been no limitation on HI-taxable earnings. Tax rates under the HI program are 1.45 percent for employees and employers, each, and 2.90 percent for self-employed persons.

Contribution and benefit bases, 1937-2026

Year	Amount	Year	Amount	Year	Amount	Year	Amount
1937-50	\$3,000	1986	\$42,000	2006	\$94,200	2026	\$184,500
1951-54	3,600	1987	43,800	2007	97,500		
		1988	45,000	2008	102,000		
		1989	48,000	2009	106,800		

1955-58	4,200	1990	51,300	2010	106,800
1959-65	4,800	1991	53,400	2011	106,800
1966-67	6,600	1992	55,500	2012	110,100
1968-71	7,800	1993	57,600	2013	113,700
1972	9,000	1994	60,600	2014	117,000
1973	10,800	1995	61,200	2015	118,500
1974	13,200	1996	62,700	2016	118,500
1975	14,100	1997	65,400	2017	127,200
1976	15,300	1998	68,400	2018	128,400
1977	16,500	1999	72,600	2019	132,900
1978	17,700	2000	76,200	2020	137,700
1979	22,900	2001	80,400	2021	142,800
1980	25,900	2002	84,900	2022	147,000
1981	29,700	2003	87,000	2023	160,200
1982	32,400	2004	87,900	2024	168,600
1983	35,700	2005	90,000	2025	176,100
1984	37,800				
1985	39,600				

Note: Amounts for 1937-74 and for 1979-81 were set by statute; all other amounts were determined under automatic adjustment provisions of the Social Security Act.



January 12, 2026

TO: Each Trustee
Board of Retirement

FROM: Ricki Contreras *RC*
Administrative Services Division Manager

Elsy Gutierrez *EG*
Supervising Administrative Assistant II

FOR: February 4, 2026, Board of Retirement Meeting

SUBJECT: Revised Policy for the Procurement of Goods and Services

RECOMMENDATION

That the Board of Retirement adopt the revised Policy for the Procurement of Goods and Services. This action would delegate purchasing authority to the Chief Executive Officer and designated staff, enabling more efficient and streamlined procurement processes within the organization.

AUTHORITY

Under Article XVI, Section 17 of the California Constitution and Government Code Section 31595 of the County Employees Retirement Law of 1937 (CERL), the Board of Retirement holds plenary authority and fiduciary responsibility for administering the system. This authority includes establishing policies governing procurement activities such as contracts for services, systems, consultants, and operational support.

EXECUTIVE SUMMARY

LACERA's 2023–2028 Strategic Plan identified the need to enhance procurement practices to better align with the organization's fiscal and operational goals. In September 2024, the Board adopted the revised Policy for the Procurement of Goods and Services (Policy) that established a centralized vendor management program, strengthened internal controls to improve accountability and transparency, and enhanced vendor relationships through improved performance monitoring and management.

Prior to implementation of the 2024 Policy, staff did not consistently evaluate vendor services for value or adherence to best practices, resulting in contracts being initiated or renewed without adequate needs assessments or market research. To address these issues, the 2024 Policy reduced the informal bid threshold cap from \$150,000 to \$25,000. This change resulted in cost

Revised Policy for the Procurement of Goods and Services

Board of Retirement

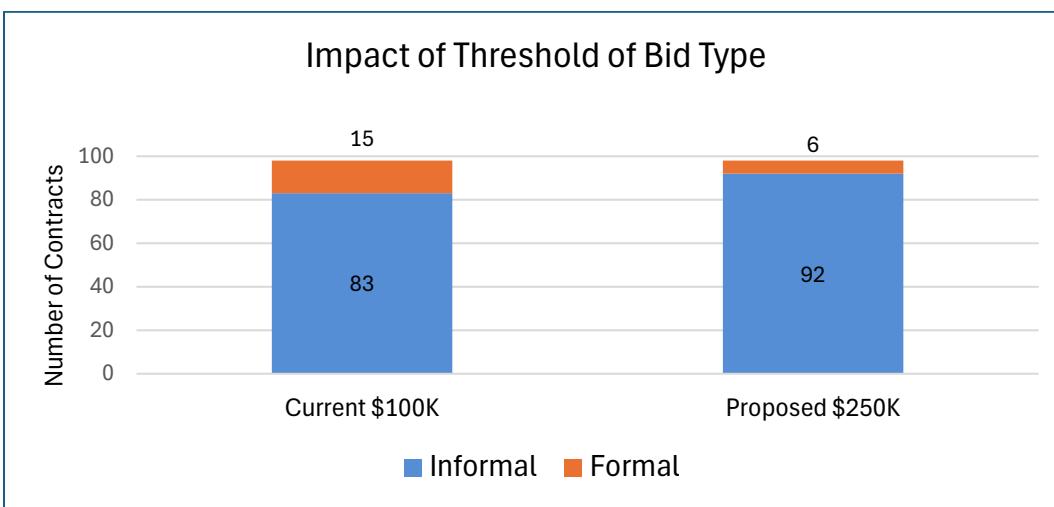
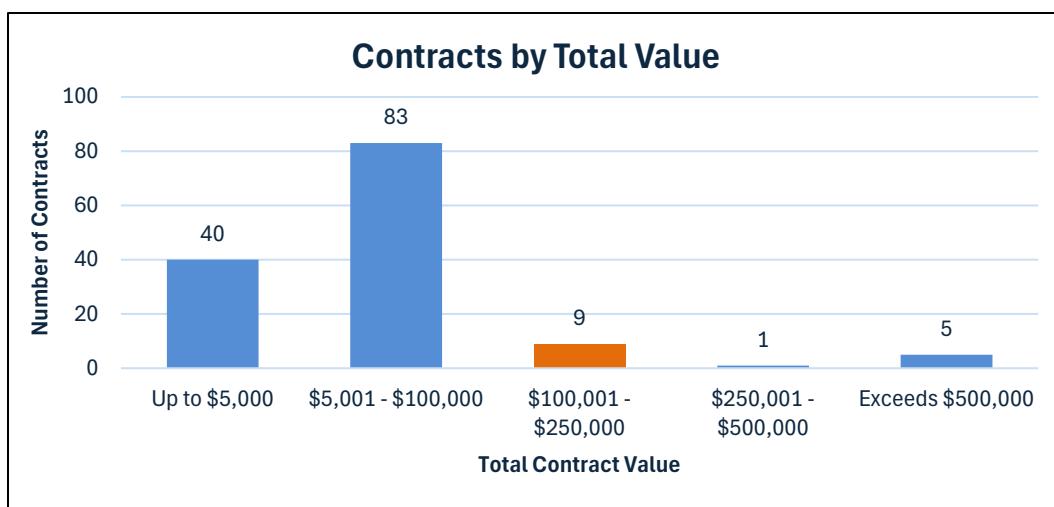
February 4, 2026

Page 2 of 5

savings, fewer non-competitive bid exemptions, and improved contract terms that better safeguard LACERA's interests. However, inflation significantly decreased the purchasing power of \$25,000, causing nearly all procurements to require formal bids, regardless of complexity or risk. On November 5, 2025, the Board increased the informal bidding threshold to \$100,000 and directed staff to provide a report on recent procurement activities, as well as to evaluate the potential effects of raising the threshold to \$250,000.

DISCUSSION

To help the Board evaluate whether to increase the informal bidding threshold to \$250,000, the Vendor Management Group conducted a survey of 138 contracts awarded in 2025. The first chart presents an overview of contracts by dollar range, and the second chart displays the number of bids categorized as informal and formal under both the \$100,000 and proposed \$250,000 thresholds.



Revised Policy for the Procurement of Goods and Services

Board of Retirement

February 4, 2026

Page 3 of 5

The analysis revealed that increasing the informal bid threshold to \$250,000 would have reduced the number of formal bids by nine, representing a 60% decrease. An informal bid is a competitive process that requires soliciting multiple written quotes and documenting price reasonableness to meet core due-diligence standards for routine or low-risk purchases. Because informal bids do not require a publicly issued solicitation, a mandatory minimum response period, public bid openings, or other formalities, they typically move from solicitation to award within days or weeks, rather than the months needed for a formal procurement. Raising the threshold would therefore decrease administrative costs and processing time for routine purchases, allowing procurement staff to redirect effort toward higher-value and higher-risk acquisitions where formal competitive bidding provides the greatest accountability benefits.

The 2024 Policy introduced additional safeguards at each stage of the procurement process, strengthening transparency and accountability. Raising the informal bid threshold will not lessen oversight, as these enhanced internal controls remain in place.

Enhanced Safeguards and Oversight in Procurement Process

- Standardized and centralized procurement, contracts, and Vendor Management processes.
- All IT-related procurements must be assessed and approved by the Systems Division and Information Security Office.
- Written approval from the Chief Executive Officer is required for non-competitive procurements.
- The Legal Office reviews all contract and solicitation documents.
- The Vendor Management Group must submit monthly reports to the Information Security Committee on vendor compliance with security audit reports and any third-party incidents that may pose security risks to LACERA.
- Monthly report to the Board on contract activity, including renewals, amendments, extensions, and non-competitive procurements.

Benchmarking of Informal Procurement Thresholds

The Vendor Management Group conducted a comprehensive review of procurement policies from 14 California agencies, which included seven public pension systems. The analysis revealed that informal bid thresholds among these agencies vary significantly, ranging from \$5,000 to \$200,000. Notably, agencies with more recently updated procurement policies have tended to set higher thresholds as a means of addressing diminished purchasing power over time.

Findings from Key Agencies

- California Department of General Services (DGS): The DGS has an informal bid threshold of \$100,000 for non-IT goods and services, while IT procurements are subject to a higher threshold of \$500,000.
- City of San Francisco: The city has an informal bid threshold of \$200,000 for procurement activities.

Revised Policy for the Procurement of Goods and Services

Board of Retirement

February 4, 2026

Page 4 of 5

- County of Alameda, Orange County Employees Retirement Association, and San Bernardino County: All maintain an informal bid threshold of \$100,000.

Implications for Proposed Threshold

Although the proposed \$250,000 threshold slightly exceeds the highest threshold among comparable California agencies (\$200,000), it remains significantly below the California Department of General Services' \$500,000 limit for IT procurements. A key consideration given that five out of the nine contracts impacted by the proposed \$250,000 threshold are IT procurements.

Additionally, the proposed threshold is fully aligned with federal procurement standards. Under 2 CFR §200.320, informal procurement is permitted up to the Simplified Acquisition Threshold, which increased from \$250,000 to \$350,000 effective October 1, 2025.

In this context, a threshold of \$250,000 is both prudent and justifiable, offering increased efficiency while remaining conservative in comparison to state and federal standards.

Summary of Policy Changes

The revised Policy has been reformatted for clarity and usability, notable changes include:

- Consolidating all exemptions in the new Policy Exemptions Section V.J.
- Requisition approval and contract signing authority levels have been aligned for consistency.
- The “Requisition Approval Authority” and “Solicitation Method Requirements” tables have been combined into one table in Exhibit A.
- Section titles have been updated for clarity, such as renaming “Exempt Procurement” to “Board and Committee Approved Vendors” (V.J.1) and “Sole Source” to “Non-Competitive Procurements” (V.J.4).
- Three new categories have been added to “Policy Exceptions” Section V.J.:
 - Procurements by the Legal Office for investigating employment claims and all other matters within their scope of responsibility, including outside counsel and consultants, are now exempt (V.J.1).
 - Procurements associated with critical infrastructure may be excluded from the formal bidding process if the Information Security Committee determines they pose substantial cybersecurity, operational, or strategic risks (V.J.2).
 - Procurements for critical infrastructure software and hardware licenses, cloud-based subscriptions, and maintenance agreements are exempt from Board approval if they meet the “Critical Infrastructure” criteria (V.J.3).

CONCLUSION

The proposed updates to the Policy for the Procurement of Goods and Services are designed to enhance operational efficiency, accountability, and transparency across the organization. These changes ensure ongoing alignment with LACERA's strategic goals for Compliance, Risk Management, and fiscal sustainability.

IT IS THEREFORE RECOMMENDED THAT THE BOARD OF RETIREMENT adopt the revised Policy for the Procurement of Goods and Services.

Noted and Reviewed:



Laura Guglielmo
Assistant Executive Officer

Attachments

EG: eg

C: Luis Lugo, Acting Chief Executive Officer
JJ Popowich, Assistant Executive Officer
Jon Grabel, Chief Investments Officer
Steven P. Rice, Chief Counsel
Richard Bendall, Chief Internal Audit
Carly Ntoya, Director of Human Resources



**POLICY FOR
PROCUREMENT OF THE
GOODS AND SERVICES
(PGS)**

Board of Retirement Pending Approval

Policy for the Procurement of Goods and Services (PGS)**Authorizing Manager: Ricki Contreras, Administrative Services Division****Original Issue Date: December 15, 2005****Effective Date: TBD****Mandatory Review: Update (Every Three Years)****Approval Level: Board of Retirement****I. Purpose**

To establish a standardized, transparent, and efficient process for Procurement, Contracts, and Vendor Management that ensures the selection of qualified Vendors. This process is designed to align with LACERA's Strategic Priorities of fiscal durability, legal compliance, risk management, and responsible stewardship of public resources.

Standardizing the Procurement, Contracts, and Vendor Management processes will allow LACERA to:

- Maximize LACERA's purchasing power by using competitive Bidding and cooperative purchasing strategies.
- Mitigate risks associated with purchasing activities - fraud, waste, and abuse, avoid "Conflict of Interests," and prevent operational disruptions.
- Ensure Contract compliance, measure Vendor performance, and mitigate risks associated with Vendors' potential noncompliance with Contract terms.
- Promote good governance and uphold LACERA's fiduciary duty to administer the system in a manner that assures the prompt delivery of benefits and services to members and their beneficiaries (Cal. Const. Art. XVI. Sec. 17).

II. Scope

This Policy applies to all LACERA employees (temporary and permanent), contract employees, and Board Trustees who participate in the procurement or contracting of any Goods and Services.

III. Legal Authority

The Board of Retirement has the discretion to adopt policies as it deems prudent as part of its plenary authority and fiduciary responsibility for administering the system under Article XVI, Section 17 of the California Constitution and California Government Code Section 31595 of the County Employees Retirement Law of 1937 (CERL).

IV. Definitions

The terms in this Policy or in any documents related to the Procurement process, have the following meaning:

Amendment:	A formal written change to a Contract that modifies, adds, or removes specific terms agreed upon by all authorized parties. An Amendment may include a Renewal or Extension of an existing Contract.
Bid:	A Vendor's price Quotation and description of Goods and/or Services received in reply to a Solicitation from LACERA.
Bidder:	A Vendor who responds to a Solicitation.
Business Owner:	The individual within a LACERA division that receives the purchased Goods, contracted Services, or is responsible for monitoring and managing Vendor performance.
Conflict of Interest:	As explained in LACERA's Code of Ethical Conduct and in compliance with the disclosure requirements of the Conflict of Interest Code .
Consultant:	An individual or firm that provides consulting services to LACERA and does not involve an employer- employee relationship.
Contract:	A legally binding written agreement executed between LACERA and a third party in which the parties agree to perform in accordance with the obligations expressed therein.
Contract Analyst	LACERA staff responsible for managing the contracting process for Goods and Services including Solicitation, sourcing, development, execution, and Vendor lifecycle in accordance with this Policy.
Contractor:	A person, partnership, corporation, or other entity that has contracted with LACERA to

provide Goods or perform Services for LACERA. A Contractor includes a subcontractor, Vendor, or any of their respective officers, directors, shareholders, partners, managers, employees, designees, or other individuals associated with the Contractor, subcontractor, or Vendor who participated in, knew of, or had reason to know of the Contract.

Extension:	The process of lengthening the duration of an existing agreement beyond its original end date. All other Contract terms remain the same, enabling both parties to operate in accordance with the established agreement.
Goods:	Supplies, products, materials, or equipment. "Goods" does not include Services.
Invoice:	A document showing the details of the transaction, including the quantity, price, terms, nature of delivery, and other particulars pertaining to the Goods sold or Services rendered.
IT Related Procurements:	Refers to the purchase of information technology Goods and/or Services. These can include computers, servers, storage devices, printers, scanners, operating systems, productivity software, enterprise applications, security software, software licenses, and cloud-base subscriptions.
Procurement (Procure)	Procurement is the strategic process of acquiring Goods and/or Services through planning, sourcing, negotiation, and contracting.
Purchase Order (PO)	A buyer-generated document that authorizes a purchase transaction. When accepted by the seller, the PO becomes a binding Contract on both parties. A PO sets forth the descriptions, quantities, prices, and identifies a specific Vendor.
Quotation or Quote:	A statement of price, terms of sale, and description of the Goods and/or Services

offered by a Vendor to LACERA. This is normally in reply to an inquiry and often considered an offer to sell.

