IN PERSON & VIRTUAL BOARD MEETING



JUNE 3, 2026 AT 9:00 AM*
BOARD OF RETIREMENT MEETING

***This meeting will be held following the Committee scheduled prior.**

TO VIEW VIA WEB

https://lacera.gov/leadership/board-meetings

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



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

AGENDA

A REGULAR MEETING OF THE BOARD OF RETIREMENT

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

9:00 A.M., WEDNESDAY, JUNE 3, 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.gov/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 May 6, 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.gov/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 SESSION

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

1. *LACERA v. County of Los Angeles*
California Supreme Court, Case No. S286264

VII. EXECUTIVE UPDATE

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

VIII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

IX. 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 May 22, 2026, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated May 22, 2026)

B. **Appeals for the Board of Retirement's Meeting of June 3, 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 Joseph A. Badali, Konrad W. Thieme, William P. Forster and Hilda Aranda and direct the Disability Retirement Services Manager to refer the case to a referee. (Memo dated May 18, 2026)

IX. CONSENT ITEMS (Continued)

C. **LACERA Budget Policy (Annual Review)**
Recommendation submitted by Nicole Mi, Chair, Joint Organizational Governance Committee (JOGC): That the Board of Retirement review and approve the revised LACERA Budget Policy, attached as a companion to the adoption of the Fiscal Year 2026-27 Administrative, Retiree Healthcare Benefits Program and Other Post Employment Benefits (OPEB) Trust Budgets. (Memo dated May 26, 2026)

D. **Pensionability Analysis Under CERL and PEPRA for New Pay Item**
Recommendation as submitted by Jean Kim, Senior Staff Counsel that the Board 1. Approve the recommendations set forth above as to the new pay item. 2. Instruct staff to coordinate with the Auditor-Controller to establish the necessary reporting mechanisms and procedures to permit LACERA to implement such determinations when calculating final compensation for legacy and PEPRA members. (Memo dated May 12, 2026)

E. **Ratification of Outgoing Reciprocal Disability Retirement**
Recommendation as submitted by Louis Gittens, Benefits Manager. That the Board approve the outgoing reciprocal disability retirement for the following named deferred members who were found to be disabled by the current reciprocal agency for the performance of their duties and have met the burden of proof. (Memo dated May 20, 2026)

F. **Request for Consideration and Recognition of SEIU Local 721 Retirees Committee as a Recognized Retiree Organization**
Recommendation as submitted by Nancy Durazo, Chair, Operations Oversight Committee (OOC): That the Board recognize Service Employees International Union (SEIU) Local 721's Los Angeles County Retirees Committee as a *Recognized Retiree Organization* pursuant to Government Code Section 31471.5 of the County Employees Retirement Law of 1937 (CERL) and authorize staff to proceed with any remaining administrative and onboarding requirements under the Agency Deduction Program. (Memo dated May 19, 2026)

X. EXCLUDED FROM CONSENT ITEMS

XI. NON CONSENT ITEMS

A. **Fiscal Year 2026-2027 Proposed Administrative, Retiree Healthcare and Other Post-Employment Benefits (OPEB) Trust Budgets**
Recommendation as submitted by Nicole Mi, Chair, Joint Organizational Governance Committee (JOGC): That the Board of Retirement (BOR) and Board of Investments (BOI) approve and adopt the LACERA Fiscal Year (FY) 2026-2027 Proposed Administrative, Retiree Healthcare Benefits Program and Other Post-Employment Benefits (OPEB) Trust Budgets. (Memo dated May 26, 2026)

B. **SACRS Board of Directors Election**
Recommendation as submitted by Luis A. Lugo, Chief Executive Officer: That the Board ratify the voice vote of its voting delegate at the Business Meeting of the SACRS 2026 Spring Conference to approve the SACRS Nominating Committee's recommended board of directors slate for the 2026-27 term. (Memo dated May 21, 2026)

XII. REPORTS

A. **COVID-19 Causation and Disability**
Jeffrey A. Hirsch M.D. - Jeffrey A. Hirsch, MD., Board Certified in Internal Medicine
(Presentation)

B. **LACERA Economic Impact Study**
Luis A. Lugo, Chief Executive Officer
Barry W. Lew, Legislative Affairs Officer
(Presentation) (Memo dated May 22, 2026)

Presenters:
Barry W. Lew, Legislative Affairs Officer
Samuel Maury-Holmes, Zenith Economics
Johnathan Cahill, Zenith Economics
Kevin Williams, Zenith Economics

C. **Contract Activity Report – April 2026**
Ricki Contreras, Administrative Services Division Manager
Elsy Gutierrez, Supervising Administrative Assistant II
(For Information Only) (Memo dated May 20, 2026)

XII. REPORTS (Continued)

D. **Report of Revised Pay Item**
Jean Kim, Senior Staff Counsel
(For Information Only) (Memo dated May 12, 2026)

E. **Monthly Status Report on Legislation**
Barry W. Lew, Legislative Affairs Officer
(For Information Only) (Memo dated May 22, 2026)

F. **Monthly Trustee Travel & Education Report – April 2026**
Fiscal Year 2025-2026 3rd Quarter Trustee Travel & Education Expenditure Reports
FY 2025-2026 3rd Quarter Staff Travel Report
Ted Granger, Chief Financial Officer
(For Information Only) (Memo dated May 20, 2026)

G. **May 2026 Fiduciary Counsel Contact and Billing Report**
Steven P. Rice, Chief Counsel
(For Information Only) (Memo dated May 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))

H. **2026 Quarterly Report of Paid Invoices 3rd Quarter - January 1, 2026 to March 31, 2026**
Tamara Caldwell, Division Manager, Disability Retirement Services
(For Information Only) (Memo dated May 14, 2026 – Attachment is Non-Public and Exempt from Disclosure as Private Information and Exempt from Disclosure under California Government Code Sections 7927.700, 54957.5 (a))

XIII. 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.)

XIV. 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.)

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

XVI. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

XVII. Executive Session (Continued)

A. Conference with Legal Counsel – Anticipated Litigation
Significant Exposure to Litigation
(Pursuant to Paragraph (2) of Subdivision (d) of California Government Code Section 54956.9)

1. Administrative Appeal of Jimmy C. Lim

XVII. ADJOURNMENT

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

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

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

8:45 A.M., WEDNESDAY, MAY 6, 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 (Retired Alternate)

Wayne Moore, Vice Chair

Les Robbins, Secretary

Nancy Durazo

Bobbie Fesler

Elizabeth Ginsberg

Jason E. Green (Safety Alternate)

Shawn R. Kehoe

Aleen Langton (Teleconference Due to Just Cause under Section 54953.8.3.)