Renewal:

The process of continuing a business relationship by executing a new Contract. Both parties may renegotiate terms to match current market conditions, performance history, and evolving needs.

Request for Information (RFI):

A general invitation requesting information for potential future Solicitation. An RFI is typically used as a research tool to prepare a Solicitation or determine the number of qualified Vendors in each market for a potential future competitive Procurement (e.g., Request for Proposal).

Request for Proposal (RFP):

A Solicitation method used to purchase complex Goods and Services that do not have standardized Specifications.

Request for Quotation (RFQ):

A Solicitation method that involves submitting a document to one or more potential Vendors to solicit Quotations for Goods and/or Services. Typically, an RFQ seeks an itemized list of prices for Goods or services that are well defined and quantifiable, such as hardware.

Requisition:

A formal request for the purchase of Goods or contracting of Services.

Response:

A submission from a potential Vendor in reply to a Solicitation.

Service(s):

The performance of labor and the application of expertise by a third-party firm or Contractor for and/or on behalf of LACERA. Services may be rendered to LACERA by a firm or individual, with or without the furnishing of Goods.

Solicitation:

A document or process used to communicate LACERA's requirements to potential Bidders requesting a Response in the form of a Quote or proposal of Goods and/or Services.

Specification(s):	A clear, complete, and specific description of the technical requirements for a product, system, or Service.
Statement of Work:	A comprehensive, clear, and detailed written statement outlining all the work to be performed under the Contract, including deliverables, timeline, and acceptance criteria as mutually agreed upon by the Vendor and LACERA.
Vendor:	An individual, business, or governmental entity that has a Contract to provide Goods and/or Services to LACERA. Used interchangeably with the term Contractor .
Vendor Management:	The LACERA business unit within the Administrative Services Division is responsible for overseeing the Vendor lifecycle, including monitoring Vendor performance for compliance with all the terms and conditions contained within this Policy, the Contract, and other Procurement documents.

V. Purchasing and Contracting Policy

Employees who participate in the Procurement process must conduct their duties in accordance with LACERA's Values, [Code of Ethical Conduct](#) and in compliance with the [Conflict of Interest Code](#), and other applicable laws, regulations, and LACERA policies and procedures. Employees must prevent actual or perceived Conflicts of Interest.

Purchasing and Contracting Authority

The Board of Retirement (Board) has the authority to purchase and delegate the authority to purchase Goods and Services necessary to administer the system in a manner that ensures the prompt delivery of benefits and services to members and their beneficiaries (Cal. Const. Art. XVI, Sec. 17). The Board has a fiduciary duty to ensure LACERA obtains high-quality Goods and Services at competitive prices. As part of its fiduciary duty, the Board delegates purchasing responsibility to the Chief Executive Officer (CEO).

The CEO further delegates the purchasing responsibility to LACERA's Purchasing Agent and their designees. The Administrative Services Division Manager is the

Purchasing Agent for LACERA. The Purchasing Agent's designees are the Administrative Services Officers, Procurement Buyers, and Contract Analysts.

A. Technology, Data, and Information Security Review (IT Assessment)

All "IT Related Procurements" must be approved by the Systems Division and the Information Security Office (InfoSec). The System Division Manager will identify the "IT Related Procurements" that require the written approval of the [IT Coordination Council \(ITCC\)](#). The CEO has the final approval authority over all IT purchases.

B. Request for Procurement of Goods and/or Contracting of Services (Requisitions)

All Requisitions managed by Vendor Management must be submitted through LACERA's Enterprise Contract Lifecycle Management System (ECLM) and will require approvals at the appropriate authority levels as indicated in Exhibit A. Division Managers are responsible for ensuring that approved Requisitions do not exceed their division's budget expenditures for the fiscal year.

Requisitions that require Board approval must be authorized through direct Board action. Once approved by the Board, the Business Owner is permitted to publish the Solicitation unless there are significant changes to the Scope of Work or the final Contract cost exceeds the budgeted amount approved by the Board. For any modifications to the Scope of Work or cost, the Business Owner must seek additional Board approval prior to awarding the Contract.

1. Requisitions for Purchase Orders (POs)

The Procurement Unit within the Administrative Services Division is responsible for purchasing Goods and/or Services that require a PO. Business Owners are responsible for determining the technical Specifications and/or Service requirements. The Procurement Unit Buyers must ensure that the appropriate authority approves the Requisitions before starting the Procurement process. Buyers determine the purchasing method, manage competitive Bids, negotiate prices, and manage POs.

2. Requisitions for Contracts

The Contracts Unit within the Administrative Services Division is responsible for processing Contract Requisitions for Goods and/or Services. The Business Owners are responsible for developing the Statement of Work which includes all elements of the required work, Service requirements, deliverables, timeline, and the evaluation criteria. The Contract Unit Analysts prepare Solicitation packets, manage the Solicitation process, assist with Bid evaluations, conduct market research on prices, perform Vendor due diligence, negotiate prices, and oversee the final execution of the Contracts.

C. Purchasing Methods

1. Competitive Bidding

Competitive bidding is LACERA's preferred purchasing and contracting method because it ensures accuracy, fairness, and transparency throughout the Procurement process. It also allows LACERA to obtain quality Goods and Services at competitive prices from qualified Vendors.

2. Leverage Procurement Agreement (LPA)

A Leverage Procurement Agreement (LPA) is a strategic purchasing method that allows LACERA to purchase Goods or contract for Services using existing Contracts competitively Bid and negotiated by other public agencies. Purchases utilizing LPAs or any agreement are not considered Non-Competitive Procurement; they are existing agreement-based purchases. LPAs are available to California's state, county, city, special district, education, and other government entities.

LPAs allow LACERA to negotiate with the Supplier to provide the same item(s) at the same price(s) without the need for a competitive process (i.e., "Piggyback Request"). All terms and conditions must remain the same as the original purchase.

3. Master Agreements

Master Agreements (MAs) are competitively Bid Contracts for Goods and/or Services that establish a list of pre-qualified Vendors. LACERA utilizes MAs to obtain routine Goods and Services on an as-needed basis. Vendors qualify through a Solicitation process known as the Request for Statement of Qualification (RFSQ). Those who meet the minimum qualifications and accept the terms and conditions of the MA are designated as LACERA Vendors within their specific categories.

MA Vendors are eligible to receive work or purchase orders (POs) for Solicitations in the categories for which they are pre-qualified. Awards for work or POs are typically made to the lowest-priced Vendor unless the Solicitation specifies other evaluation criteria, such as quality, quantity, availability of Goods, delivery schedules, or geographical convenience.

D. Type of Purchasing Transactions

1. Purchase Orders (POs)

POs must include the following information:

- PO Number-Buyers will assign a unique PO Number.
- PO Date--the date the PO was created.
- Order Details.
- Detailed description of Goods and/or equipment.
- Technical Specifications or requirements if applicable.

- Quantity and unit price.
- Delivery date.
- Shipping methods.
- Payment terms
- Special or other conditions or requirements

2. **Contracts**

Contracts are used for Goods and/or Services, or long-term agreements. They define each party's rights and responsibilities. Contract Analysts must ensure all Contracts are approved at the appropriate authority level before initiating the Solicitation process. All Contracts must be approved by LACERA's Legal Office. Whenever possible, the use of Contracts is preferred.

3. **Corporate Credit Card Purchases**

Authorized employees can use a Corporate Credit Card to purchase Goods and/or Services when another form of payment is not acceptable or practical. All purchases must comply with this Policy and [LACERA's Corporate Credit Card Policy](#).

Corporate Credit Card users must opt out of auto renewal plans for IT Related Procurements. IT Related Procurements must be approved by the Information Security Office and the Legal Office prior to the Renewal date.

4. **Prohibited Purchases**

LACERA staff shall exercise prudence, transparency, and integrity in the management of LACERA funds. LACERA funds cannot be used for any personal purchases or celebrations (e.g., birthdays, retirements, holiday parties). However, corporate cardholders, subject to the Executive Office's prior written approval, may purchase food and beverages for Board meetings, conferences, employee recognition ceremonies, or other official events conducted to improve the quality of service provided to LACERA members. Purchases must not violate LACERA's [Code of Ethical Conduct](#) or [Corporate Credit Card Policy](#).

5. **Retroactive Purchases**

Except in the case of a bona fide Emergency, a properly executed PO, Contract, or change order must be in place prior to ordering or receiving Goods or Services. The Chief Executive Officer must ratify purchases that were not pre-approved by the appropriate authority as indicated in Exhibit A. The requesting division manager must also submit a statement of good cause explaining why they did not follow the Procurement process.

An unauthorized purchase occurs when any division, unit, or individual approves, negotiates, or otherwise commits LACERA to do business with a specific Vendor to provide equipment, supplies, or Services without prior

approval or otherwise not in accordance with the processes outlined in this Policy.

6. Fragmenting (Split Purchasing)

To ensure transparency in the Procurement process serial and fragmented purchasing is prohibited. Serial and fragmented purchasing is the practice of intentionally splitting Requisitions and/or orders for the same or similar Goods and/or Services to avoid the competitive bidding process or circumvent the appropriate approval and/or signing authority levels. To avoid fragmenting Business Owners must consider the aggregate value of the Goods and Services.

7. Invoices

POs and Contracts must include instructions on how to submit Invoices for payment. Business Owners are responsible for updating the billing address and email. To facilitate payment, paper Invoices must be addressed to the Business Owner's division and suite number. All Invoices must be validated against the original PO and delivery documents before payment is made.

E. Competitive Bidding Process

Competitive bidding is the process of obtaining Bids for the same Goods and/or Services from multiple Vendors. LACERA utilizes competitive bidding to survey the marketplace and obtain Goods and Services from qualified Vendors at competitive prices. The award is given to the most "responsible Bidder." The competitive bidding process aligns with LACERA's values and promotes transparency, fairness, and equity of opportunity to potential Vendors.

Vendors doing business with LACERA must register on the Vendor Client Gateway and submit required documentation.

1. Informal Bidding

Informal bidding refers to the process of soliciting at least three Bids or quotations by email, catalogues, or other methods that do not require a public posting or formal procedures..

a) Request for Quotation (RFQ)

A Solicitation method used for Goods and Services with well-defined requirements where cost is the primary determining factor.

2. Formal Bidding

The formal bidding process requires a public posting of the Solicitation, sealed Bids, and public disclosure of competition, Contract awards, or rejections.

The primary Solicitation types used for formal bidding are:

a) Request for Bid (RFB)

A formal Solicitation method used for high value Goods with well-defined requirements where price is the main factor, or for Services that do not require a complicated evaluation.

b) Request for Proposal (RFP)

A Solicitation method used for high value Goods or Services where technical expertise, innovation, or multiple evaluation factors are needed. Bids are evaluated on both technical and financial criteria.

c) Request for Information (RFI)

A Solicitation method used to gather information, understand market capabilities, or refine requirements. An RFI does not result in an award without a secondary formal Solicitation.

d) Request for Supplier Qualification (RFSQ)

A Solicitation method allowing vendors who meet the minimum qualifications and accept LACERA's terms and conditions to become authorized Vendors in the respective categories. When Services are required, pre-qualified Vendors submit proposals in their categories. Purchase Orders are awarded to the lowest-priced qualified Bidder unless other evaluation criteria apply.

D. Bidders' Conference

A Bidders' Conference is held to provide potential Bidders with detailed information about the Solicitation, clarify requirements, and answer questions before Bids are submitted. The questions and answers must be prepared as an Amendment to the Solicitation and sent to all potential Bidders during the Bidders' Conference, via email, or at any other time prior to the Bid closing date.

E. Evaluation Process and Due Diligence

All Bids and proposals must be evaluated against the uniform criteria and process outlined in the Solicitation document. The Solicitation document must provide enough information for the Bidders to understand what or how an award will be determined. LACERA staff must use a consistent approach when scoring each proposal.

1. Evaluation Document

The evaluation document must explicitly state how each criterion is evaluated and scored. To ensure consistency between the two documents, the evaluation document should be developed simultaneously with the Solicitation. In conjunction with the subject matter experts, PMO will develop the evaluation document for IT related Solicitations. The subject matter experts, in conjunction with the Contract Unit, will develop the evaluation documents for all other Solicitations.

Evaluation documents may include the following sections and criteria:

- a)** Minimum Requirements identified in the Solicitation Document. The Vendor must meet every minimum requirement in the Solicitation to move on to the next step in the evaluation process.
- b)** Evaluation criteria can include:
 - Vendor's qualifications: length, scope, and depth of experience, financial capability, certifications, and licensing requirements.
 - Special terms and conditions: Ability to meet requirements that are unique to a particular type of Bid.
 - Vendors' technical and management approach: project methodology, quality of Goods and Services, quality control programs, compliance with regulations, and training plans.
 - Pricing/cost: The proposal is within the allocated budget, competitively priced, and is best value for LACERA.
 - Optional oral interviews and/or site visits as requested by LACERA on a case-by-case basis.

LACERA reserves the right to award the Contract to the submission that offers the best value, which includes accepting LACERA's Contract terms. Excessive mark-ups or deletion of LACERA's Contract terms may result in disqualification.

F. Evaluation Committee

If an evaluation committee is needed, it should consist of all relevant stakeholders and subject matter experts for the Services and/or Goods solicited. The size and members of the evaluation committee depend on the project's scope, nature, and complexity. The ideal size of the committee will balance subject matter expert representation and workgroup effectiveness.

1. The evaluation committee should be composed of at least one representative from:
 - Contracts Unit
 - Subject matter expert(s)
 - PMO (if applicable)
 - Information Security Office (must participate in IT related proposals)
 - Legal (when exceptions are taken to LACERA's terms and conditions, or anytime legal advisory is needed or indicated).
2. The Contracts Unit facilitates and ensures the integrity of the evaluation process. They are responsible for the following:
 - Conducting Vendor risk assessments.

- Conducting Vendor reference checks.
- Setting up Bidders' Conference or open house.
- Obtaining SOC-2 Reports and submitting them to the Information Security Office for review and approval (if applicable).
- Guiding the evaluation committee members through the evaluation process.
- Evaluation process management:
 - Developing Solicitations, timelines, and coordinating posting.
 - Coordinating replies to Vendor questions.
 - Summarizing scores, rankings, and evaluation results.
 - Obtaining additional information from Vendors.
 - Developing approval materials for management or Boards.
 - Gathering and archiving evaluation documents submitted by each Committee Member.
 - Sending Bid award and non-award letters to Vendors.
 - Responding to any Vendor appeal.

3. The Evaluation Committee's responsibilities include:

- Evaluation: Committee members must separately evaluate the Bids in their area of expertise and provide documentation to support their evaluation.
- Deliberation: If needed, when the Committee members are evaluating the same part of the proposals, the members must hold at least one meeting to discuss the merits of the proposals.
- Committee members may adjust their scoring after the meeting with sufficient narrative to explain the adjustment.
- When conducting site visits and/or oral interviews, all committee members must be present at all events.
- Research: Outside sources may be used to gather information.
- Due Diligence: The Contracts Unit must do reference checks.
 - Accounting staff or other knowledgeable parties can review financial information.
 - Technical staff can review proposal components if necessary and report findings to the committee for their evaluation and ratings.

The Contracts Unit will total and average the final scores of the Committee and prepare a single score sheet for each Bid and proposal. The score sheet must include written documentation of reference checks and financial statement analysis to support the rating in those categories.

G. Third Party Oversight and Risk Management

The Information Security Committee (ISC) oversees service providers that access or maintain personal or sensitive information on behalf of LACERA. The ISC must evaluate new Vendors that do not meet all LACERA's information security requirements and determine if accepting some level of additional risk is in the best interest of LACERA. The ISC must provide a written explanation of the reasons for permitting Vendor non-compliance with any LACERA information security requirement before the Contract can be executed.

H. Legal Review

The Contract is the result of the Solicitation with all the negotiated terms, conditions, the Statement of Work, and any other requirement set forth in the Solicitation document. The Contract Analysts must ensure the Contract satisfies the objectives of the Business Owner and LACERA.

The Legal Office must review and approve all Contracts prior to execution.

I. Contract Term

Evergreen Contracts are prohibited, unless approved by the Board of Retirement. Contracts shall be limited to a maximum of five (5) consecutive years with an optional Extension of up to two years. The Contract term Extension must be approved by the Chief Executive Officer and timely reported to the Board.

J. Policy Exemptions

1. Board and Committee Approved Vendors

The Purchasing Agent is responsible for the Solicitation process for all Procurement of Goods and Services, except for:

- Procurement of Services necessary to adjudicate disability retirement applications, such as Panel Physicians, Hearing Officers, Court Reporters, and outside disability counsel for conflict cases.
- Procurement of Goods and Services necessary to effectively administer the Retiree Health Care Benefits Program, such as including health plan providers, plan managers, Consultants, auditors, and independent fiduciaries.
- Procurement of Services necessary for the Audit, Compliance, Risk, and Ethics (ACRE) Committee, Internal Audit, and the Ethics and Compliance Office to investigate any matter within their scope of responsibility, including outside counsel and Consultants.