Ernesto J. Pantoja

David Ryu (Joined the meeting at 9:22 a.m.)

STAFF ADVISORS AND PARTICIPANTS

JJ Popowich, Assistant Executive Officer

Jessica Baxter, Assistant Executive Officer

STAFF ADVISORS AND PARTICIPANTS

Jonathan Grabel, Chief Investment Officer

Francis J. Boyd, Senior Staff Counsel

Allison Barrett, Senior Staff Counsel

Carly Ntoya, Director, Human Resources

Ricki Contreras, Administrative Services Division Manager

Tamara Caldwell, Disability Retirement Manager

Jessica Rivas, Staff Counsel

Los Angeles County, Department of Human Resources
RaShae Walsh, Principal Analyst
Stephanie Leeks, Human Resources Analyst IV
Thai-Nam Huynh, Human Resources Analyst III
Mark LeBlanc, Human Resources Analyst III

Dr. Glenn Ehresmann, Medical Advisor

I. CALL TO ORDER

The meeting was called to order by Chair Harris at 8:46 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Trustee Robbins 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

III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER SB707 (Continued)

Trustee Langton 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 Langton confirmed that no individuals 18 years of age or older were present at the teleconference location.

IV. APPROVAL OF THE MINUTES

A. Approval of the Minutes of the Regular Meeting of April 1, 2026.

Trustee Robbins made a motion, Trustee Kehoe seconded, to approve the minutes of the Regular Meeting of April 1, 2026. The motion passed by the following roll call vote:

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

Absent: Ryu

V. PUBLIC COMMENT

Veronica Alvarez addressed the Board regarding Disability Retirement Application No. 2157D.

VI. EXECUTIVE SESSION (Mr. Ryu joined the meeting at 9:22 a.m.)

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

1. *LACERA v. County of Los Angeles*,
California Supreme Court, Case No. S286264

There is nothing to report.

VII. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: Sushmita Aryal, Jay Fullwood, Roxanne Martin and Elsy Gutierrez. The web watcher winner was Maggie Luong and the Rideshare winner was Liliana Ronquillo.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Richard Bendall.

C. Chief Executive Officer's Report

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

VIII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

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

APPLICATION NO.	NAME
898E*	GUTIERREZ, JAIME N.
899E	WHITE, REBECCA C.
900E	RIDLEY, RONALD W.
901E*	JONES, TREMAINE M.
902E	CHU, ALAN W.
903E	TABAREZ, RICKE A.
904E	BRUCE, CHARLES M.
905E	TUINSTRA, RANDOLPH T.

*Granted SCD – Retroactive

VIII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)
Service-Connected Disability Applications

APPLICATION NO.	NAME
906E	RODRIGUEZ, RAFAEL E.
907E	KIANPOUR, ERIC A.
908E	LONG, ROBERT L.
909E	INTON, RAYMOND I.
910E	WALDIE, LARRY A.
911E	AHSMUHS, KEVIN G.
912E*	WOLANSKI, DANIEL J.
913E	HERNANDEZ, MATTHEW J.
914E	GARCIA, MELANIE L.
915E	CARPENTER, JASON R.
916E	BARRON, ERIC A.
917E	CORRALES, NOAH
918E	OSEGUERA, JOSE R.
919E	SPEIER, ANGELA M.
920E*	HOFMEISTER, CRISMAR A.
921E	LIND, STEVEN K.
922E	CASTRO, EDWARD
923E	VELAZQUEZ, RICARDO
924E	SALLES, MARK J.
925E	BAKER, BRANDY B.
926E	PEARCY, KEVIN R.
927E	RIVAS, MICHAEL A.
929E	FARLEY, JIM A.
930E **	FLORES, ALFREDO M. (DEC'D)

The motion passed by the following roll call vote:

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

*Granted SCD – Employer Cannot Accommodate
**Granted SCD – Survivor Benefit

VIII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards
Service-Connected Disability Applications

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

APPLICATION NO.	NAME
1087C	SALMO, FRED V.
1088C*	SILVA, DAVID, JR.
1089C	BERGMAN, WALTER P.
1090C	ASKREN, PATRICK D.
1091C*	GONZALEZ, GUILLERMO J.
1092C	RAPPOLDT, STEVEN W.
1093C	SROTT, STEPHEN J.
1094C	DIAZ, ARNULFO
1095C	MILLER, MARK W.
1096C	KJOSS, CLIFTON A.
1097C	WOLAK, JEROME S.
1098C	POLINO, LUIS A.
1099C	STRITTMATTER, MATTHEW J.
1100C	JARRATT, MICHAEL A.
1101C*	ROMANS, GLENN O.
1102C	GRIFFITH, COURTENAY
1103C*	HERNANDEZ, STEVE A.
1104C*	HEADINGTON, MICHAEL S.
1105C	ZAVALA, GABRIEL C.
1106C	CASTANEDA, ERIC
1107C	DAVIS, GREGORY G.
1108C*	MARROQUIN, HERB G.

The motion passed by the following roll call vote:

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

*Granted SCD – Retroactive

VIII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members
Service-Connected Disability Applications

On a motion by Trustee Pantoja, seconded by Trustee Moore, 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.