- Procurement by the Legal Division to investigate employment claims and other matters within the scope of their responsibility, including outside counsel and Consultants.
- Services governed by the [Investment Related Services Procurement Policy](#), including investment managers, Consultants, legal Services, appraisers, auditors, custodians, securities lending providers, and independent fiduciaries.

2. Procurement Risk Mitigation for Critical Infrastructure

Non-Competitive Procurements for critical infrastructure may be warranted when significant cybersecurity, operational, or strategic risks are identified. The Information Security Committee (ISC) must assess the risks and give written guidance to the Vendor Management Group on the appropriate Solicitation method. This approach promotes a proactive and risk-conscious Procurement process, aligning operational objectives with security and compliance considerations. It also enables LACERA to safeguard sensitive information and sustain uninterrupted service delivery.

The ISC may assess vendors based on various risk factors including:

- Platform Migration Risks: When there is a possibility of disruption to operations and user experience.
- Data Security Concerns: Where there is a necessity for trusted Vendors to ensure confidentiality and regulatory compliance.
- System Compatibility Risks: Where there is a risk of data loss or integration failures.
- Specialized Vendor Expertise: There is a possibility that specific capabilities needed are not easily accessible in the market, which may result in extended service interruptions.

3. IT Related Procurements Exempt from Board Approval

Requisitions for critical infrastructure software and hardware licenses that continue existing Services that have already been approved by the Board, including cloud-based subscriptions and maintenance service agreements, are exempt from Board approval if they meet the risk criteria outlined above.

4. Non-Competitive Procurements

LACERA uses a non-competitive Procurement method when competition is not practicable due to the unique qualifications of a Vendor or compelling business reasons documented in a justification memorandum prepared by the Business Owner. Non-Competitive Procurements must be approved by the Chief Executive Officer or their designee and reported to the Board.

Non-competitive Procurements cannot be based on a Business Owner's preference to work with a particular Vendor or because the competitive process requires an abundance of work.

Acceptable justifications for non-competitive Procurements include:

- Goods that are unique, proprietary to the Vendor, or not available through resellers.
- Manufacturers that have licensed the Goods to be sold only by one reseller.
- When the use of alternative Goods would compromise existing Contracts or result in significant related costs such as additional hardware, training, or lead time.
- Goods and Services that are purchased where time is of the essence.
- The Service provider is a subject matter expert and possesses highly specialized knowledge and expertise in a particular subject or field.
- LACERA's required time for project completion is critical and cannot be exceeded without extreme hardship or risk to LACERA.
- A unique and proprietary solution was offered in the best interest of LACERA.

5. Emergency, Confidential or Time Sensitive Purchases

An emergency is any unexpected circumstance that critically impacts LACERA's ability to conduct its day-to-day operations, which affects the health, safety, and welfare of LACERA staff or members, impairs LACERA's legal rights, creates an actual or potential legal liability, or harms any of its property. Such circumstances may demand immediate action and require staff to obtain Goods and Services outside the parameters set forth in this Policy and therefore qualify as exceptions to LACERA's standard Procurement process. Failure to anticipate a need, to timely perform requisite job duties, or to comply with any LACERA policies and procedures does not constitute a justifiable emergency.

In a justifiable emergency, the CEO or their designee may procure Goods and Services beyond stated discretionary spending limits, as deemed reasonable under the circumstances. Corporate Credit Card spending limits may also be increased, as considered reasonable under the circumstances and in accordance with LACERA's Corporate Credit Card Policy. Any emergency purchases shall be subject to review by the Legal Office, unless rendered unfeasible by the emergency circumstances, which will require written substantiation documenting the unfeasibility and submitted to the Legal Office at least fifteen (15) days in advance of the date of the emergency purchase.

Emergency purchases requiring confidentiality may be made without notifying the Procurement Unit, provided the grounds of the confidentiality and the steps that need to be taken to protect it are recorded. All such purchases require appropriate documentation (redacted as necessary) which shall be forwarded to the Administrative Services Division Manager, the Legal Office, and the CEO.

Within seven (7) calendar days of any emergency purchase, a complete description of the emergent circumstances and justification for making the purchase outside the requirements set forth in this Policy shall be documented in writing and submitted to the Administrative Services Division Manager and the CEO, and the Legal Office if needed and the Legal Office is not otherwise involved in requesting the purchase. If the purchase is greater than the spending authority outlined in this Policy, a request shall be made to the Board of Retirement to certify that the circumstances required an emergency purchase and qualified as a valid exception to LACERA's standard Procurement process, and the requirements set forth in this Policy.

K. Contract Lifecycle Management Onboarding Vendors

The Contract Analysts must ensure that Vendors who are awarded a Contract are registered in the Vendor Portal and have submitted required documents. Required documents include, but are not limited to, Nondisclosure Agreements, Information Security Reports or Questionnaire, Certificate(s) of Insurance, and Form W-9.

L. Performance Management

The Business Owner and Vendor Management Group are responsible for tracking, monitoring, and managing the Contract progress to ensure that the Vendor meets their contractual obligations.

The Business Owner and Vendor Management's responsibilities include:

- Monitoring Vendor's performance to ensure Goods and/or Services comply with the Contract requirements.
- Resolving performance gaps, invoicing discrepancies, and document resolution.
- Monitoring Contract Invoices, payments, and budget.
- Maintaining Contract files; Certificates of Insurance, Security Audit Reports, or other documentation required under the Contract.
- Managing and mitigating any detected risks, including but not limited to non-performance, performance gaps, invoicing discrepancies, et.al.
- Coordinating Contract Amendments or Extensions with LACERA's Legal Office.

1. Contract Closeout

The Business Owner must complete a Contract Close Out Form and submit it to Vendor Management Group. Vendor Management must prepare a final Vendor evaluation report. The report must include the following information.

- Whether the Vendor fulfilled their obligations under the Contract.

- Any additional costs or amounts owed to Vendor.
- Feedback from the Business Owner.

2. Receiving and Paying Invoices

Business Owners are responsible for reviewing invoices, verifying that goods and services have been received, and confirming invoices for payment. Procurement Staff are responsible for reviewing and processing invoices for standard stock, must check the Invoice against its corresponding PO and delivery receipt. The purchasing, receiving, and payments must be completed by three different staff members. The Invoice normally includes an itemized list of items for which the Vendor is requesting payment.

When receiving and paying an Invoice the following must be checked:

- PO number or Contract number.
- Shipping address and date.
- Itemized list of the shipped items or Services rendered.
- Quantity of each item.
- SKU or UPC of each item.

Invoices that cannot be validated with an original PO and/or delivery receipt will be handled as an unauthorized purchase.

M. Payment Request (Direct Payments)

An internal document requesting payment for items already agreed to and negotiated on a Contract or for payments on items that cannot be competitively solicited, including, but not limited to, governmental fees, conferences, and training. Payment Requests for Goods and Services covered by a Contract must be approved by the Division Manager.

N. Commitment to Transparency and Integrity

The Vendor Management Group will provide the Board with a monthly report on all contract activity including awards, Extensions, and terminations. Vendor Management will also report all expenditures that exceed the original approved project budget.

O. Diversity, Equity, and Inclusion (DEI) Initiative

LACERA is committed to promoting Diversity, Equity, and Inclusion (DEI) in its Procurement practices. We actively seek business relationships with qualified Vendors from diverse backgrounds, including partnering with the Los Angeles County Community Business Enterprise (CBE) Program.

Vendors doing business with LACERA must complete LACERA's DEI questionnaire and company demographic survey. This data will be used to monitor the success of our DEI efforts.

P. Environmental Awareness

Environmental impact is considered in purchasing decisions when appropriate. LACERA Purchasing Agents consider the use of Goods and Services that are energy efficient or made from recycled material.

Q. Procedures Manual

The Vendor Management Group shall be responsible for preparing and maintaining a Procedures Manual that details the purchasing process and any delegated duties and defined terminology. The Procedures Manual shall include this Policy and must be approved by the Chief Executive Officer. The procedures may be modified at any time as deemed necessary, provided they remain within this Policy's framework. If there is a conflict between this Policy and the Procedures Manual, the Policy shall prevail.

VI. References

These references are intended to help explain this Policy and are not an all-inclusive list of policies, procedures, laws, and requirements relating to the Procurement of Goods and Services. The following information complements and supplements this Policy:

Related Policies:

- [Code of Ethical Conduct](#)
- [Conflict of Interest Code](#)
- [Corporate Credit Card Policy](#) (Internal Document)
- [Information Technology Coordination Council \(ITCC\) Charter](#) (Internal Document)

Related Procedures:

- [Procurement and Contract Administration Manual \(Internal Document\)](#)

Related Forms/Templates:

- [Contract Approval Form \(Internal Document\)](#)
- [Contract Amendment Form \(Internal Document\)](#)

- [IT Assessment Form \(Internal Document\)](#)
- [Contract Close Out Form \(Internal Document\)](#)

Other Related Information:

VI. Version History

Update/Review Summary: Previous policy version(s) superseded by this Policy:

- Policy For Purchasing Goods and Services: September 4, 2024

Original Issue Date: Board of Retirement, Approved on December 15, 2005

VII. Policy Review/Approval

This Policy shall be reviewed by the Operations Oversight Committee, and the Board of Retirement every three years or as needed and may be amended at any time as deemed necessary.

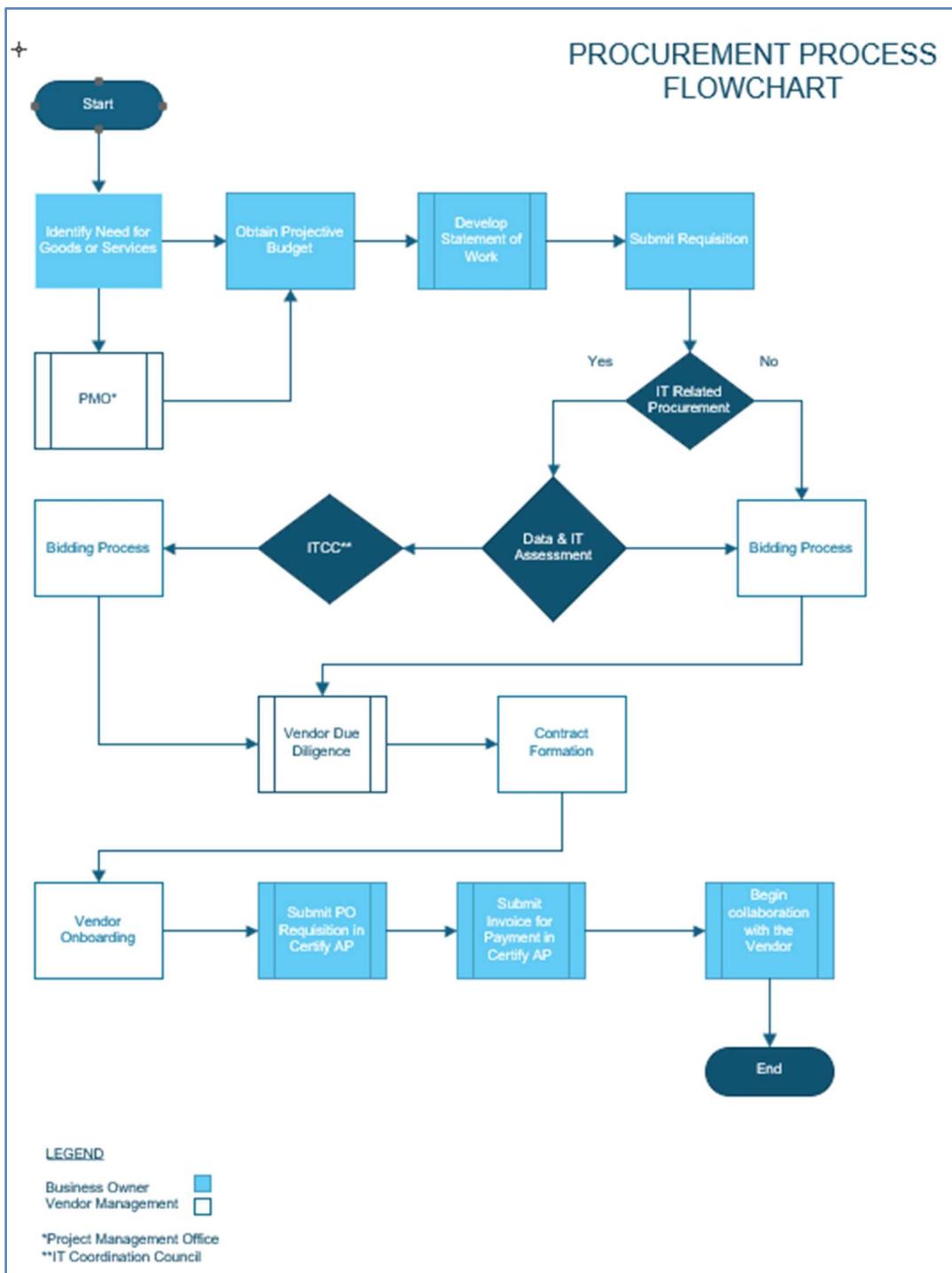
Exhibit A

Requisition Approval Authority and Solicitation Method Requirements		
Total Purchase or Contract Value	Approval Authority	Bid Type
Up to \$5,000	Division Manager	Not Required
\$5,001 - \$250,000	Division Manager and Assistant Executive Officer.	Informal Bid
\$250,001 - \$500,000	Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.	Formal Bid
Exceeds \$500,000	With documented Board pre-approval, Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.	Formal Bid

Exhibit B

Contract Signing Authority	
Total Contract Value	Signing Authority
Up to \$5,000	Division Manager
\$5,001 - \$250,000	Division Manager and Assistant Executive Officers.
\$250,001 - \$500,000	Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.
Exceeds \$500,000	With documented Board pre-approval, Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.

Exhibit C





**POLICY FOR
PROCUREMENT OF THE
GOODS AND SERVICES
(PGS)**

Board of Retirement Pending Approval

Policy for the Procurement of Goods and Services (PGS)**Authorizing Manager: Ricki Contreras, Administrative Services Division****Original Issue Date: December 15, 2005****Effective Date: TBD****Mandatory Review: Update (Every Three Years)****Approval Level: Board of Retirement****I. Purpose**

To establish a standardized, transparent, and efficient process for Procurement, Contracts, and Vendor Management that ensures the selection of qualified Vendors. This process is designed to align with LACERA's Strategic Priorities of fiscal durability, legal compliance, risk management, and responsible stewardship of public resources.

Standardizing the Procurement, Contracts, and Vendor Management processes will allow LACERA to:

- Maximize LACERA's purchasing power by using competitive Bidding and cooperative purchasing strategies.
- Mitigate risks associated with purchasing activities - fraud, waste, and abuse, avoid "Conflict of Interests," and prevent operational disruptions.
- Ensure Contract compliance, measure Vendor performance, and mitigate risks associated with Vendors' potential noncompliance with Contract terms.
- Promote good governance and uphold LACERA's fiduciary duty to administer the system in a manner that assures the prompt delivery of benefits and services to members and their beneficiaries (Cal. Const. Art. XVI. Sec. 17).

II. Scope

This Policy applies to all LACERA employees (temporary and permanent), contract employees, and Board Trustees who participate in the procurement or contracting of any Goods and Services.

III. Legal Authority

The Board of Retirement has the discretion to adopt policies as it deems prudent as part of its plenary authority and fiduciary responsibility for administering the system under Article XVI, Section 17 of the California Constitution and California Government Code Section 31595 of the County Employees Retirement Law of 1937 (CERL).

IV. Definitions

The terms in this Policy or in any documents related to the Procurement process, have the following meaning:

Amendment:	A <u>formal written change to a Contract that modifies, adds, or removes specific terms agreed upon</u> by all authorized parties. An Amendment may include a Renewal or Extension of an existing Contract.
Bid:	A <u>Vendor's price Quotation and description of Goods and/or Services</u> received in <u>reply</u> to a Solicitation from LACERA.
Bidder:	A Vendor who responds to a Solicitation.
Business Owner:	The <u>individual</u> within a <u>LACERA</u> division that receives the purchased Goods, contracted Services, <u>or is responsible for monitoring and managing Vendor performance</u> .
Conflict of Interest:	As <u>defined explained</u> in LACERA's <u>Code of Ethical Conduct</u> and in compliance with <u>the disclosure requirements of the Conflict of Interest Code</u> .
Consultant:	An individual or firm that provides consulting services to LACERA and does not involve <u>an employer-employee relationship</u> .
Contract:	A legally binding written agreement executed between LACERA and a third party in which the parties agree to perform in accordance with the obligations expressed therein.
Contract Analyst	<u>LACERA staff responsible for managing the contracting process for Goods and Services including Solicitation, sourcing, development, execution, and Vendor lifecycle in accordance with this Policy.</u>
Contractor:	A person, partnership, corporation, or other entity that has contracted with LACERA to provide Goods or perform Services for LACERA. A Contractor includes a subcontractor, Vendor, or any of their respective officers, directors, shareholders, partners, managers, employees, <u>designees</u> , or

other individuals associated with the Contractor, subcontractor, or Vendor who participated in, knew of, or had reason to know of the Contract.

Extension:

The process of lengthening the duration of an existing agreement beyond its original end date. All other Contract terms remain the same, enabling both parties to operate in accordance with the established agreement.

Goods:

Supplies, products, materials, or equipment. "Goods" does not include Services.

Invoice:

A document showing the details of the transaction, including the quantity, price, terms, nature of delivery, and other particulars pertaining to the Goods sold or Services rendered.

IT Related Procurements:

Refers to the purchase of information technology Goods and/or Services. These can include computers, servers, storage devices, printers, scanners, operating systems, productivity software, enterprise applications, security software, software licenses, and cloud-base subscriptions.

Procurement (Procure)

Procurement is the strategic process of acquiring Goods and/or Services through planning, sourcing, negotiation, and contracting.

Purchase Order (PO)

A buyer-generated document that authorizes a purchase transaction. When accepted by the seller, the PO becomes a binding Contract on both parties. A PO sets forth the descriptions, quantities, prices, and identifies a specific Vendor.

Quotation or Quote:

A statement of price, terms of sale, and description of the Goods and/or Services offered by a Vendor to LACERA. This is normally in reply to an inquiry and often considered an offer to sell.

Renewal:

The process of continuing a business relationship by executing a new Contract. Both parties may renegotiate terms to match current

Request for Information (RFI):

market conditions, performance history, and evolving needs.

A general invitation requesting information for potential future Solicitation. An RFI is typically used as a research tool to prepare a Solicitation or determine the number of qualified Vendors in each market for a potential future competitive Procurement (e.g., Request for Proposal).

Request for Proposal (RFP):

A Solicitation method used to purchase complex Goods and Services that do not have standardized Specifications.

Request for Quotation (RFQ):

A Solicitation method that involves submitting a document to one or more potential Vendors to solicit Quotations for Goods and/or Services. Typically, an RFQ seeks an itemized list of prices for Goods or services that are well defined and quantifiable, such as hardware.

Requisition:

A formal request for the purchase of Goods or contracting of Services.

Response:

A submission from a potential Vendor in reply to a Solicitation.

Service(s):

The performance of labor and the application of expertise by a third-party firm or Contractor for and/or on behalf of LACERA. Services may be rendered to LACERA by a firm or individual, with or without the furnishing of Goods.

Solicitation:

A document or process used to communicate LACERA's requirements to potential Bidders requesting a Response in the form of a Quote or proposal of Goods and/or Services.

Specification(s):

A clear, complete, and specific description of the technical requirements for a product, system, or Service.

Statement of Work:

A comprehensive, clear, and detailed written statement outlining all the work to be performed under the Contract, including deliverables, timeline, and acceptance criteria as mutually agreed upon by the Vendor and LACERA.

<u>Supplier:</u>	Provider of Goods and/or Services. This term is interchangeable with such terms as Contractor, Vendor, seller, and Consultant.
<u>Vendor:</u>	An individual, business, or governmental entity that has a Contract to provide Goods and/or Services to LACERA. Used interchangeably with the term Contractor or Supplier.
<u>Vendor Management:</u>	The LACERA business unit within the Administrative Services Division is responsible for overseeing the Vendor lifecycle, including monitoring Vendor performance for compliance with all the terms and conditions contained within this Policy, the Contract, and other Procurement documents.

V. Purchasing and Contracting Policy

Employees who participate in the Procurement process must conduct their duties in accordance with LACERA's Values, Code of Ethical Conduct and in compliance with the Conflict of Interest Code, and other applicable laws, regulations, and LACERA policies and procedures. Employees must prevent actual or perceived Conflicts of Interest.

Purchasing and Contracting Authority

The Board of Retirement (Board) has the authority to purchase and delegate the authority to purchase Goods and Services necessary to administer the system in a manner that ensures the prompt delivery of benefits and services to members and their beneficiaries (Cal. Const. Art. XVI, Sec. 17). The Board has a fiduciary duty to ensure LACERA obtains high-quality Goods and Services at competitive prices. As part of its fiduciary duty, the Board delegates purchasing responsibility to the Chief Executive Officer (CEO).

The CEO further delegates the purchasing responsibility to LACERA's Purchasing Agent and their designees. The Administrative Services Division Manager is the Purchasing Agent for LACERA. The Purchasing Agent's designees are the Administrative Services Officers, Procurement Buyers, and Contract Analysts.

A. Technology, Data, and Information Security Review (IT Assessment)

All “IT Related Procurements” must be approved by the Systems Division and the Information Security Office (InfoSec). The System Division Manager will identify the “IT Related Procurements” that require the written approval of the IT Coordination Council (ITCC). The CEO has the final approval authority over all IT purchases.

~~The Information Security Office must approve the following IT purchases:~~

- ~~Software license Renewals and subscriptions.~~
- ~~Annual maintenance and service agreements for operating systems, software, and hardware.~~

B. Request for Procurement of Goods and/or Contracting of Services (Requisitions)

All Requisitions managed by Vendor Management must be submitted through LACERA’s Enterprise Contract Lifecycle Management System (ECLM) and will require approvals at the appropriate authority levels as indicated in Exhibit A. Division Managers are responsible for ensuring that approved Requisitions do not exceed their division’s budget expenditures for the fiscal year.

Requisitions that require Board approval must be authorized through direct Board action. Once approved by the Board, the Business Owner is permitted to publish the Solicitation unless there are significant changes to the Scope of Work or the final Contract cost exceeds the budgeted amount approved by the Board. For any modifications to the Scope of Work or cost, the Business Owner must seek additional Board approval prior to awarding the Contract.

1. Requisitions for Purchase Orders (POs)

The Procurement Unit within the Administrative Services Division is responsible for purchasing Goods and/or Services that require a PO. Business Owners are responsible for determining the technical Specifications and/or Service requirements. The Procurement Unit Buyers must ensure that the appropriate authority approves the Requisitions before starting the Procurement process. Buyers determine the purchasing method, manage competitive Bids, negotiate prices, and manage POs.

2. Requisitions for Contracts

The Contracts Unit within the Administrative Services Division is responsible for processing Contract Requisitions for Goods and/or Services. The Business Owners are responsible for developing the Statement of Work which includes all elements of the required work, Service requirements, deliverables, timeline, and the evaluation criteria. The Contract Unit Analysts prepare Solicitation packets, manage the Solicitation process, assist with Bid evaluations, conduct market research on prices,

perform Vendor due diligence, negotiate prices, and oversee the final execution of the Contracts.

B-C. Purchasing Methods

1. Competitive Bidding

Competitive bidding is LACERA's preferred purchasing and contracting method because it ensures accuracy, fairness, and transparency throughout the Procurement process. It also allows LACERA to obtain quality Goods and Services at competitive prices from qualified Vendors.

2. Leverage Procurement Agreement (LPA)

A Leverage Procurement Agreement (LPA) is a strategic purchasing method that allows LACERA to purchase Goods or contract for Services using existing Contracts competitively Bid and negotiated by other public agencies. Purchases utilizing LPAs or any agreement are not considered Non-Competitive Procurement; they are existing basedagreement-based purchases. LPAs are available to California's state, county, city, special district, education, and other government entities.

LPAs allow LACERA to negotiate with the Supplier to provide the same item(s) at the same price(s) without the need for a competitive process (i.e., "Piggyback Request"). All terms and conditions must remain the same as the original purchase.

3. Master Agreements

Master Agreements (MAs) are competitively Bid Contracts for Goods and/or Services that establish a list of pre-qualified Vendors. LACERA utilizes MAs to obtain routine Goods and Services on an as-needed basis. Vendors qualify through a Solicitation process known as the Request for Statement of Qualification (RFSQ). Those who meet the minimum qualifications and accept the terms and conditions of the MA are designated as LACERA Vendors within their specific categories.

MA Vendors are eligible to receive work or purchase orders (POs) for Solicitations in the categories for which they are pre-qualified. Awards for work or POs are typically made to the lowest-priced Vendor unless the Solicitation specifies other evaluation criteria, such as quality, quantity, availability of Goods, delivery schedules, or geographical convenience.

C-D. Type of Purchasing Transactions

1. Purchase Orders (POs)

PO's must include the following information:

- PO Number--Buyers will assign a unique PO Number.
- PO Date--the date the PO was created.
- Order Details.
- Detailed description of Goods and/or equipment.
- Technical Specifications or requirements if applicable.
- Quantity and unit price.
- Delivery date.
- Shipping methods.
- Payment terms
- Special or other conditions or requirements

2. **Contracts**

Contracts are used for Goods and/or Services, or long-term agreements. They define each party's rights and responsibilities. Contract Analysts must ensure all Contracts are approved at the appropriate authority level before initiating the Solicitation process. All Contracts must be approved by LACERA's Legal Office. Whenever possible, the use of Contracts is preferred.

3. **Corporate Credit Card Purchases**

Authorized employees can use a Corporate Credit Card to purchase Goods and/or Services when another form of payment is not acceptable or practical. All purchases must comply with this Policy and [LACERA's Corporate Credit Card Policy.](#)

Corporate Credit Card users must opt out of auto renewal plans for IT Related Procurements. IT Related Procurements must be approved by the Information Security Office and the Legal Office prior to the Renewal date.

4. **Prohibited Purchases**

LACERA staff shall exercise prudence, transparency, and integrity in the management of LACERA funds. LACERA funds cannot be used for any personal purchases or celebrations (e.g., birthdays, retirements, holiday parties). However, corporate cardholders, subject to the Executive Office's prior written approval, may purchase food and beverages for Board meetings, conferences, employee recognition ceremonies, or other official events conducted to improve the quality of service provided to LACERA members. Purchases must not violate LACERA's Code of Ethical Conduct or Corporate Credit Card Policy.

5. **Retroactive Purchases**

Except in the case of a bona fide Emergency, a properly executed PO, Contract, or change order must be in place prior to ordering or receiving

Goods or Services. The Chief Executive Officer must ratify purchases that were not pre-approved by the appropriate authority as indicated in Exhibit A. The requesting division manager must also submit a statement of good cause explaining why they did not follow the Procurement process.

An unauthorized purchase occurs when any division, unit, or individual approves, negotiates, or otherwise commits LACERA to do business with a specific Vendor to provide equipment, supplies, or Services without prior approval or otherwise not in accordance with the processes outlined in this Policy.

6. Fragmenting (Split Purchasing)

To ensure transparency in the Procurement process serial and fragmented purchasing is prohibited. Serial and fragmented purchasing is the practice of intentionally splitting Requisitions and/or orders for the same or similar Goods and/or Services to avoid the competitive bidding process or circumvent the appropriate approval and/or signing authority levels. To avoid fragmentating Business Owners must consider the aggregate value of the Goods and Services.

7. Invoices

POs and Contracts must include instructions on how to submit Invoices for payment. Business Owners are responsible for updating the billing address and email. To facilitate payment, paper Invoices must be addressed to the Business Owner's division and suite number. All Invoices must be validated against the original PO and delivery documents before payment is made.

D.E. Competitive Bidding Process

Competitive bidding is the process of obtaining Bids for the same Goods and/or Services from multiple Vendors. LACERA utilizes competitive bidding to survey the marketplace and obtain Goods and Services from qualified Vendors at competitive prices. The award is given to the most "responsible Bidder." The competitive bidding process aligns with LACERA's values and promotes transparency, fairness, and equity of opportunity to potential Vendors.

Vendors doing business with LACERA must register on the Vendor Client Gateway and submit required documentation.

1. Informal Bidding

Informal bidding refers to the process of soliciting at least three Bids or quotations without a formal "Invitation to Bid" or "Request for Proposal." Competitive Bids are obtained by email, catalogues, or other methods that do not require a public posting or formal procedures. sealed Bid or other formalities. LACERA uses may use informal bidding for Procurements of Goods or Services up to \$25,000.

a) Request for Quotation (RFQ)

2. An informal Bid where a request and description of the Goods and Services are sent to at least three Vendors. LACERA uses RFQs for Goods and Services with well-defined requirements and where cost is the primary determining factor. An RFQ is less restrictive than a Request for Proposals (RFP) and designed to expedite purchases up to \$25,000. A Solicitation method used for Goods and Services with well-defined requirements where cost is the primary determining factor.

2. Formal Bidding

The formal bidding process requires a public posting of the Solicitation, sealed Bids, and public disclosure of competition, Contract awards, or rejections. LACERA requires formal bids where the purchase value or total Contract value is over \$25,000.

The primary Solicitation types used for formal bidding are:

a) Request for Bid (RFB)

A Formal Bid used for Goods and Services where cost is the primary determining factor. LACERA uses RFBs for non-complex Services that do not require a complicated evaluation method. A formal Solicitation method used for high value Goods with well-defined requirements where price is the main factor, or for Services that do not require a complicated evaluation.

b) Request for Proposal (RFP)

b) A Solicitation method used for high value Goods or Services where technical expertise, innovation, or multiple evaluation factors are needed. Bids are evaluated on both technical and financial criteria.

c) Request for Information (RFI)

A Formal Bid used to explore available options or solutions for organizational needs. LACERA uses RFIs to obtain additional information about the service or product capabilities before issuing an RFP or RFB. To ensure fairness and equity of opportunity, RFIs must be published. The goal of an RFI is to trim down the final group of Vendors to be included on the RFP. A Solicitation method used to gather information, understand market capabilities, or refine requirements. An RFI does not result in an award without a secondary formal Solicitation.

d) Request for Supplier Qualification (RFSQ)

A Solicitation method allowing vendors who meet the minimum qualifications and accept LACERA's terms and conditions to become authorized Vendors in the respective categories. When Services are required, pre-qualified Vendors submit proposals in their categories. Purchase Orders are awarded to the lowest-priced qualified Bidder unless other evaluation criteria apply.

D. Bidders' Conference

A Bidders' Conference is held to provide potential Bidders with detailed information about the Solicitation, clarify requirements, and answer questions before Bids are submitted. The questions and answers must be prepared as an Amendment to the Solicitation and sent to all potential Bidders during the Bidders' Conference, via email, or at any other time prior to the Bid closing date.

E. Evaluation Process and Due Diligence

All Bids and proposals must be evaluated against the uniform criteria and process outlined in the Solicitation document. The Solicitation document must provide enough information for the Bidders to understand what or how an award will be determined. LACERA staff must use a consistent approach when scoring each proposal.

1. Evaluation Document

The evaluation document must explicitly state how each criterion is evaluated and scored. To ensure consistency between the two documents, the evaluation document should be developed simultaneously with the Solicitation. In conjunction with the subject matter experts, PMO will develop the evaluation document for IT related Solicitations. The subject matter experts, in conjunction with the Contract Unit, will develop the evaluation documents for all other Solicitations.

Evaluation documents may include the following sections and criteria:

- a)** Minimum Requirements identified in the Solicitation Document. The Vendor must meet every minimum requirement in the Solicitation to move on to the next step in the evaluation process.
- b)** Evaluation criteria can include:
 - Vendor's qualifications: length, scope, and depth of experience, financial capability, certifications, and licensing requirements.
 - Special terms and conditions: Ability to meet requirements that are unique to a particular type of Bid.
 - Vendors' technical and management approach: project methodology, quality of Goods and Services, quality control programs, compliance with regulations, and training plans.
 - Pricing/cost: The proposal is within the allocated budget, competitively priced, and is best value for LACERA.
 - Optional oral interviews and/or site visits as requested by LACERA on a case-by-case basis.

LACERA reserves the right to award the Contract to the submission that offers the best value, which includes accepting LACERA's Contract terms. Excessive mark-ups or deletion of LACERA's Contract terms may result in disqualification.

2.F. Evaluation Committee

If an evaluation committee is needed, it should consist of all relevant stakeholders and subject matter experts for the Services and/or Goods solicited. The size and members of the evaluation committee depend on the project's scope, nature, and complexity. The ideal size of the committee will balance subject matter expert representation and workgroup effectiveness.

1. The evaluation committee should be composed of at least one representative from:

- Contracts Unit
- Subject matter expert(s)
- PMO (if applicable)
- Information Security Office (must participate in IT related proposals)
- Legal (when exceptions are taken to LACERA's terms and conditions, or anytime legal advisory is needed or indicated).