APPLICATION NO.	NAME
2128D*	MILLER, RALPH (DEC'D)
2129D**	HSU, SHUN-PING
2130D	GONZALEZ, ARTURO
2131D***	BOWEN, SUZAN E.
2132D**	VAZQUEZ, CLAUDIA A.
2133D	GIRON, LIZETH I.
2134D***	LYONS, JENNIFER
2135D****	ESPARZA, MICHELE A.
2136D***	FRANCIS, TAMARA S.
2137D****	LIM, LENG L.
2138D	SMITH, STUART A.
2139D	KIRAKOSYAN, VAZGEN
2140D**	AVILA, CATHERINE C.
2141D	BLAND, JAMES W., II
2142D	QUINTANA, DANIEL Z.
2143D**	RAUDA, ZULMA V.
2144D*****	SU, ALICE H.
2145D***	CAMPA, RUBEN
2146D*****	MONTGOMERY, PAUL A.
2147D	JONES, DARRON N.

*Granted SCD – SCD Retro
**Granted SCD – Salary Supplement
***Granted SCD – Retroactive Employer Cannot Accommodate
****Granted SCD – Salary Supplement Employer Cannot Accommodate
*****Granted SCD – Employer Cannot Accommodate

VIII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members (Continued)
Service-Connected Disability Applications

APPLICATION NO.	NAME
2148D	JOHNSON, JACK
2149D	RAMIREZ, MARIA C.
2150D	LAWRENCE-RUFFIN, LA DONNA M.
2151D*	RODRIGUEZ MOYA, MIRNA N.
2152D**	ARORA, MANJU
2153D	WILLIAMS, SHERYL R.
2154D***	ZAYAYOU, RAMONA
2155D	HAUGHTON, BOBREA J.
2156D****	BOSAK, SANDRA A.
2157D***	ALVAREZ, VERONICA I.
2158D*****	HILTERMANN, JULIE A.
2159D*****	FLORES, ELEANOR
2160D***	NAVARRO, ROBERT R.
2161D	MANUEL, VENUS M.
2162D	PATTERSON, KATHY L.
2163D*****	FIERRO, BARBARA J.

The motion passed by the following roll call vote:

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

*Granted SCD – Salary Supplement
**Granted SCD – Employer Cannot Accommodate
***Granted SCD – Salary Supplement
****Granted SCD – Retroactive Employer Cannot Accommodate
*****Granted SCD – SCD Retro

VIII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members
Nonservice-Connected Disability Applications

On a motion by Trustee Pantoja, seconded by Trustee Moore, 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.	NAME
4523*	SANCHEZ, PATRICIA S.

The motion passed by the following roll call vote:

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

IX. CONSENT ITEMS

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

Yes: Durazo, Fesler, Kehoe, Langton, Moore, Pantoja, Proft, 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 April 28, 2026, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated April 28, 2026)

B. **Appeals for the Board of Retirement's Meeting of May 6, 2026**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement grant the appeal and request for administrative hearing received from Hattie M. Collier and direct the Disability Retirement Services Manager to refer the case to a referee. (Memo dated April 20, 2026)

*Granted NSCD – NSCD Retro

IX. CONSENT ITEMS (Continued)

C. **Service Provider Invoice Approval Request - Winet Patrick 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 April 8, 2026 – Attachment is Non-Public and Exempt from Disclosure as Private Information and Exempt from Disclosure under California Government Code Sections 7927.700, 54957.5(a))

D. **Service Provider Invoice Approval Request - Perry Maloff M.D.**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Perry Maloff M.D. (Memo dated April 8, 2026 – Attachment is Non-Public and Exempt from Disclosure as Private Information and Exempt from Disclosure under California Government Code Sections 7927.700, 54957.5(a))

E. **Proposed Termination of Disability Retirement Service Invoice Threshold Approval Policy**
Recommendation as submitted by the Operations Oversight Committee: That the Board of Retirement approve the proposed termination of Disability Retirement Service Invoice Threshold Approval Policy. (Memo dated April 9, 2026)

F. **Assembly Bill 2780 - Public Employees' Retirement**
Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board adopt a "Support" position on Assembly Bill 2780, which would provide clarification and technical updates to the County Employees Retirement Law of 1937. (Memo dated April 21, 2026)

G. **Assembly Bill 1619 - Board Compensation**
Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board adopt a "Support If Amended" position on Assembly Bill 1619, which would authorize a board of retirement to increase the board compensation rate to a maximum of $320, if this authority is made operative by a board of supervisors. (Memo dated April 28, 2026)

IX. CONSENT ITEMS (Continued)

H. **Gateway Plaza- Reclassification from Investment to Capital Asset: Recommendation from JOGC**
Recommendation as submitted by Nicole Mi, Chair, Joint Organizational Governance Committee (JOGC): That the Committee recommend to the Board of Retirement and the Board of Investments approve the following: Approve Option 4 as the preferred approach for the future financial reporting and legal structuring of LACERA's headquarters building, Gateway Plaza (Property), and the title holding company, LACERA Gateway Property, Inc. (THC), in which the Property is currently held, such that the Property is reclassified from an investment asset to a capital asset, and in a subsequent year, the THC is dissolved and the asset is transferred to LACERA.
(Memo dated April 22, 2026)

I. **Recommendation to Approve Kirk Y. Chang M.D. (Internal Medicine) to the LACERA Panel of Physicians**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement approve the Application of Kirk Y. Chang M.D. - Internal Medicine, to the LACERA Panel of Examining Physicians. (Memo dated April 15, 2026)

J. **Recommendation to Approve Hamid R. Mir M.D. (Orthopedic Medicine) to the LACERA Panel of Physicians**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement approve the Application of Hamid R. Mir M.D. - Orthopedic Medicine, to the LACERA Panel of Examining Physicians. (Memo dated April 15, 2026)

K. **Recommendation to Approve Alexander Sones M.D. (Psychiatry-Forensic Psychiatry) to the LACERA Panel of Physicians**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement approve the Application of Alexander Sones M.D. - Psychiatry/Forensic Psychiatry, to the LACERA Panel of Examining Physicians. (Memo dated April 15, 2026)

IX. CONSENT ITEMS (Continued)

L. **Recommendation to Approve Nicole K. Ward D.O. (Rheumatology-Internal Medicine) to the LACERA Panel of Physicians**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement approve the Application of Nicole K. Ward D.O. - Rheumatology/Internal Medicine, to the LACERA Panel of Examining Physicians. (Memo dated April 15, 2026)

X. EXCLUDED FROM CONSENT ITEMS

There were no items pulled for discussion.