2. The Contracts Unit facilitates and ensures the integrity of the evaluation process. They are responsible for the following:

- Conducting Vendor risk assessments.
- Conducting Vendor reference checks.
- Setting up Bidders' Conference or open house.
- Obtaining SOC-2 Reports and submitting them to the Information Security Office for review and approval (if applicable).
- Guiding the evaluation committee members through the evaluation process.
- Evaluation process management:
 - o Developing Solicitations, timelines, and coordinating posting.
 - o Coordinating replies to Vendor questions.
 - o Summarizing scores, rankings, and evaluation results.
 - o Obtaining additional information from Vendors.
 - o Developing approval materials for management or Boards.
 - o Gathering and archiving evaluation documents submitted by each Committee Member.
 - o Sending Bid award and non-award letters to Vendors.

- Responding to any Vendor appeal.

2.3. The Evaluation Committee's responsibilities include:

- Evaluation: Committee members must separately evaluate the Bids in their area of expertise and provide documentation to support their evaluation.
- Deliberation: If needed, when the Committee members are evaluating the same part of the proposals, the members must hold at least one meeting to discuss the merits of the proposals.
- Committee members may adjust their scoring after the meeting with sufficient narrative to explain the adjustment.
- When conducting site visits and/or oral interviews, all committee members must be present at all events.
- Research: Outside sources may be used to gather information.
- Due Diligence: The Contracts Unit must do reference checks.
 - Accounting staff or other knowledgeable parties can review financial information.
 - Technical staff can review proposal components if necessary and report findings to the committee for their evaluation and ratings.

The Contracts Unit will total and average the final scores of the Committee and prepare a single score sheet for each Bid and proposal. The score sheet must include written documentation of reference checks and financial statement analysis to support the rating in those categories.

3.G. Third Party Oversight and Risk Management

The Information Security Committee (ISC) oversees service providers that access or maintain personal or sensitive information on behalf of LACERA. The ISC must evaluate new Vendors that do not meet all LACERA's information security requirements and determine if accepting some level of additional risk is in the best interest of LACERA. The ISC must provide a written explanation of the reasons for permitting Vendor non-compliance with any LACERA information security requirement before the Contract can be executed.

F.H. Legal Review

The Contract is the result of the Solicitation with all the negotiated terms, conditions, the Statement of Work, and any other requirement set forth in the Solicitation document. The Contract Analysts must ensure the Contract satisfies the objectives of the Business Owner and LACERA.

The Legal Office must review and approve all Contracts prior to execution.

E.I. Contract Term

Evergreen Contracts are prohibited, unless approved by the Board of Retirement. Contracts shall be limited to a maximum of five (5) consecutive years with an optional Extension of up to two years. The Contract term Extension must be approved by the Chief Executive Officer and timely reported to the ~~Board Operations Oversight Committee prior to the date of the Contract Extension~~.

J. Policy Exemptions**1. Board and Committee Approved Vendors**

The Purchasing Agent is responsible for the Solicitation process for all Procurement of Goods and Services, except for:

- Procurement of Services necessary to adjudicate disability retirement applications, such as Panel Physicians, Hearing Officers, Court Reporters, and outside disability counsel for conflict cases.
- Procurement of Goods and Services necessary to effectively administer the Retiree Health Care Benefits Program, such as including health plan providers, plan managers, Consultants, auditors, and independent fiduciaries.
- Procurement of Services necessary for the Audit, Compliance, Risk, and Ethics (ACRE) Committee, Internal Audit, and the Ethics and Compliance Office to investigate any matter within their scope of responsibility, including outside counsel and Consultants.
- Procurement by the Legal Division to investigate employment claims and other matters within the scope of their responsibility, including outside counsel and Consultants.
- Services governed by the Investment Related Services Procurement Policy, including investment managers, Consultants, legal Services, appraisers, auditors, custodians, securities lending providers, and independent fiduciaries.

2. Procurement Risk Mitigation for Critical Infrastructure

Non-Competitive Procurements for critical infrastructure may be warranted when significant cybersecurity, operational, or strategic risks are identified. The Information Security Committee (ISC) must assess the risks and give written guidance to the Vendor Management Group on the appropriate Solicitation method. This approach promotes a proactive and risk-conscious Procurement process, aligning operational objectives with security and compliance considerations. It also enables LACERA to safeguard sensitive information and sustain uninterrupted service delivery.

The ISC may assess vendors based on various risk factors including:

- Platform Migration Risks: When there is a possibility of disruption to operations and user experience.
- Data Security Concerns: Where there is a necessity for trusted Vendors to ensure confidentiality and regulatory compliance.
- System Compatibility Risks: Where there is a risk of data loss or integration failures.
- Specialized Vendor Expertise: There is a possibility that specific capabilities needed are not easily accessible in the market, which may result in extended service interruptions.

3. IT Related Procurements Exempt from Board Approval

Requisitions for critical infrastructure software and hardware licenses that continue existing Services that have already been approved by the Board, including cloud-based subscriptions and maintenance service agreements, are exempt from Board approval if they meet the risk criteria outlined above.

4. Sole Source Non-Competitive Procurements

LACERA uses a non-competitive Procurement method when competition is not practicable due to the unique qualifications of a Vendor or compelling business reasons documented in a justification memorandum prepared by the Business Owner. Non-Competitive Procurements must be approved by the Chief Executive Officer or their designee and reported to the Board.

Non-competitive Procurements cannot be based on a Business Owner's preference to work with a particular Vendor or because the competitive process requires an abundance of work.

Acceptable justifications for non-competitive Procurements include:

- Goods that are unique, proprietary to the Vendor, or not available through resellers.
- Manufacturers that have licensed the Goods to be sold only by one reseller.
- When the use of alternative Goods would compromise existing Contracts or result in significant related costs such as additional hardware, training, or lead time.
- Goods and Services that are purchased where time is of the essence.
- The Service provider is a subject matter expert and possesses highly specialized knowledge and expertise in a particular subject or field.
- LACERA's required time for project completion is critical and cannot be exceeded without extreme hardship or risk to LACERA.
- A unique and proprietary solution was offered in the best interest of LACERA.

5. Emergency, Confidential or Time Sensitive Purchases

An emergency is any unexpected circumstance that critically impacts LACERA's ability to conduct its day-to-day operations, which affects the health, safety, and welfare of LACERA staff or members, impairs LACERA's legal rights, creates an actual or potential legal liability, or harms any of its property. Such circumstances may demand immediate action and require staff to obtain Goods and Services outside the parameters set forth in this Policy and therefore qualify as exceptions to LACERA's standard Procurement process. Failure to anticipate a need, to timely perform requisite job duties, or to comply with any LACERA policies and procedures does not constitute a justifiable emergency.

In a justifiable emergency, the CEO or their designee may procure Goods and Services beyond stated discretionary spending limits, as deemed reasonable under the circumstances. Corporate Credit Card spending limits may also be increased, as considered reasonable under the circumstances and in accordance with LACERA's Corporate Credit Card Policy. Any emergency purchases shall be subject to review by the Legal Office, unless rendered unfeasible by the emergency circumstances, which will require written substantiation documenting the unfeasibility and submitted to the Legal Office at least fifteen (15) days in advance of the date of the emergency purchase.

Emergency purchases requiring confidentiality may be made without notifying the Procurement Unit, provided the grounds of the confidentiality and the steps that need to be taken to protect it are recorded. All such purchases require appropriate documentation (redacted as necessary) which shall be forwarded to the Administrative Services Division Manager, the Legal Office, and the CEO.

Within seven (7) calendar days of any emergency purchase, a complete description of the emergent circumstances and justification for making the purchase outside the requirements set forth in this Policy shall be documented in writing and submitted to the Administrative Services Division Manager and the CEO, and the Legal Office if needed and the Legal Office is not otherwise involved in requesting the purchase. If the purchase is greater than the spending authority outlined in this Policy, a request shall be made to the Board of Retirement to certify that the circumstances required an emergency purchase and qualified as a valid exception to LACERA's standard Procurement process, and the requirements set forth in this Policy.

G.K. Contract Lifecycle Management Onboarding Vendors

The Contract Analysts must ensure that Vendors who are awarded a Contract are registered in the Vendor Portal and have submitted required documents. Required

documents include, but are not limited to, Nondisclosure Agreements, Information Security Reports or Questionnaire, Certificate(s) of Insurance, and Form W-9.

H.

III.L. Performance Management

The Business Owner and Vendor Management Group are responsible for tracking, monitoring, and managing the Contract progress to ensure that the Vendor meets their contractual obligations.

The Business Owner and Vendor Management's responsibilities include:

- Monitoring Vendor's performance to ensure Goods and/or Services comply with the Contract requirements.
- Resolving performance gaps, invoicing discrepancies, and document resolution.
- Monitoring Contract Invoices, payments, and budget.
- Maintaining Contract files; Certificates of Insurance, Security Audit Reports, or other documentation required under the Contract.
- Managing and mitigating any detected risks, including but not limited to non-performance, performance gaps, invoicing discrepancies, et.al.
- Coordinating Contract Amendments or Extensions with LACERA's Legal Office.

1. Contract Closeout

The Business Owner must complete a Contract Close Out Form and submit it to Vendor Management Group. Vendor Management must prepare a final Vendor evaluation report. The report must include the following information.

- Whether the Vendor fulfilled their obligations under the Contract.
- Any additional costs or amounts owed to Vendor.
- Feedback from the Business Owner.

H.2. Receiving and Paying Invoices

Business Owners are responsible for reviewing invoices, verifying that goods and services have been received, and confirming invoices for payment. Procurement Staff are responsible for reviewing and processing invoices for standard stock, must check the Invoice against its corresponding PO and delivery receipt. The purchasing, receiving, and payments must be completed by three different staff members. The Invoice normally includes an itemized list of items for which the Vendor is requesting payment.

- When receiving and paying an Invoice the following must be checked:
- PO number or Contract number.
 - Shipping address and date.
 - Itemized list of the shipped items or Services rendered.
 - Quantity of each item.
 - SKU or UPC of each item.

Invoices that cannot be validated with an original PO and/or delivery receipt will be handled as an unauthorized purchase.

I.M. Payment Request (Direct Payments)

An internal document requesting payment for items already agreed to and negotiated on a Contract or for payments on items that cannot be competitively solicited, including, but not limited to, governmental fees, conferences, and training. Payment Requests for Goods and Services covered by a Contract must be approved by the Division Manager.

J.N. Commitment to Transparency and Integrity

The Vendor Management Group will provide the Board with a monthly report on all contract activity including awards, Extensions, and terminations. Vendor Management will also report all expenditures that exceed the original approved project budget.

F.O. Diversity, Equity, and Inclusion (DEI) Initiative

LACERA is committed to promoting Diversity, Equity, and Inclusion (DEI) in its Procurement practices. We actively seek business relationships with qualified Vendors from diverse backgrounds, including partnering with the Los Angeles County Community Business Enterprise (CBE) Program.

Vendors doing business with LACERA must complete LACERA's DEI questionnaire and company demographic survey. This data will be used to monitor the success of our DEI efforts.

K.P. Environmental Awareness

Environmental impact is considered in purchasing decisions when appropriate. LACERA Purchasing Agents consider the use of Goods and Services that are energy efficient or made from recycled material.

L.Q. Procedures Manual

The Vendor Management Group shall be responsible for preparing and maintaining a Procedures Manual that details the purchasing process and any delegated duties and defined terminology. The Procedures Manual shall include this Policy and must be approved by the Chief Executive Officer. The procedures may be modified at any time as deemed necessary, provided they remain within this Policy's framework. If there is a conflict between this Policy and the Procedures Manual, the Policy shall prevail.

V.VI. References

These references are intended to help explain this Policy and are not an all-inclusive list of policies, procedures, laws, and requirements relating to the Procurement of Goods and Services. The following information complements and supplements this Policy:

Related Policies:

- [Code of Ethical Conduct](#)
- [Conflict of Interest Code](#)
- [Corporate Credit Card Policy](#) (Internal Document)
- [Information Technology Coordination Council \(ITCC\) Charter](#) (Internal Document)

Related Procedures:

- [Procurement and Contract Administration Manual \(Internal Document\)](#)

Related Forms/Templates:

- [Contract Approval Form \(Internal Document\)](#)
- [Contract Amendment Form \(Internal Document\)](#)
- [IT Assessment Form \(Internal Document\)](#)
- [Contract Close Out Form \(Internal Document\)](#)

Other Related Information:

VI. Version History

Update/Review Summary: Previous policy version(s) superseded by this Policy:

- Policy For Purchasing Goods and Services: September 4, 2024

Original Issue Date: Board of Retirement, Approved on December 15, 2005

VII. Policy Review/Approval

This Policy shall be reviewed by the Operations Oversight Committee, and the Board of Retirement every three years or as needed and may be amended at any time as deemed necessary.

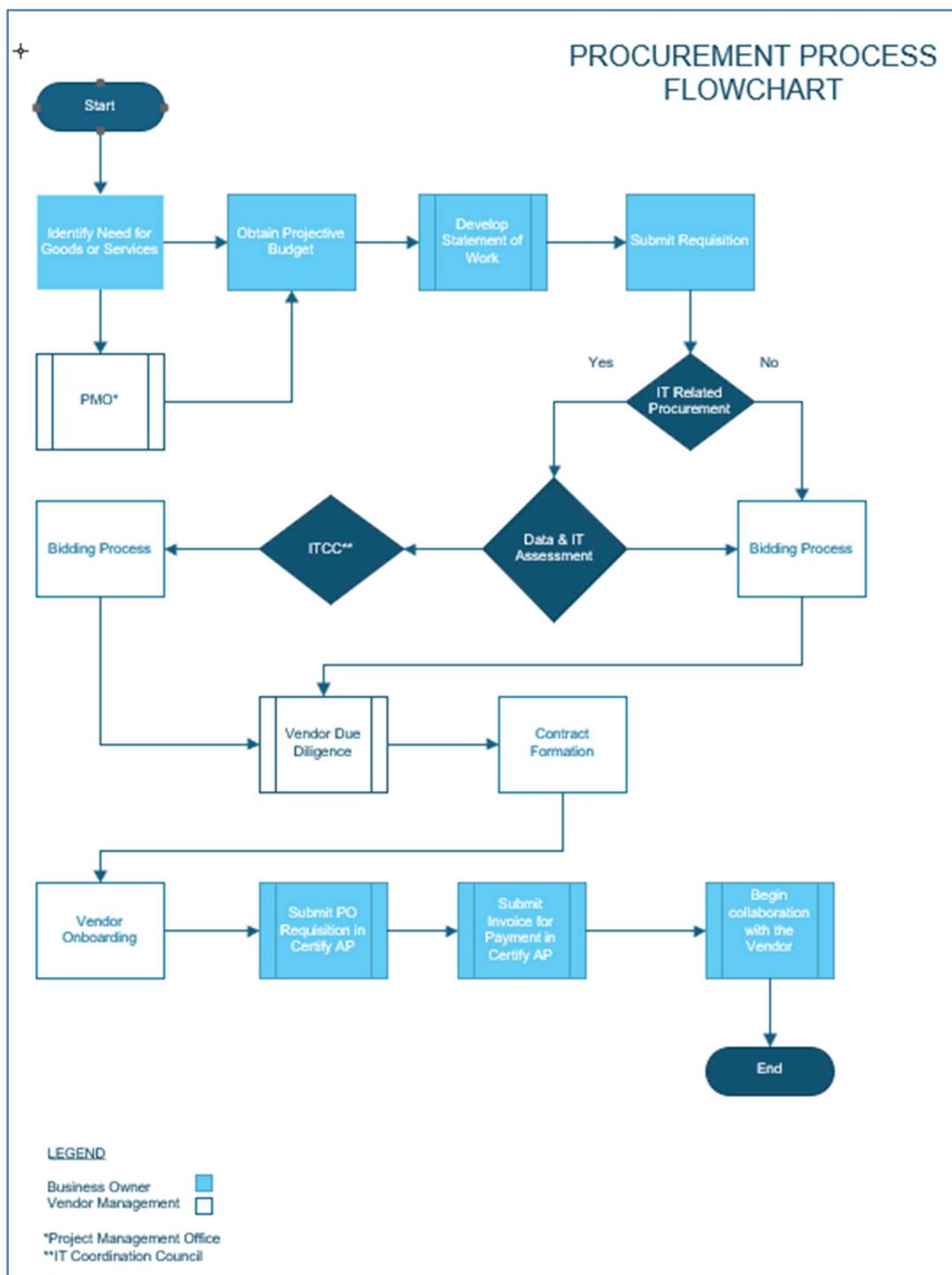
Exhibit A

Requisition Approval Authority and Solicitation Method Requirements		
Total Purchase or Contract Value	Approval Authority	Bid Type
Up to \$5,000	Division Manager	Not Required
\$5,001 - <u>\$100,000</u> <u>250,000</u>	Division Manager and Assistant Executive Officer	Informal Bid
<u>\$100,001</u> <u>250,001</u> - \$500,000	Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.	Formal Bid
Exceeds \$500,000	With documented Board pre-approval, Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.	Formal Bid

Exhibit B

Contract Signing Authority	
Total Contract Value	Signing Authority
Up to \$5,000	Division Manager
\$5,001 - <u>\$100,000</u> <u>250,000</u>	Division Manager and Assistant Executive Officers.
<u>\$100,001</u> <u>250,001</u> - \$500,000	Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.
Exceeds \$500,000	With documented Board pre-approval, Division Manager and Assistant Executive Officer and Deputy Chief Executive Officer and Chief Executive Officer or Authorized Designee.