XI. NON CONSENT ITEMS

A. **Updating LACERA's Code of Ethical Conduct**
Recommendation from the Joint Audit, Compliance, Risk, and Ethics Committee and submitted by Steven Rice, Chief Counsel, Allison Barrett, Senior Staff Counsel, and Jessica Rivas, Staff Counsel that the Board of Retirement approve the update to LACERA's Code of Ethical Conduct. (Presentation) (Memo dated April 22, 2026)

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

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

XII. REPORTS

A. **Disability Management & Compliance (DMC): Alternate Work Search Presentation; Rashae Walsh, Principal Analyst, Department of Human Resources**
RaShae Walsh, Principal Analyst

Ms. Caldwell and Ms. Walsh, Leeks and Mr. LeBlanc and Huynh of Los Angeles County, Department of Human Resources, provided a presentation and answered questions from the Board. This item was received and filed.

XII. REPORTS (Continued)

B. **Contract Activity Report – March 2026**
Ricki Contreras, Administrative Services Division Manager
Elsy Gutierrez, Supervising Administrative Assistant II
(For Information Only) (Memo dated April 24, 2026)

This item was received and filed.

C. **Monthly Status Report on Legislation**
Barry W. Lew, Legislative Affairs Officer
(For Information Only) (Memo dated April 22, 2026)

This item was received and filed.

D. **Monthly Trustee Travel & Education Report – March**
Ted Granger, Chief Financial Officer
(For Information Only) (Memo dated April 23, 2026)

This item was received and filed.

E. **April 2026 Fiduciary Counsel Contact and Billing Report**
Steven P. Rice, Chief Counsel
(For Information Only) (Memo dated April 27, 2026)
(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

There were no items for staff review.

XIV. ITEMS FOR FUTURE AGENDAS

There was nothing to report.

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

The Board and Staff welcomed Assistant Chief Executive Officer, Jessica Baxter.

XVI. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

928E - MACIAS, BEATRIZ (DEC'D)

Trustee Kehoe made a motion, Trustee Robbins seconded to grant a service connected disability pursuant to government code sections 31720 and 31720.6. The motion passed by the following roll call vote:

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

APPLICATION NO. & NAME AND BOARD ACTION

5485B - RICHARDSON, CHARLES M.*

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

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

APPLICATION NO. & NAME AND BOARD ACTION

5486B - IBRAHIM, MAHER R.

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

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

Trustee Fesler made a substitute motion, Trustee Kehoe seconded to return to staff for further development.

*Applicant Present

XVI. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

5486B - IBRAHIM, MAHER R.

The motion passed by the following roll call vote:

Yes: Durazo, Fesler, Ginsberg, Kehoe, Pantoja, Robbins, Ryu

No: Langton, Moore

APPLICATION NO. & NAME AND BOARD ACTION

5487B - ARANDA, HILDA

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

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

APPLICATION NO. & NAME AND BOARD ACTION

5488B - STARR, NICOLE P.

Trustee Moore made a motion, Trustee Kehoe seconded to return to staff for further development.

Trustee Langton made a substitute motion, Trustee Ginsberg seconded to grant a nonservice-connected disability retirement pursuant to Government Code Section 31720, as employer cannot accommodate. The motion failed by the following roll call vote:

Yes: Fesler, Ginsberg, Langton

No: Durazo, Kehoe, Moore, Pantoja, Ryu

XVI. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

APPLICATION NO. & NAME AND BOARD ACTION

5488B - STARR, NICOLE P. (Continued)

Abstain: Robbins

The Board voted on the original motion to return to staff for further development.

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

Abstain: Robbins

APPLICATION NO. & NAME AND BOARD ACTION

5489B - FORSTER, WILLIAM P.

Trustee Kehoe made a motion, Trustee Moore seconded to deny a service-connected disability retirement, as the applicant is ineligible. The motion passed by the following roll call vote:

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

APPLICATION NO. & NAME AND BOARD ACTION

792E - THIEME, KONRAD W.*

Trustee Fesler made a motion, Trustee Ginsberg seconded to deny a service-connected disability retirement, as the applicant is not permanently incapacitated. The motion passed by the following roll call vote:

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

* Applicant’s Attorney present

XVI. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

B. Recommendations

1. **E to D Application of Hong Mei**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement reject the application of Hong Mei. (Memo dated April 17, 2026 – Attached is Non-Public and Exempt from Disclosure under California Government Code Sections 7927.705, 54957.5(a))

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

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

B. Recommendations

2. **E to D Application of David W. Smith**
Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement reject the application of David W. Smith. (Memo dated April 17, 2026 – Attached is Non-Public and Exempt from Disclosure under California Government Code Sections 7927.705, 54957.5(a))

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

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

XVII. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:04 p.m.

_____
LES ROBBINS, SECRETARY

_____
JP HARRIS, CHAIR

LACERA

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

Recognizing Our Members' Service and Accomplishments

LACERA has over 120,000 active members working in dozens of L.A. County departments, many of whom dedicate their entire working lives to serving the community. Meet one of our long-serving members, who recently began enjoying his well-earned retirement .



MEMBER SPOTLIGHT

Retired Member

Bernie Buenaflor

Chief, Quality Assurance

Years of Service: 26

25+ YEARS OF SERVICE

LACERA Career: Quality Assurance Chief Bernie Buenaflor retired on March 31 after 26 years of dedicated service to LACERA. He previously served as a Principal Auditor (Internal Audit Division), Division Manager (Benefits Division), and Interim Assistant Executive Officer (AEO).

Notable Contributions: During his Interim AEO tenure, Bernie played a key role in revising regulations to create a more equitable basis for calculating previous service purchases. He also collaborated with the IRS to resolve a long-standing tax compliance issue.

Proudest Accomplishments: Helping shape a culture of collaboration and synergy within LACERA's Member Operations Group. He is also proud of leading strategic initiatives focused on technological innovation.

Retirement Plans: Bernie and his family plan relocate to Arizona soon, where they own a hobby farm. He's looking forward to fulfilling his lifelong dream of living a simple, rural life with lots of animals.

LACERA
Los Angeles County Employees Retirement Association

Chief Executive Officer's Report

June 2026

Prepared for the Board of Retirement and Board of Investments

01

SECTION ONE

Organizational Updates

Board initiatives, hiring, and key events

LACERA Updates

Key initiatives and upcoming engagements across the organization

ANNUAL VISIT

Sacramento, CA

Los Angeles County Legislative Delegation (LACD)

LACERA conducted its annual visit to the state capital. We met with legislators across the assembly and senate LA County delegation. The meetings focused on LACERA's economic impact within LA County and the broader California economy, as well as educating legislators on our membership and governance structure.

LIFETIME MAXIMUM BENEFIT (LMB) INCREASE

Effective July 1, 2026

LACERA Administered Anthem Blue Cross I, II, and Prudent Buyer Plans

The Lifetime Maximum Benefit (LMB) will increase to $2.25 million effective July 1.

GENERAL ELECTIONS

Three-Year Term Effective January 1, 2027 – December 31, 2029

2026 Election Calendar

Election of the Second and Eighth Members and Alternate Retired Member of the Board of Retirement, and the Second and Eighth Members of the Board of Investments for LACERA.

Dates to Remember:

June 22 | Candidate Filing Period Ends

August 3 | Voting Begins

August 28 | Voting Ends

October 20 | Board of Supervisors Certifies Election Results

Hiring Update

Reporting Period: April 16, 2026 – May 15, 2026

RECRUITMENTS UNDERWAY

Active searches across divisions

Administrative Services	Document Processing Supervisor
Investments	Finance Analyst I (Fellowship), Finance Analyst II & III
Legal	Legal Analyst; Senior Staff Counsel
Systems	IT Manager I — App Development; IT Manager I — App Support
Various Divisions	Retirement Benefit Specialist III (Promotional); Sr. Retirement Benefit Specialist (Promotional); Section Head

ONBOARDING SOON

Administrative Services	Document Processing Specialist
Systems	IT Manager I — App Development; IT Manager I — App Support

ADDITIONS TO THE TEAM

Welcome to LACERA

Jessica Baxter — Executive Office
Assistant Executive Officer

Tsay Huang — Financial & Accounting Services
Accountant

Maritza Arizaga — Legal Office
Legal Analyst

Retirement Benefit Specialist I — Retiree Healthcare
RHC Training (2)

Retirement Benefit Specialist I — Various Divisions
Trainee Class (14)

02

SECTION TWO

CEO Dashboard

Service metrics and operational performance

Disability Applications Snapshot

Reporting as of May 27, 2026

May Disability Agenda

KEY METRICS *Target: 12 months*

17.4 AVERAGE PROCESSING (MONTHS)

2% Processed in 12 months or less

65	660	0	12
APPLICATIONS PRESENTED TO BOARD	APPLICATIONS PRESENTED TO BOARD FYTD	APPEALS PRESENTED TO BOARD	APPEALS PRESENTED TO BOARD FYTD

Disability Application Status

APPLICATIONS

1,097 Pending in Process

76 New Applications

867 Received FYTD

APPEALS

68 Pending in Process

3 New Appeals

12 Received FYTD

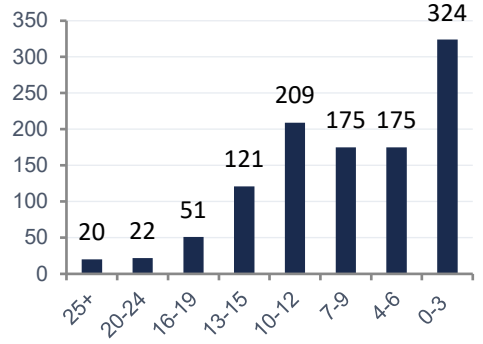
PENDING APPLICATION BY DEPARTMENT | TOP 3

Sheriff | 490 (45%)
Probation | 210 (19%)
Fire | 164 (15%)

PENDING APPLICATIONS BY MILESTONE

Intake Review	**93** (7%)
Records Request	**107** (12%)
File Indexing	**448** (41%)
Pending Interview	**123** (10%)
Drafting Report	**95** (9%)
Medical Review	**158** (16%)
Post Medical Review	**18** (1%)
Board Prep	**23** (2%)
Final Case Review	**32** (2%)