Exhibit C





PROCUREMENT

Contract Management Lifecycle

Purpose & Scope



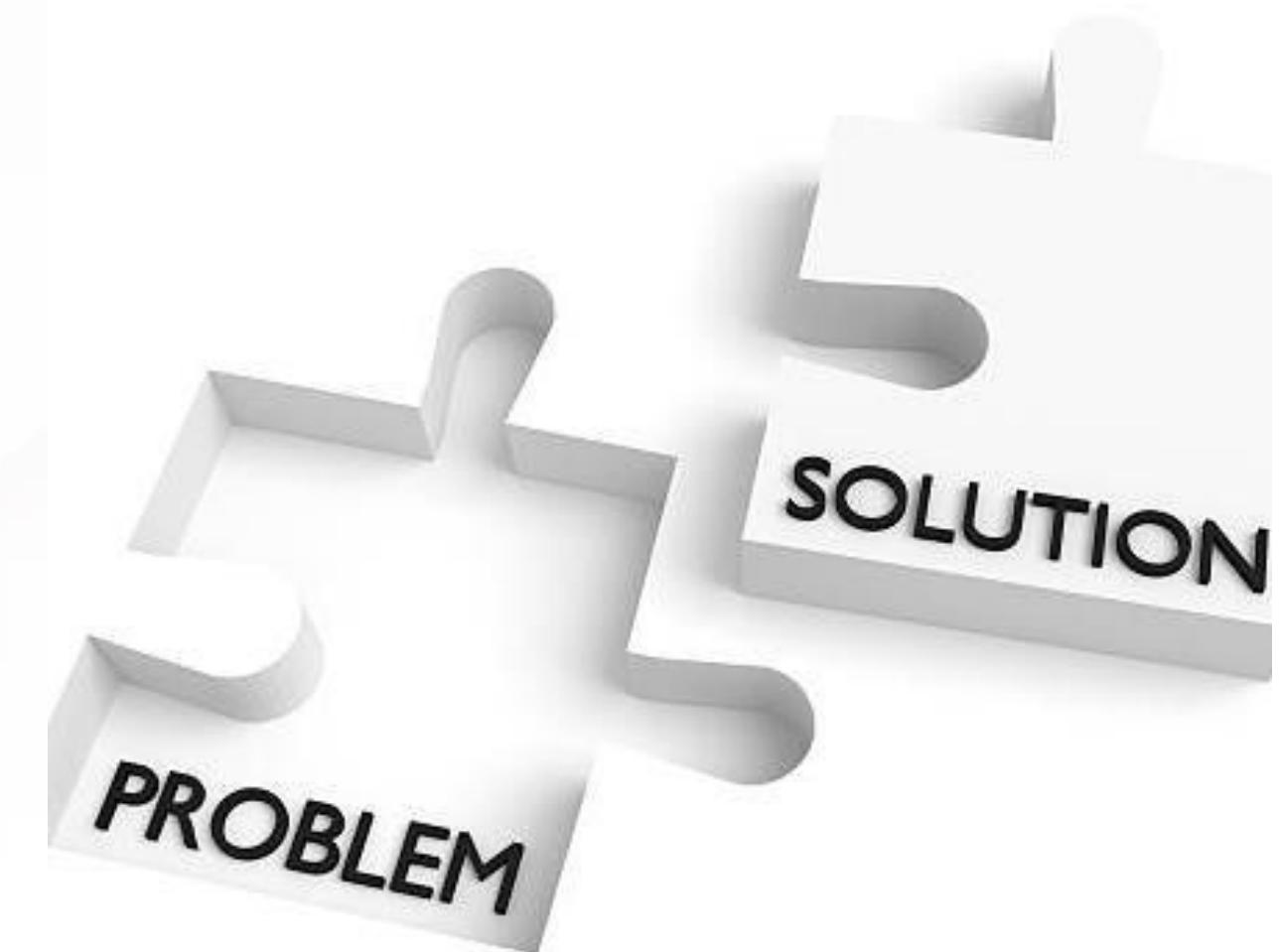
- **Evolution of Vendor Management**
- **Contract Management Lifecycle**
- **Governance, Risk, and Accountability Focus**



Evolution Overview



- **From Transactional to Lifecycle-Driven**
- **Unified Governance Framework**
- **Continuous Maturity Path**



Where We Were: Governance & Risk



- **Decentralized Practices**
- **Limited Lifecycle Visibility**
- **Elevated Fiduciary & Audit Risk**

Where We Were: Operating Model



- Contracts Treated as Transactions
- Informal Vendor Oversight
- Late-Stage Legal Involvement



Where We Are: Governance Established //

- **Centralized Governance Framework**
 - **Five-Stage Contract Lifecycle**
 - **Request to Contract as a Governance Gate**



Stage 1: Pre-Procurement & Planning //



- **Business Need & Scope Defined**
- **Budget & Risk Identified Early**
- **Strong Cross-Functional Partnership**

Stages 2-5: In Development & Implementation //



- Lifecycle Fully Designed
- Phased Implementation Approach
- Focus on Sustainability & Adoption

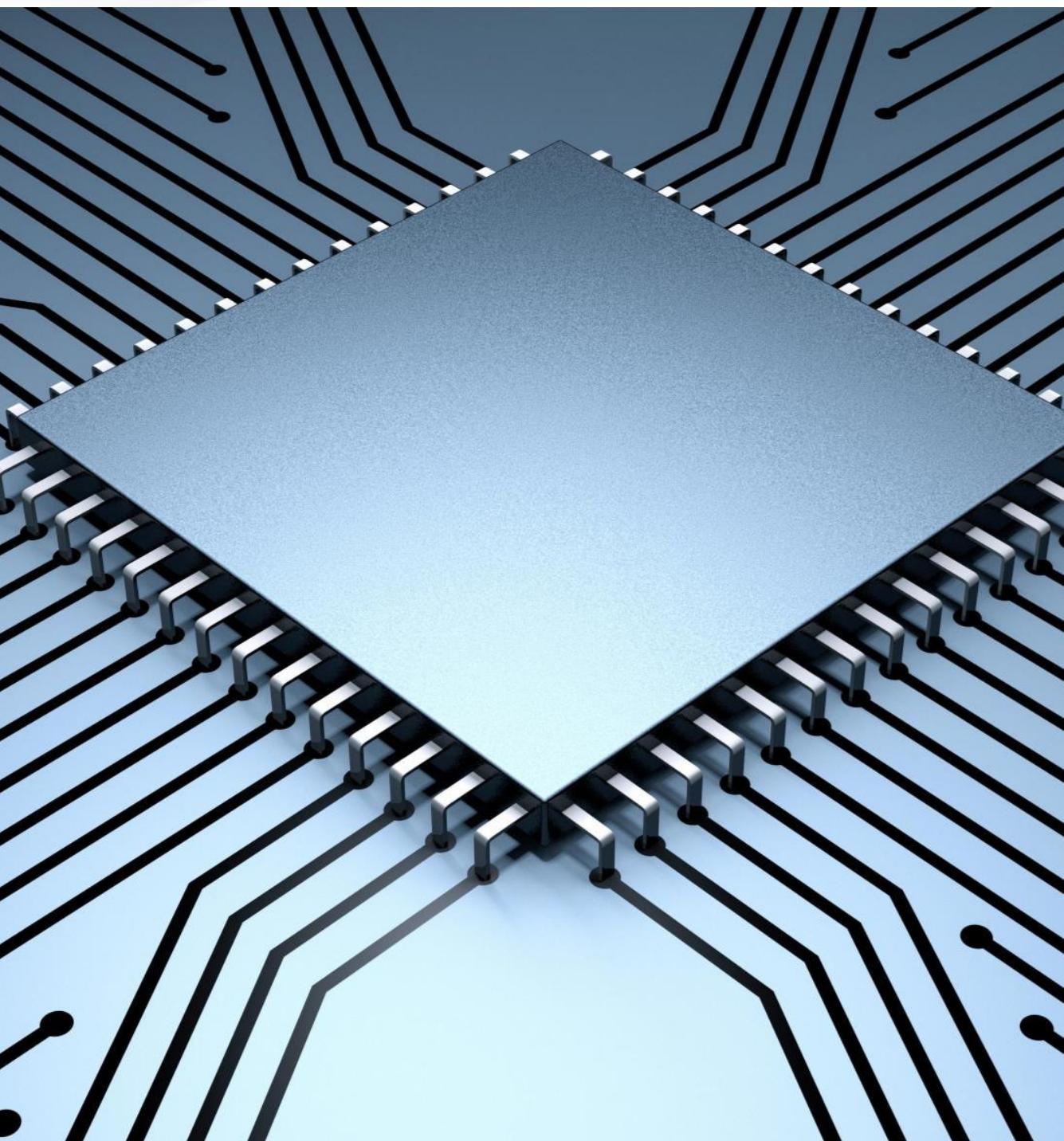
Where We Are: Current Challenges //

- System Integration
- Workflow Alignment
- Business Owner Adoption
- Training & Enablement Gap
- Organizational Learning Curve



Where We Are Going: Automation & Technology //

- Close the Automation Gap
- Technology Direction & Sustainability
- Adoption Enablement
- Enterprise Technology Evaluation



Stage 2: Solicitation & Vendor Selection



- Standardized Solicitations
- Consistent Evaluation & Scoring
- Defensible Vendor Decisions

Stage 3: Contract Development & Execution



- Standard Templates & Playbooks
- Risk-Based Legal Review
- Clear Approval Authority

Stage 4: Contract Performance Management



- Active Performance Oversight
- Controlled Amendments
- Clear Escalation Paths

Stage 5: Contract Closeout & Post-Evaluation



- **Formal Closeout Process**
- **Performance Evaluation**
- **Lessons Learned Captured**



Legal Support Across Stages



- Governance Partner
- Risk Based Oversight
- Lifecycle Support



Examples of Legal Support

- **Early engagement in Stage 1 Request to Contract:** Provides early issue-spotting on contract structure and risk
- **Solicitation support Stage 2:** Legal review of RFPs and other solicitations, applied based on risk and complexity, to ensure clear scope, defensible terms, and alignment with legal and data security requirements.
- **Risk-based review in Stage 3:** Applies standardized tools/playbooks and scales review based on risk and complexity
- **Cross-functional risk alignment:** Partners with Vendor Management/ IT / InfoSec to ensure contract requirements match technical/security needs
- **Downstream support:** Advises on amendments, escalations, and compliance when performance issues or risk changes emerge



Embedded Best Practices



- Standardization & Accountability
- Risk-Based Oversight
- Cross-Functional Design

Where We Are Going: Lifecycle Maturity //

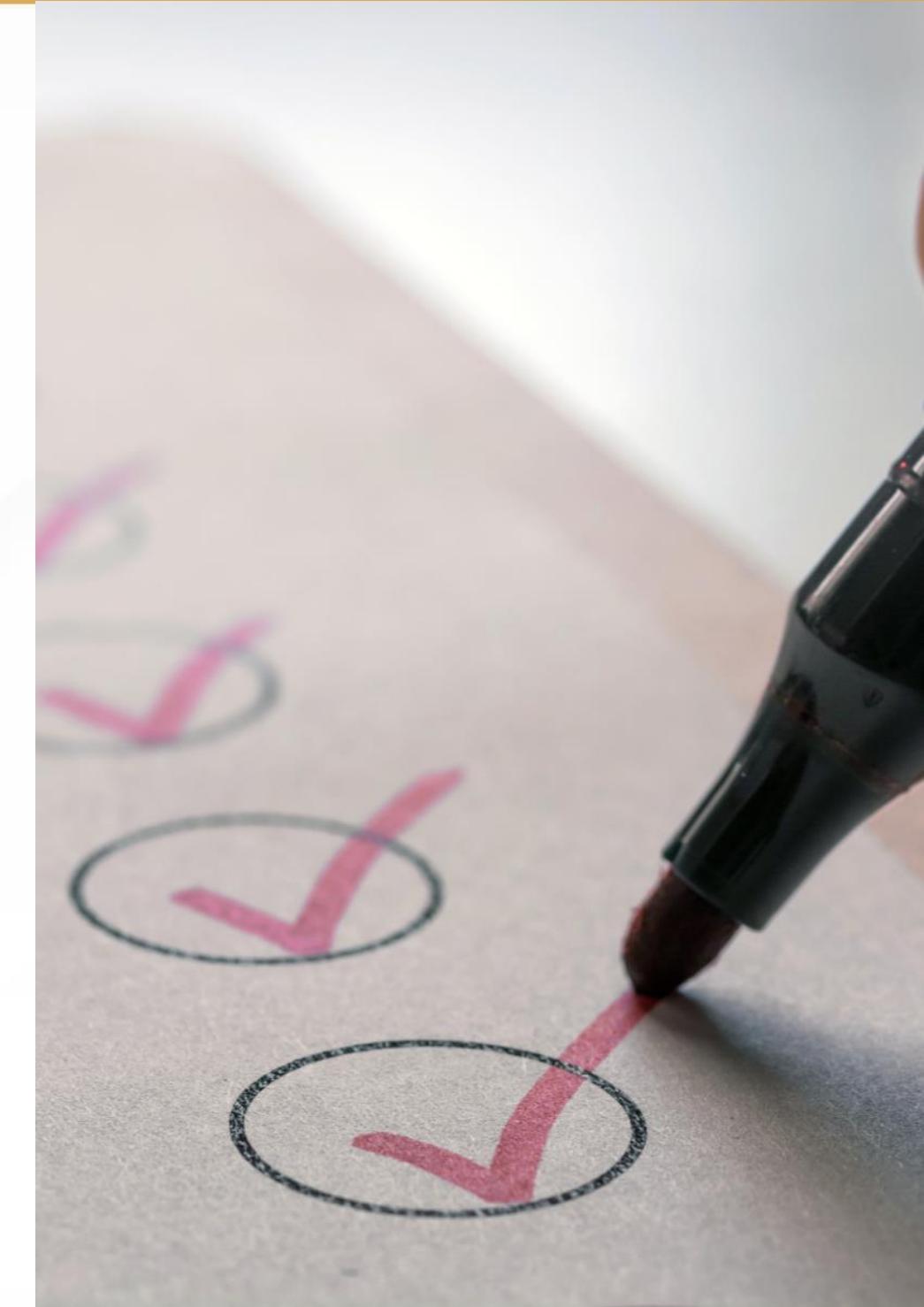
- **Full Lifecycle Operationalization**
- **Expanded Metrics & Reporting**
- **Continuous Improvement**



Executive Takeaway



- **Clear Governance Shift**
- **Stronger Risk Management**
- **Sustainable, Defensible Model**



FOR INFORMATION ONLY

January 21, 2026

TO: Each Trustee
Board of Retirement

FROM: Barry W. Lew *BLW*
Legislative Affairs Officer

FOR: February 4, 2026 Board of Retirement Meeting

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

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

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

Reviewed and Approved:

A handwritten signature in blue ink that reads "Luis Lugo".

Luis Lugo, Acting Chief Executive Officer

Attachments

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

cc Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice

WILLIAMS & JENSEN, PLLC

ATTORNEYS AT LAW

1201 PENNSYLVANIA AVENUE, NW
SUITE 800
WASHINGTON, DC 20004

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

Williams & Jensen PLLC Doucet Consulting Solutions

Self-Evaluation for Calendar Year 2025

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

Pursuant to this requirement, Tony Roda (Williams & Jensen PLLC) and Shane Doucet (Doucet Consulting Solutions) submit this self-evaluation of their performance in calendar year 2025 for the Board's review. Doucet Consulting Solutions affirms that, while presented on the letterhead of Williams & Jensen PLLC, this constitutes its self-evaluation as well.

Consultants provided LACERA during 2025 with the following services:

- Weekly written reports related to key federal legislative and regulatory matters related to retirement and health care issues relevant to state and local governmental retirement plans.
- Immediate notification of significant developments related to these matters, such as the introduction of new legislation or regulatory action.
- Up-to-date intelligence on the implementation of the repeal of the Social Security penalties known as the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), as well as engaging with Congress to ensure oversight of the Social Security Administration to ensure timely and efficient repeal implementation.
- Updates and relevant materials related to Congress's consideration of major tax legislation, known as the One Big Beautiful Bill Act (OBBA) or the budget reconciliation act, particularly on issues related to retirement plans and health care issues.
- Intelligence on the inception, passage, enactment, and regulatory rulemaking related to Medicare and Medicaid provisions contained in the OBBA. In addition, consultants provided timely notification and updates on Medicare drug pricing, Medicare policies that include open enrollment information, and costs associated with Medicare Part A, Part B and Part D premiums.
- Monitor and provide information on the Social Security program and the timing in Congress on comprehensive Social Security reform legislation.

- Monitor trends and legislation at the federal level and in other states relevant to LACERA's retirement plans and retiree health care program, and report to LACERA on significant developments.
- Arrange regular zoom calls with LACERA staff to discuss the matters described above in more detail.
- Presented to LACERA's Board of Retirement on August 6, 2025, on the key federal developments related to retirement and health care policy.
- Arranged and attended with LACERA's trustees and staff in-person meetings in Washington with Congressional staff and Members of Congress regarding LACERA's legislative priorities. Some of the meetings were group meetings arranged as part of the NCPERS annual legislative conference. Additional Congressional meetings were LACERA-only.
- Drafted talking points for use by LACERA's trustees and staff in those meetings.
- Closely monitored and kept LACERA staff up to date on all regulatory guidance from the Treasury Department and the Internal Revenue Service related to the recently SECURE Act 2.0, e.g., plan corrections, overpayments and recoupment, required minimum distributions, and the Roth requirement for catch up contributions made by certain plan participants.
- Brief LACERA on relevant regulatory and political developments related to the Trump Administration and its departments and agencies.
- Work closely and are in regular contact with key national groups (i.e., NCPERS, NASRA, NCTR, and NAPPA), labor unions (i.e., International Association of Fire Fighters and the Fraternal Order of Police), think tanks, and other stakeholders on all matters discussed above.
- Maintain visibility in Washington with key Members of the California Delegation, particularly those serving on the House Ways and Means Committee, House Education and Workforce Committee, House Energy and Commerce Committee, Senate Finance Committee, and Senate Health, Education, Labor, and Pensions Committee, to maintain LACERA's presence in Congress.

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

January 2026

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

To Whom It May Concern,

Per the contract that began on May 1, 2023, between McHugh Koepke Padron Government Relations (“MKP”) and the Los Angeles County Employees Retirement Association (“LACERA”), MKP is required to conduct an annual self-evaluation of their performance with respect to its services for the prior year to the Board of Retirement (“Board”). In line with this contractual requirement and our commitment to continuous improvement, MKP is providing this memo detailing services offered, as well as work completed, on behalf of LACERA between January 1, 2025, and December 31, 2025.

Legislation Sponsored by LACERA.

LACERA did not directly sponsor any state legislation during the 2025 legislative year. However, the State Association of County Retirement Systems (SACRS) sponsored SB 853, an omnibus bill that made technical, non-substantive amendments to clarify specified portions of the Government Code related to the County Employees Retirement Law (CERL), including:

- a) Clarified that for members subject to Public Employees' Pension Reform Act of 2013 (PEPRA), the retirement association shall compute absences using the member's pensionable compensation at the beginning of the member's absence.
- b) Clarified that where a member's service through reclassification, has been converted from general to safety member service, service converted after PEPRA's effective date is subject to PEPRA's prohibition of retroactive benefits. Thus, clarified that conversion shall apply only to service after the operative date of the reclassification and not to all prior service.
- c) Clarified how CERL employers should report retired annuitants to their retirement association.

LACERA supported that measure as the changes help ensure efficient administration and delivery of plan benefits for our members. SB 853 was ultimately signed into law by the Governor on October 1, 2025.

Rating: N/A

Monitor, advocate, and advise on legislation and regulations.

MKP worked diligently to identify bills of interest, provided updates as significant changes occurred, and maintained regular contact with staff throughout the legislative year. This included reviewing newly introduced and amended legislation daily. MKP also sent author factsheets,

committee analysis, as well as a weekly bill list with updated information regarding the status of each measure to staff. MKP further attended monthly meetings with the State Association of County Retirement System (SACRS) Legislative Committee to monitor and advise on legislation. In sum, MKP tracked dozens of bills on behalf of LACERA during the 2025 legislative session.

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

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

Rating: Exceeds expectations

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

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

Rating: Meets expectations

Advise and assist with meetings with legislators and staff.

In 2025, LACERA conducted a successful Sacramento visit on March 25th. MKP arranged meetings with relevant legislative offices, including a meeting with the Chair of the Assembly Committee on Public Employment and Retirement. Visits with the appropriate policy committee consultants and relevant stakeholders were also scheduled.

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

MKP has offered an in-person visit for 2026. Further, MKP is willing and able to schedule meetings virtually or in person, as needed.

Rating: Exceeds expectations

Attend board meetings at least quarterly.

MKP virtually presented at the January 15th Board of Retirement meeting in 2025. MKP was prepared to present in person, but the devastating wildfires in Los Angeles shifted the meeting to a teleconference format consistent with the Brown Act during proclaimed states of emergency. MKP provided an update on state legislative matters, including a recap of the November 2024 elections, key dates, potential bills of interest, the state budget, the year ahead, and more.

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

Rating: Meets expectations.

Conclusion

For 2026, MKP will work with staff to monitor developments and priorities of the Governor and California Legislature on retirement benefits and other issues of interest to LACERA.

Also, there is likely to be SACRS-sponsored language that will include technical proposals LACERA may support – introduced into an omnibus bill. MKP will work with staff to support and advance the measure through the legislative process. MKP has also been made aware of legislation aiming to authorize each CERL county the option to permit its Board of Retirement to increase the compensation rate for meeting attendance to up to \$320 per meeting. This proposal is being sponsored by Orange County Employees Retirement System (OCERS), with Assemblymember Avelino Valencia as the author. MKP is aware that this would be of interest and will report on any additional developments as it relates to this proposal. Additionally, if LACERA ultimately decides to position on the measure, MKP would lobby accordingly.

Additionally, as noted above, MKP has proposed that LACERA staff and interested trustees conduct a visit with members of the Los Angeles County delegation members as well as retirement policy committee chairs and members in 2026. This will continue to maintain LACERA's presence and visibility among legislators and staff. The outreach will be an opportunity for LACERA to provide education and information about LACERA's history, organization, and operations. Moreover, the visit is an opportunity to advocate for any proposals LACERA may take a position on.

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

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

**FOR INFORMATION ONLY**

January 20, 2026

TO: Each Trustee
Board of Retirement

FROM: Ricki Contreras *RC*
Administrative Services Division Manager

Elsy Gutierrez *EG*
Supervising Administrative Assistant II

FOR: February 4, 2026, Board of Retirement Meeting

SUBJECT: Contracting Activity Report – December 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 December 2025.

Category	Total	Approximate Dollar Amount
New Contracts	6	\$253,177.00
Renewals	8	\$328,840.00
Amendments	4	\$132,295.00
Extensions	2	\$32,300.00
Total	20	\$746,612.00

Attachment

EG: eg

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

Summary of Contracting Activity: December 2025

Vendor	Division	Type	Term (Months)	New/Renewal	Total Contract Value
Getty Images (US), Inc.*	Communications	Software License Agreement	12	R	\$7,140.00
Expand Consulting Inc.	Investments	Consulting Services Agreement	12	R	\$5,000.00
Emburse, Inc.	Systems	Software License Agreement	12	R	\$83,760.00
Paessler AG	Systems	Software License Agreement	36	R	\$18,743.00
SHI International	Systems	Software License Agreement	12	R	\$37,484.00
SHI International	Systems	Software License Agreement	12	R	\$7,378.00
SHI International	Systems	Software License Agreement	36	R	\$97,119.00
Pantheon Systems Inc.*	Systems	Software License Agreement	12	R	\$72,216.00
Total					\$582,017.00

Vendor	Division	Type	Term (Months)	Amendment/Extension	Total Contract Value
Governmentjobs.com Inc.	Human Resources	Software License Agreement	12	A	\$700.00
Team Solutions BMC Group	Systems	Copier Lease Agreement	36	A	\$116,640.00
Softchoice Corporation	Systems	Software License Agreement	6	A	\$1,300.00
Mainline Information Systems, Inc.	Systems	Software Support Services Agreement	12	A	\$13,655.00
Gartner Inc.	Member services	Service Agreement	18	E	\$32,300.00
Latham Watkins**	Legal	Legal Services Agreement	18	E	Hourly-As Needed
Total					\$164,595.00

Legend

*Sole Source Procurements

** Contract executed by Business Owner

FOR INFORMATION ONLY

January 22, 2026

TO: Each Trustee
Board of Retirement
Board of Investments

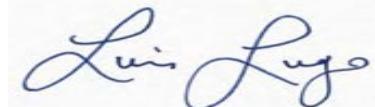
FROM: Barry W. Lew *BWL*
Legislative Affairs Officer

FOR: February 4, 2026 Board of Retirement Meeting
February 11, 2026 Board of Investments Meeting

SUBJECT: **Monthly Status Report on Legislation**

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

Reviewed and Approved:



Luis Lugo, Acting Chief Executive Officer

Attachments

LACERA Legislative Report Index
LACERA Legislative Report

cc: Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Jon Grabel
Scott Zdrazil
Anthony Roda, Williams & Jensen
Naomi Padron, MKP Government Relations

CATEGORY	BILL	AUTHOR	TITLE	BOR POSITION	PAGE
BROWN_ACT	AB 259.....	Blanca E. Rubio (D).....	Open Meetings: Local Agencies: Teleconferences.....		2
BROWN_ACT	AB 409.....	Joaquin Arambula (D).....	Open Meetings: Teleconferences: Community College.....		6
BROWN_ACT	AB 467.....	Mike Fong (D).....	Open Meetings: Teleconferences: Neighborhood Councils.....		7
BROWN_ACT	SB 239.....	Jesse Arreguin (D).....	Open Meetings: Teleconferencing: Subsidiary Body.....		19
BROWN_ACT	SB 707.....	Maria Elena Durazo (D).....	Open Meetings: Meeting and Teleconference Requirements.....		23
PUBLIC_EMPLOYMENT	AB 288.....	Tina McKinnor (D).....	Employment: Labor Organization and Unfair Practices.....		3
PUBLIC_EMPLOYMENT	AB 339.....	Liz Ortega (D).....	Local Public Employee Organizations: Notice Requirement.....		4
PUBLIC_EMPLOYMENT	AB 340.....	Patrick Ahrens (D).....	Employer-Employee Relations: Confidential Communication.....		5
PUBLIC_EMPLOYMENT	AB 889.....	Heather Hadwick (R).....	Prevailing Wage: Per Diem Wages.....		10
PUBLIC_INVESTMENT	AB 1439.....	Robert Garcia (D).....	Public Retirement Systems: Development Projects: Labor.....		15
PUBLIC_RECORDS_ACT	AB 810.....	Jacqui Irwin (D).....	Local Government: Internet Websites and Email Addresses.....		9
PUBLIC_RETIREMENT	AB 1054.....	Mike A. Gipson (D).....	Public Employees Retirement: Deferred Retirement Option.....		11
PUBLIC_RETIREMENT	AB 1067.....	Sharon Quirk-Silva (D).....	Public Employees Retirement: Felony Convictions.....		12
PUBLIC_RETIREMENT	AB 1323.....	Phillip Chen (R).....	County Employees Retirement: Administration.....		13
PUBLIC_RETIREMENT	AB 1383.....	Tina McKinnor (D).....	Public Employees Retirement Benefits.....	Watch	14
PUBLIC_RETIREMENT	AB 1451.....	Al Muratsuchi (D).....	State Teachers' Retirement System.....		16
PUBLIC_RETIREMENT	AB 26.....	Carl DeMaio (R).....	Eliminate the Politicians Perks Act of 2025.....		1
PUBLIC_RETIREMENT	AB 569.....	Catherine Stefani (D).....	California Public Employees' Pension Reform Act of 2013.....		8
PUBLIC_RETIREMENT	ACA 2.....	Corey Jackson (D).....	Legislature: Retirement.....		17
PUBLIC_RETIREMENT	SB 301.....	Timothy S. Grayson (D).....	County Employees Retirement Law of 1937: Employees.....		20
PUBLIC_RETIREMENT	SB 443.....	Susan Rubio (D).....	Retirement: Joint Powers Authorities.....		21
PUBLIC_RETIREMENT	SB 538.....	Megan Dahle (R).....	Public Employees' Retirement System: Teaching.....		22
PUBLIC_RETIREMENT	SB 853.....	Labor, Public Employment and Retirement.....	Public Employees' Retirement.....	Support	24
SOCIAL_SECURITY	S 1504.....	Bill Cassidy (R).....	Social Security Administration.....		25
SOCIAL_SECURITY	S 1505.....	Bill Cassidy (R).....	Social Security Beneficiaries.....		26
WORKERS_COMPENSATION	SB 8.....	Angeline Ashby (D).....	Peace Officers: Injury or Illness: Leaves of Absence.....		18

1.

California Assembly Bill 26 (2025-2026)

CA A 26 | Carl DeMaio (R-075) | Pending | Fiscal Committee (No) | Urgency Clause (No) | ASSEMBLY

New Newly Tracked

New Change in Status

Eliminate the Politicians Perks Act of 2025

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

Code:

An act relating to the Political Reform Act of 1974.

Status:

Dec 2, 2024: INTRODUCED.

 PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

2.

California Assembly Bill 259 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Open Meetings: Local Agencies: Teleconferences

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

Code:

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

Status:

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

[+ Show full status history](#)

 [BROWN_ACT](#)

| No tags, commentary, or attachment applied

3.

California Assembly Bill 288 (2025-2026)

CA A 288 | [Tina McKinnor \(D-061\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026

[New](#) Newly Tracked

[New](#) Change in Status

Employment: Labor Organization and Unfair Practices

Expands the Public Employment Relations Board's jurisdiction. Authorizes a worker to petition PERB to enforce rights under certain circumstances, including if the worker is in a position subject to the National Labor Relations Act but the National Labor Relations Board has ceded jurisdiction. Authorizes PERB to decide unfair labor practice cases and order civil penalties. Establishes the Public Employment Relations Board Enforcement Fund. Specifies the jurisdiction of the Agricultural Labor Relations Board.

Code:

An act to amend Sections 1141 and 1148 of, and to add Sections 923.1 and 1140.6 to, the Labor Code, relating to employment.

[Approved by Governor September 30, 2025. Filed with Secretary of State September 30, 2025.]

Status:

Sep 30, 2025: Chaptered by Secretary of State. Chapter No. 2025-139

Sep 30, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

 PUBLIC_EMPLOYMENT

| No tags, commentary, or attachment applied

4.

California Assembly Bill 339 (2025-2026)

CA A 339 | [Liz Ortega \(D-020\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026

[New](#) Newly Tracked

[New](#) Change in Status

Local Public Employee Organizations: Notice Requirement

Relates to collective bargaining. Provides that existing law requires the governing body of a public agency, and boards and commissions designated by law or by the governing body, to give reasonable written notice, except in cases of emergency, as specified, to each recognized employee organization affected of any ordinance, rule, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the governing body or the designated boards and commissions.

Code:

[An act to add Section 3504.1 to the Government Code, relating to public employment.](#)

[Approved by Governor October 13, 2025. Filed with Secretary of State October 13, 2025.]

Status:

Oct 13, 2025: Chaptered by Secretary of State. Chapter No. 2025-687

Oct 13, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

 [PUBLIC_EMPLOYMENT](#)

| No tags, commentary, or attachment applied

5.

California Assembly Bill 340 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Employer-Employee Relations: Confidential Communication

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

Code:

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

Status:

Aug 29, 2025: In SENATE Committee on APPROPRIATIONS: Held in committee.

[+ Show full status history](#)

 [PUBLIC_EMPLOYMENT](#)

| No tags, commentary, or attachment applied

6.

California Assembly Bill 409 (2025-2026)

CA A 409 | [Joaquin Arambula \(D-031\)](#) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Local Government Committee

[New](#) Newly Tracked

[New](#) Change in Status

Open Meetings: Teleconferences: Community College

Provides that existing law authorizes a California community college student body association or student-run community college organization to use alternate teleconferencing provisions if, among other things, at least a quorum of the members of the body participate from a singular physical location that is accessible to the public. Exempts from the quorum, physical location, and accommodation requirements the California Online Community College.

Code:

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

Status:

June 23, 2025: In SENATE. Read second time and amended. Re-referred to Committee on LOCAL GOVERNMENT.

June 23, 2025: From SENATE Committee on LOCAL GOVERNMENT with author's amendments.

[+ Show full status history](#)

BROWN_ACT

| No tags, commentary, or attachment applied

7.

California Assembly Bill 467 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Open Meetings: Teleconferences: Neighborhood Councils

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

Code:

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

Status:

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

[+ Show full status history](#)

 [BROWN_ACT](#)

No tags, commentary, or attachment applied

8.

California Assembly Bill 569 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

California Public Employees' Pension Reform Act of 2013

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

Code:

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

Status:

May 23, 2025: In ASSEMBLY Committee on APPROPRIATIONS: Held in committee.