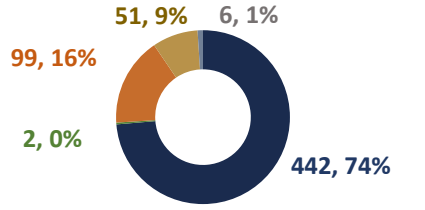
PENDING APPLICATIONS BY MONTH RANGE



Human Resources Snapshot

Reporting Period: April 16, 2026 – May 15, 2026

POSITIONS BREAKDOWN

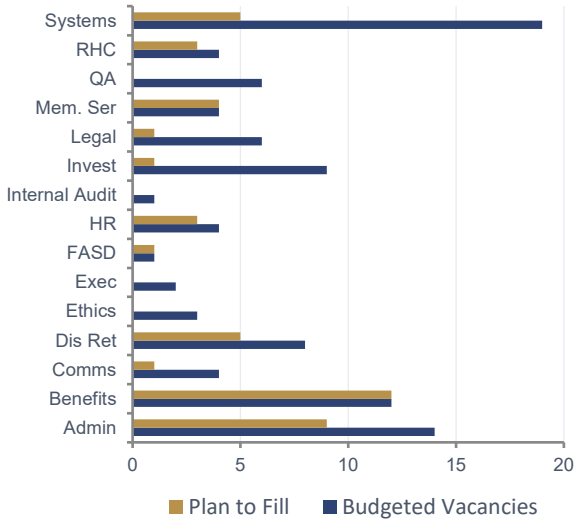


VACANCY RATE

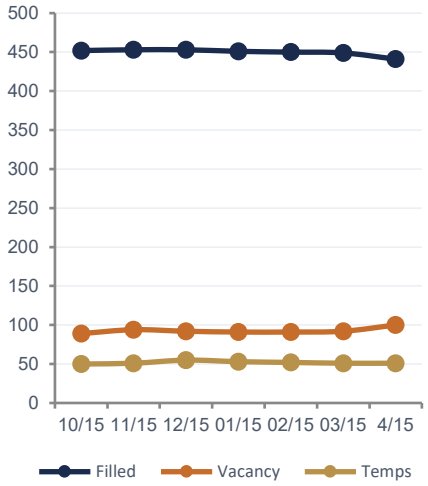
9%
PLAN TO FILL

18%
ALL BUDGETED

VACANCIES BY DIVISION



MONTH-TO-MONTH



Key Financial Information

Fiscal Year End: June 30, 2025

82.0%
FUNDED RATIO

7.0%
ASSUMED RATE OF RETURN

$86.2B
TOTAL NET ASSETS

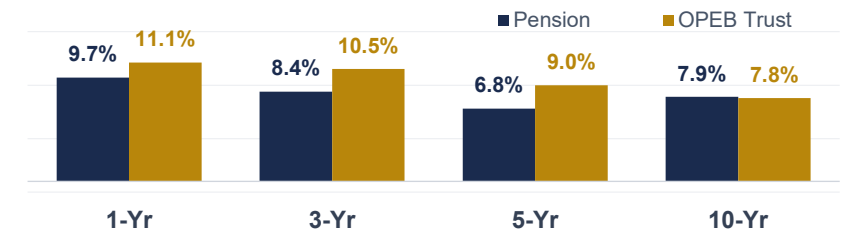
$99.7B
ACTUARIAL LIABILITY (AAL)

$17.9B
UNFUNDED LIABILITY (UAAL)

$607M
STAR RESERVE

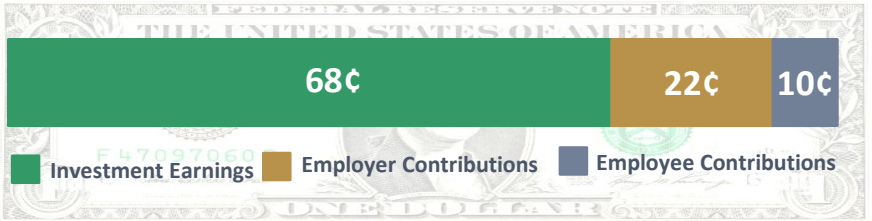
ANNUALIZED INVESTMENT RETURNS

Net of Fees



LACERA PENSION DOLLAR

WHERE EACH PENSION DOLLAR COMES FROM



Membership Snapshot

Reporting Period: As of May 15, 2026

200,458

TOTAL MEMBERSHIP COUNT

$431.5M

MONTHLY PAYROLL

$4.1 FYTD | 99% Direct Deposit

1,174

NEW RETIRED PAYEES

April 2026

MEMBERSHIP BY STATUS

	General	Safety	Total
ACTIVE	87,189	12,106	99,295
RETIRED	63,823	15,325	79,148
INACTIVE	20,430	1,585	22,015

AVERAGE MONTHLY BENEFIT

MEMBER

General Plans

$4,623

Safety Plans

$10,194

SURVIVOR

General Plans

$3,966

MONTHLY AVERAGE (ALL PLANS)

$5,688

Member Services Snapshot

Reporting Period: April 30, 2026

MS CALL CENTER

Main Queue

9,681
Total Calls

Top Topics: Retirement Counseling, Taxes, MyLACERA

96% Answered

4% Abandoned

Avg Speed of Answer	**~1 min**
Avg Duration	**~15 min**

Callback Queue

417 | 98% Answered

RHC CALL CENTER

Retiree Healthcare

5,318
Total Calls

Top Topics: Medical/Dental Enrollments, Medicare Part B, General Benefit Inquiries

85% Answered

15% Abandoned

Avg Speed of Answer	**~10 min**
Avg Duration	**~14 min**

Callback Queue

478 | 99% Answered

MSC APPOINTMENTS

1,180	**11,586**
Month	FYTD

In-Person 627 | Virtual 539 | Phone 14

97% *MSC Satisfaction*

EVENTS & WEBINARS

Events/Webinar	**20** Month	**261** YTD
Attendance	**1,429** Month	**13,205** YTD