[+ Show full status history](#)

 PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

9.

California Assembly Bill 810 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Local Government: Internet Websites and Email Addresses

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

Code:

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

Status:

May 23, 2025: In ASSEMBLY Committee on APPROPRIATIONS. Held in committee and made a Two-year bill.

[+ Show full status history](#)

 PUBLIC_RECORDS_ACT

No tags, commentary, or attachment applied

10.

California Assembly Bill 889 (2025-2026)

CA A 889 | [Heather Hadwick \(R-001\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026

[New](#) Newly Tracked

[New](#) Change in Status

Prevailing Wage: Per Diem Wages

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

Code:

[An act to amend Section 1773.1 of the Labor Code, relating to prevailing wage.](#)

[Approved by Governor October 11, 2025. Filed with Secretary of State October 11, 2025.]

Status:

Oct 11, 2025: Chaptered by Secretary of State. Chapter No. 2025-626

Oct 11, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

 PUBLIC_EMPLOYMENT

No tags, commentary, or attachment applied

11.

California Assembly Bill 1054 (2025-2026)

CA A 1054 | [Mike A. Gipson \(D-065\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) |
Assembly Second Reading File

[New](#) Newly Tracked

[New](#) Change in Status

Public Employees Retirement: Deferred Retirement Option

Establishes the Deferred Retirement Option Program as a voluntary program within the Public Employees Retirement System for employees of State Bargaining Units 5 (Highway Patrol) and 8 (Firefighters). Requires certain actions to occur, including completion of an actuarial analysis to determine the proposed program will be cost neutral, before the program becomes effective and applicable. Requires members who elect to participate in the program to meet certain requirements.

Code:

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

Status:

Jan 22, 2026: In ASSEMBLY. Assembly Rule 63 suspended.
Jan 22, 2026: From ASSEMBLY Committee on APPROPRIATIONS: Do pass.
Jan 22, 2026: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.

[+ Show full status history](#)

Hearing Dates:

01/22/2026 Appropriations

PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

12.

California Assembly Bill 1067 (2025-2026)

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

Effective Dates: 01/01/2026

[New](#) Newly Tracked

[New](#) Change in Status

Public Employees Retirement: Felony Convictions

Relates to the California Public Employees' Pension Reform Act of 2013. Requires a public employer, if an investigation indicates that a public employee may have committed a crime, to refer the matter to the appropriate law enforcement agency. Authorizes the public employer to close the investigation. Provides that if the public employee is convicted of a felony for certain conduct, the public employee would forfeit all accrued rights and benefits in any public retirement system.

Code:

[An act to add Section 7522.76 to the Government Code, relating to public employees' retirement.](#)

[Approved by Governor October 06, 2025. Filed with Secretary of State October 06, 2025.]

Status:

Oct 6, 2025: Chaptered by Secretary of State. Chapter No. 2025-388

Oct 6, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

 PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

13.

California Assembly Bill 1323 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Retirement Board Member Compensation for Meetings

Provides that the County Employees Retirement Law authorizes counties to establish retirement systems pursuant to its provisions in order to provide pension benefits to county, city, and district employees and their beneficiaries. Authorizes the board of supervisors to adopt a provision that would authorize the board of retirement to increase the above-described compensation limit by an amount not to exceed 5% of the rate for each calendar year following the operative date of the last adjustment.

Code:

An act to amend Section 31521 of the Government Code, relating to public employees' retirement.

Status:

Jan 5, 2026: In ASSEMBLY. Read second time and amended. Re-referred to Committee on PUBLIC EMPLOYMENT AND RETIREMENT.

Jan 5, 2026: From ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT With author's amendments.

[+ Show full status history](#)

 PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

14.

California Assembly Bill 1383 (2025-2026)

CA A 1383 | [Tina McKinnor \(D-061\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Second Reading File

[New](#) Newly Tracked

[New](#) Change in Status

Public Employees Retirement Benefits

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

Code:

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

Status:

Jan 22, 2026: In ASSEMBLY. Assembly Rule 63 suspended.

Jan 22, 2026: From ASSEMBLY Committee on APPROPRIATIONS: Do pass as amended.

[+ Show full status history](#)

Hearing Dates:

01/22/2026 Appropriations

PUBLIC_RETIREMENT

Tags:

Staff_Recommendation: [Neutral](#)

IBLC_Recommendation: [Watch](#)

BOR_Position: [Watch](#)

Commentary:

Comment:

Jul 1, 2025 - 10:46 A.M. (PDT)

Bill was held in the Appropriations Committee and will not move for the rest of 2025. Bill will be reconsidered in the 2026 legislative year.

15.

California Assembly Bill 1439 (2025-2026)

CA A 1439 | [Robert Garcia \(D-050\)](#) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Second Reading File

[New](#) Newly Tracked

[New](#) Change in Status

Public Retirement Systems: Development Projects: Labor

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

Code:

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

Status:

Jan 22, 2026: In ASSEMBLY. Assembly Rule 63 suspended.

Jan 22, 2026: From ASSEMBLY Committee on APPROPRIATIONS: Do pass as amended.

Jan 22, 2026: In ASSEMBLY Committee on APPROPRIATIONS: To Suspense File.

[+ Show full status history](#)

Hearing Dates:

01/22/2026 Appropriations

PUBLIC_INVESTMENT

Commentary:

Comment:

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

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

16.

California Assembly Bill 1451 (2025-2026)

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

New Newly Tracked

New Change in Status

State Teachers' Retirement System

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

Code:

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

Status:

Feb 21, 2025: INTRODUCED.

 PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

17.

California Assembly Constitutional Amendment 2 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Legislature: Retirement

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

Code:

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

Status:

Dec 2, 2024: INTRODUCED.

 PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

18.

California Senate Bill 8 (2025-2026)

CA S 8 | Angelique Ashby (D-008) | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026

New Newly Tracked

New Change in Status

Peace Officers: Injury or Illness: Leaves of Absence

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

Code:

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

[Approved by Governor October 13, 2025. Filed with Secretary of State October 13, 2025.]

Status:

Oct 13, 2025: Chaptered by Secretary of State. Chapter No. 2025-733

Oct 13, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

WORKERS_COMPENSATION

| No tags, commentary, or attachment applied

19.

California Senate Bill 239 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Open Meetings: Teleconferencing: Subsidiary Body

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

Code:

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

Status:

Jan 22, 2026: In SENATE. From Inactive File. To second reading.

[+ Show full status history](#)

Hearing Dates:

01/22/2026 Senate Inactive File

 **BROWN_ACT**

| No tags, commentary, or attachment applied

20.

California Senate Bill 301 (2025-2026)

CA S 301 | [Timothy S. Grayson \(D-009\)](#) | Enacted | Fiscal Committee (No) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026

[New](#) Newly Tracked

[New](#) Change in Status

County Employees Retirement Law of 1937: Employees

Prohibits a county or district whose officers and employees are enrolled as members of a retirement system under the County Employees Retirement Law of 1937 from excluding from membership in the system any employee, group, or classification, other than excludable officers and employees.

Code:

[An act to add Section 31566 to the Government Code, relating to retirement.](#)

[Approved by Governor October 13, 2025. Filed with Secretary of State October 13, 2025.]

Status:

Oct 13, 2025: Chaptered by Secretary of State. Chapter No. 2025-749

Oct 13, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

 PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

21.

California Senate Bill 443 (2025-2026)

CA S 443 | [Susan Rubio \(D-022\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026

[New](#) Newly Tracked

[New](#) Change in Status

Retirement: Joint Powers Authorities

Authorizes the Pajaro Regional Flood Management Agency, a joint powers authority, to provide a defined benefit plan or formula to an employee of a member agency of the joint powers authority, or of another public agency who is not a new member and who is subsequently employed by the joint powers authority, within a specified number of days of the effective date of the retirement plan contract amendment.

Code:

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

[Approved by Governor October 13, 2025. Filed with Secretary of State October 13, 2025.]

Status:

Oct 13, 2025: Chaptered by Secretary of State. Chapter No. 2025-756

Oct 13, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

 PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

22.

California Senate Bill 538 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Public Employees' Retirement System: Teaching

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

Code:

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

Status:

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

[+ Show full status history](#)

PUBLIC_RETIREMENT

| No tags, commentary, or attachment applied

23.

California Senate Bill 707 (2025-2026)

CA S 707 | [Maria Elena Durazo \(D-026\)](#) | Enacted | Fiscal Committee (Yes) | Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026

[New](#) Newly Tracked

[New](#) Change in Status

Open Meetings: Meeting and Teleconference Requirements

Requires an eligible legislative body, on or before a specified date, to approve at a noticed public meeting in open session a policy regarding disruption of telephonic or internet services occurring during meetings subject to these provisions, and would require the eligible legislative body to comply with certain requirements relating to disruption, including for certain disruptions, recessing the open session for at least one hour and making a good faith attempt to restore the service.

Code:

An act to amend Sections 54952.7, 54953, 54953.5, 54953.7, 54954.2, 54954.3, 54956, 54956.5, 54957.6, 54957.9, and 54957.95 of, to amend and repeal Section 54952.2 of, to add Sections 54953.8, 54953.8.1, 54953.8.2, and 54957.96 to, and to add and repeal Sections 54953.4, 54953.8.3, 54953.8.4, 54953.8.5, 54953.8.6, and 54953.8.7 of, the Government Code, relating to local government.

[Approved by Governor October 03, 2025. Filed with Secretary of State October 03, 2025.]

Status:

Oct 3, 2025: Chaptered by Secretary of State. Chapter No. 2025-327

Oct 3, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

 BROWN_ACT

| No tags, commentary, or attachment applied

24.

California Senate Bill 853 (2025-2026)

CA S 853 | Labor, Public Employment and Retirement | Enacted | Fiscal Committee (Yes) |
Urgency Clause (No) | Chaptered

Effective Dates: 01/01/2026 (Corrected)

New Newly Tracked

New Change in Status

Public Employees' Retirement

Provides that under the Public Employees' Retirement Law, the compensation earnable during any period of service as a member of the Judges' Retirement System, the Judges' Retirement System II, the Legislators' Retirement System or the Defined Benefit Program of the State Teachers' Retirement Plan is considered compensation earnable. Specifies that the compensation during any period of service is considered compensation earnable or pensionable compensation under the Public Employees' Pension Reform Act.

Code:

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

[Approved by Governor October 01, 2025. Filed with Secretary of State October 01, 2025.]

Status:

Oct 1, 2025: Chaptered by Secretary of State. Chapter No. 2025-239

Oct 1, 2025: Signed by GOVERNOR.

[+ Show full status history](#)

PUBLIC_RETIREMENT

Tags:

Staff_Recommendation: Support

IBLC_Recommendation: Support

BOR_Position: Support

25.

United States Senate Bill 1504 (2025-2026)

US S 1504 | [Bill Cassidy \(R-LA\)](#) and 10 Co-sponsors | Pending | Senate Finance Committee

New Newly Tracked

New Change in Status

Social Security Administration

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

Status:

Apr 29, 2025: To SENATE Committee on FINANCE.

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

Apr 29, 2025: INTRODUCED.

[+ Show full status history](#)

SOCIAL_SECURITY

No tags, commentary, or attachment applied

26.

United States Senate Bill 1505 (2025-2026)

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

[New](#) Newly Tracked

[New](#) Change in Status

Social Security Beneficiaries

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

Status:

Apr 29, 2025: To SENATE Committee on FINANCE.

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

Apr 29, 2025: INTRODUCED.

[+ Show full status history](#)

 SOCIAL_SECURITY

| No tags, commentary, or attachment applied

**FOR INFORMATION ONLY**

January 22, 2026

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger *JG*
Chief Financial Officer

FOR: February 4, 2026 Board of Retirement Meeting
February 11, 2026 Board of Investments Meeting

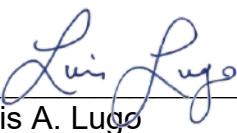
SUBJECT: **MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT – DECEMBER 2025**

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 December 2025.

Trustees attend monthly Board and Committee meetings at LACERA's office which are considered administrative meetings per the Trustee Travel Policy. In order to streamline report volume and information, these regular meetings are excluded from the monthly travel reports but are included in the quarterly travel expenditure reports.

Staff travel and education expenditure reports are provided to the Chief Executive Officer monthly and to the Boards quarterly.

REVIEWED AND APPROVED:



Luis A. Lugo
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
DECEMBER 2025

Attendee	Purpose of Travel - Location		Event Dates	Travel Status
Nancy Durazo				
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
Bobbie Fesler				
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
Mike Gatto				
B	-	Edu - iGlobal Forum 28th Real Estate Private Equity Summit: West - Los Angeles CA	09/25/2025 - 09/25/2025	Attended
	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
Elizabeth Ginsberg				
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	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
Jason Green				
A	1	Edu - 2025 SuperReturn Europe - Amsterdam Netherlands	11/04/2025 - 11/07/2025	Attended
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
Patrick Jones				
A	1	Edu - Goldman Sachs the Garland Summit: Enduring Legacy - New York City NY	10/29/2025 - 10/30/2025	Attended
	2	Edu - Infrastructure Investor Global Summit - America Forum - New York City NY	11/04/2025 - 11/05/2025	Attended
	3	Edu - 2025 Public Funds - Austin TX	11/18/2025 - 11/20/2025	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
	-	Edu - The Toigo Foundation Presents Industry Insights - Los Angeles CA	12/04/2025 - 12/04/2025	Attended
	-	Edu - 12th Annual Northern California Institutional Forum - Berkeley CA	12/08/2025 - 12/09/2025	Attended
V	-	Edu - Harvard Kennedy School - AI in Action (Weekly Course) - VIRTUAL	10/10/2025 - 11/10/2025	Canceled
Shawn Kehoe				
B	-	Admin - Retirement Benefits Meeting with Professional Peace Officers Association - San Dimas CA	11/01/2025 - 11/01/2025	Attended
V	-	Edu - 2025 CALAPRS Trustee Round Table - VIRTUAL	10/03/2025 - 10/03/2025	Attended

TRUSTEE TRAVEL AND EDUCATION REPORT
FOR FISCAL YEAR 2025 - 2026
DECEMBER 2025

Attendee Purpose of Travel - Location				Event Dates	Travel Status
Aleen Langton					
A	1	Edu - IFEPP: 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
	-	Edu - CFA Society Los Angeles (Conversations that Connect) - Los Angeles CA		11/06/2025 - 11/06/2025	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
X	-	Edu - 2025 CII NYU Corporate Governance Bootcamp - New York City NY		11/20/2025 - 11/21/2025	Canceled
Debbie Martin					
A	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA		07/13/2025 - 07/16/2025	Attended
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA		11/11/2025 - 11/14/2025	Attended
Alma Martinez					
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
Nicole Mi					
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
	-	Edu - 2025 NACD PSW Corporate Directors Symposium - Los Angeles CA		11/13/2025 - 11/13/2025	Attended
X	-	Edu - AAAIM Elevate 2025 - New York City NY		09/29/2025 - 10/01/2025	Canceled
Lisa Proft					
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA		11/11/2025 - 11/14/2025	Attended
David Ryu					
B	-	Edu - Emerging Managers Summit 2025 - Laguna Niguel CA		12/07/2025 - 12/08/2025	Attended
	-	Edu - Pension Power - Sacramento CA		12/12/2025 - 12/12/2025	Attended

Category Legend:

A - Pre-Approved/Board Approved Educational Conferences

B - 1) Board Approved Administrative Meetings and 2) Pre-Approved Educational Conferences in CA where total cost is no more than \$3,000 provided that a Trustee may not incur over \$15,000 for all expenses of attending all such Educational Conferences and Administrative Meetings in a fiscal year per Trustee Travel Policy; Section III.A

V - Virtual Event

X - Canceled events for which expenses have been incurred.



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**

FOR INFORMATION ONLY

January 15, 2026

TO: Each Trustee

Board of Retirement

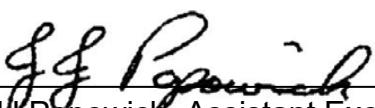
FROM: Tamara Caldwell, Manager *TC*
Disability Retirement Services Division

FOR: February 4, 2026, Board of Retirement Meeting

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

On January 1, 2015, the Board of Retirement adopted a policy whereby staff is authorized to approve and pay Disability Retirement Services (DRS) vendor invoices up to a cumulative amount of \$15,000 per vendor. Invoices from vendors exceeding \$15,000 per case shall be submitted to the Board of Retirement for approval prior to payment. Additionally, DRS is responsible for submitting quarterly reports on paid invoices under the threshold for the Board of Retirement's review and comment (attached).

Noted and Reviewed:



JY Popowich, Assistant Executive Officer

Confidential Attachments



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**



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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**

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

**For further information, contact:
LACERA**

**Attention: Public Records Act Requests
300 N. Lake Ave., Suite 620
Pasadena, CA 91101**