MS Member Emails 1,384

RHC Member Emails 1,048

Online Services | LACERA.gov & My LACERA

Reporting Period: April 30, 2026

128,873

TOTAL MEMBER ACCOUNTS

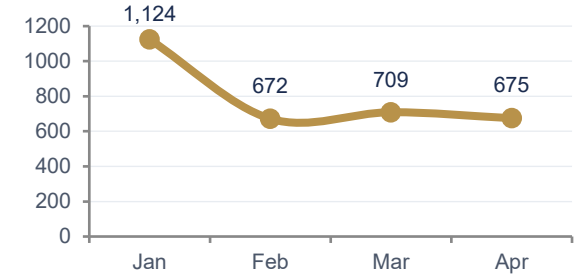
65%

PERCENTAGE OF TOTAL MEMBERS

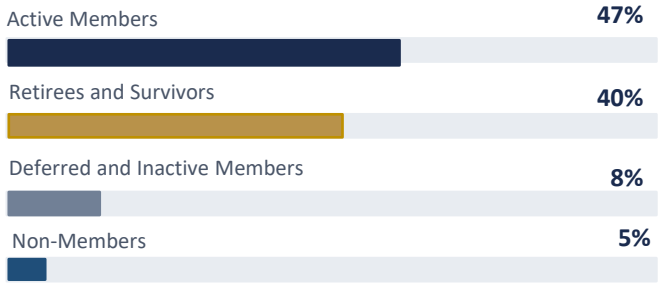
609

NEW ACCOUNTS IN APRIL

ANNUAL NEW MYLACERA ACCOUNTS



ACCOUNTS BY MEMBER TYPE



Retiree Healthcare

Reporting Period: April 30, 2026

RETIREE HEALTHCARE PROGRAM ENROLLMENTS

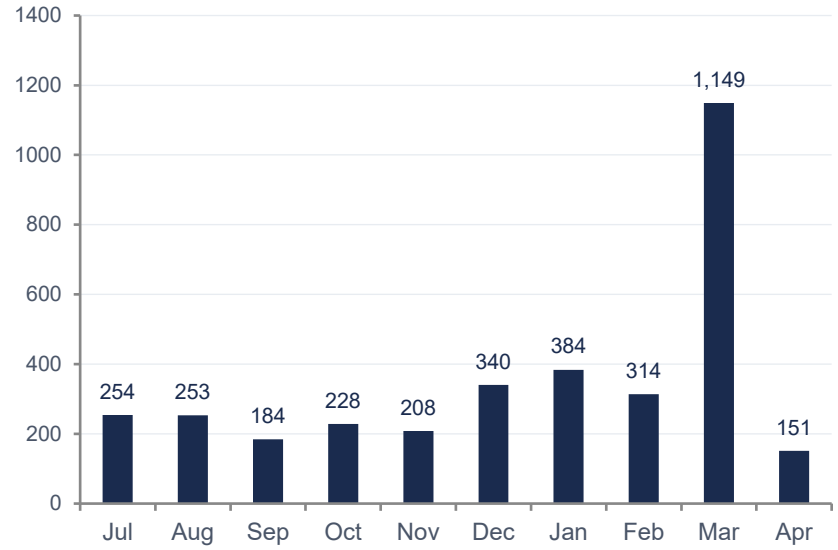
Dollars in millions | Employer Contribution, Member Contribution, and Enrollment count by benefit

BENEFIT	EMPLOYER CONTRIBUTION	MEMBER CONTRIBUTION	ENROLLMENTS
Medical	**$633.2**	$44.5	**58,112**
Dental	**$46.3**	$4.1	**60,621**
Part B	**$94.8**	—	**40,640**
Long Term Care	—	—	**55**
TOTAL	**$774.3**	**$48.6**	**159,428**

Retirements | Member Snapshot

Reporting as of May 15, 2026

MONTHLY RETIREMENTS



TOTAL RETIREMENTS BY TYPE | FYTD



FIRE RETIREMENTS | FYTD



SHERIFF RETIREMENTS | FYTD



03

SECTION THREE

Appendix

Additional reports and supporting information

Quiet List | Overview

Guidelines governing procurement communications

WHAT IS A QUIET PERIOD?

A quiet period is a period during which LACERA is prohibited from communicating with vendors about a specific procurement, typically to avoid conflicts of interest. The period begins when LACERA releases a solicitation (RFP, 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, other within permitted exceptions.

PERMITTED EXCEPTIONS

Trustees and staff may still communicate with vendors in these specific circumstances:

1 Clarifications

Responding in writing to authorized questions pursuant to the solicitation

2 Pre-Bid Conference

Pre-scheduled conferences with authorized LACERA personnel

3 Post-Award

Contract negotiations after the award has been made

4 Existing Business

Conducting other existing unrelated business

5 POC Studies

Conducting Proof of Concept studies

When in doubt, err on the side of caution or contact the LACERA Legal Office.

Quiet List | Administrative & Operations

*Reporting as of May 22, 2026 | *Subject to change*

Solicitation	Division	Released	Stage	Respondents
Chief Ethics and Compliance Officer Search Services	Human Resources	3/02/2026	Bid Review	Energy Search Associates (Conselium)
Digital Communications Governance & Compliance	Legal / InfoSec	12/1/2023	Contract Development	GlobalRelay, Smarsh
Fiduciary Counsel Legal Services	Legal Office	10/30/2025	Contract Development	Reed Smith LLP
Knowledge Management Solution	Legal	10/31/2025	Vendor Selection	Eccentex ,Quisitive LLC, Squirro Americas, Oxcyon Inc., Top Quadrant Inc., Work Methods Solutions Inc., Speridian Technologies LLC., Enterprise Knowledge LLC, Progress Federal Solutions, Upland RightAnswers.
Systems and InfoSec Classification and Compensation Study	Human Resources	1/26/2026	Bid Review	Ascension Strategic People Solutions, CBIZ Business & Insurance Services, Segal Western States, Transformance Consulting
SAAS Provider: Drupal Hosting	Systems	8/11/2025	Vendor Selection	AIM Tech, Amazee.io, ATZ, Datanetiix Solutions, Dynamics Federal Technologies, Exemplifai LLC, Pantheon Systems, Inc., Smashing Infolabs Private Limited

Quiet List | Investments

*Reporting as of May 22, 2026 | *Subject to change*

Solicitation	Division	Released	Stage	Respondents
Real Estate Consulting Services Search	Investments	2/27/2026	Solicitation Process	Albourne America, LLC, Mercer Investment Consulting, Inc., NEPC Investment Consulting, LLC RCLCO Fund Advisors, LLC, StepStone Group LP, Meketa Investment Group, Inc
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

SEARCH CONTEXT

The Passive Cash Overlay Manager Search is in the Contract Development stage. Five qualified investment firms are under review, each offering institutional-grade passive overlay strategies. Final selection is expected to follow standard LACERA vendor award protocols.

Upcoming Conferences

Trustee development opportunities | June – September 2026

Jun 2-3	PREA Institute	*Berkeley, CA*
Jun 8-10	NASP Annual Financial Services Conferences	*Detroit, MI*
Jun 9-10	AHIP Conference	*Las Vegas, NV*
Jun 12	CALAPRS Benefits Round Table	*Virtual*
Jun 15-16	NASP Master Class – Technology and Innovation Oversight	*Chicago, IL*
Jun 15-17	NCPERS Chief Officers Summit	*Orange County, CA*
Jul 7-8	TIDE SPARK – The Investment Diversity Exchange	*Rancho Palos Verdes, CA*
Jul 20-24	Pacific Pension Institute (PPI) Leadership Lab	*Toronto, Canada*
Aug 16-18	NCPERS Public Pension Funding Forum	*Chicago, IL*
Aug 24-27	CALAPRS Principles of Pension Governance for Trustees	*Santa Barbara, CA*
Sept 18	UC Irvine 2026 Audit Committee Summit	*Irvine, CA*
Sept 30-Oct. 2	CII Fall Conference	*Boston, MA*

Report of Felony Forfeiture Cases

As of May 21, 2026

CURRENT REPORTING STATUS

**Three new felony forfeiture cases added to the report for the period ending May 21, 2026.*

ABOUT FELONY FORFEITURE

Under California Public Employees' Pension Reform Act (PEPRA) § 7522.72 and § 7522.74, public employees convicted of a felony arising from the performance of official duties may forfeit accrued pension benefits from the date of commission. LACERA monitors and reports such cases to the Board of Retirement. After LACERA decides that a forfeiture is warranted, the member has a right to appeal that decision to the Board.

FELONY FORFEITURE CASES (PENDING)

Member Name	Dept.	Conviction Date
**Mark Ridley-Thomas	BOS	3/31/2023
Joseph M. Benza	Sheriff	12/17/2024
Eric C. Saavedra	Sheriff	1/16/2025
Dannie T. Kamack	Probation	3/3/2025
Michael Meiser	Sheriff	7/10/2025
Christopher Cadman	Sheriff	7/14/2025
David A. Rodriguez	Sheriff	7/14/2025
Michael D. Coberg	Sheriff	9/29/2025
*Joshua Saravia	Probation	1/21/2026
Toni Pittmon	DCFS	2/17/2026
Tommy Trimble	Sheriff	2/17/2026
*Scott Simpkins	Sheriff	3/17/2026
*Adrian Munoz	Medical Examiner	4/10/2026

** Under Appeal

Public Records Requests

Information and Documents Requested under California Public Records Act
Reporting Period: April 15, 2026 – May 14, 2026

DATE	REQUESTOR	REQUEST SUMMARY
04-15-26	F. Boulton, Navrate	Updated reports of LACERA's private fund investment holdings data since 09.30.2025.
04-15-26	M. de la Sierra, Empower	Most recent complete listing of stock and bond holdings of LACERA's pension fund.
04-16-26	N. Gerda, LAist	All records regarding county CEO Fesia Davenport's retiring and initiating process to start receiving pension and monthly pension amount.
04-16-26	D. Martin, RELAC	Summary-level aggregated data indicating the geographic distribution of current LACERA retirees residing within California.
04-21-26	B. Campbell, with Intelligence	Monthly performance data from LACERA's investment pools for all the absolute return/hedge funds in which LACERA is currently invested.
04-27-26	N. Lee, BlackRock	All hedge funds and fund of hedge funds in which LACERA is an investor from October 1, 2025 to March 31, 2026, for month-by-month market value, amount invested, and net returns.
04-27-26	H.Parker, BlackRock	Recent records of Commitment, Contribution, Distribution, Value, and IRR as of September 30, 2025, and December 31, 2025, of LACERA's private equity/venture capital funds.
04-29-26	A. Herbets, The Center Square	List of all investment funds and direct investments from 2020 through the date of this request; including amount invested, current value, and 5-year IRR and any documents and policies referencing ESG, DEI, sustainability, climate, diversity, or impact investing related to these investments.

Public Records Requests (Cont'd)

DATE	REQUESTOR	REQUEST SUMMARY
05-01-26	L. Wilson, Amosion	Individual portfolio company holdings for private credit funds in which LACERA is invested.
05-04-26	A. Bejerano, with Intelligence	Information regarding LACERA's investment pools, relating to the performance of all closed-end funds including Private Equity, Venture Capital, Private Debt, Real Estate, Real Assets/Infrastructure funds LACERA invested in for Q1 2026 (or as of March 31, 2026).
05-12-26	C. Chambers, LA County Deputy Probation Officer's Union, Local 685	Retirement demographic data for bargaining unit members re average age at retirement for employees in Bargaining Unit 702 for the following periods of Calendar Years 2024, 2025 and 2026 year-to-date.

Thank *You.*

Chief Executive Officer's Report | June 2026

Los Angeles County Employees Retirement Association

Questions and discussion

LACERA

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

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

May 22, 2026

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on June 3, 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 JUNE 3, 2026

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
FREDERICK J. BARBOSA	L A COUNTY FIRE DEPT Dept.# FR	05-31-2026	29 YR, 2 MO
JOSEPH J. CHEN	L A COUNTY FIRE DEPT Dept.# FR	05-30-2026	25 YR, 0 MO
CHRISTOPHER D. MANGARIN	L A COUNTY FIRE DEPT Dept.# FR	04-30-2026	25 YR, 6 MO
JOHN E. SCHLOSSMAN	L A COUNTY FIRE DEPT Dept.# FR	03-31-2026	32 YR, 1 MO
LUKE R. WILLIAMS	L A COUNTY FIRE DEPT Dept.# FR	07-21-2026	30 YR, 5 MO
DANIEL J. DRYSOL	SHERIFF Dept.# SH	06-30-2026	37 YR, 1 MO
GEOFFREY T. MORGAN	SHERIFF Dept.# SH	05-16-2026	30 YR, 8 1/2 MO
ALFRED M. REYES	SHERIFF Dept.# SH	07-09-2026	41 YR, 5 1/2 MO
NICOLETTE J. VARGAS	SHERIFF Dept.# SH	06-30-2026	30 YR, 11 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
JOY C. BENNETT	AGING DEPARTMENT Dept.# AG	06-28-2026	41 YR, 11 MO
GASHAW DERES	AGRICULTURAL COMM./WTS & MEAS. Dept.# AW	05-30-2026	32 YR, 1 MO
GERARDO O. GURROLA	AGRICULTURAL COMM./WTS & MEAS. Dept.# AW	06-30-2026	32 YR, 10 MO
EMAD ALZAYAT	AMBULATORY CARE NETWORK Dept.# HN	06-30-2026	27 YR, 0 MO
KAREN HERRIGAN	AMBULATORY CARE NETWORK Dept.# HN	03-27-2026	23 YR, 8 MO
LAURIE L. JENSEN	AMBULATORY CARE NETWORK Dept.# HN	06-27-2026	11 YR, 7 1/2 MO
KAMLA W. KUMAR	AMBULATORY CARE NETWORK Dept.# HN	04-26-2026	33 YR, 1 1/2 MO
JOHN T. LOUIS	AMBULATORY CARE NETWORK Dept.# HN	05-30-2026	31 YR, 2 MO
LINDA LUU	AMBULATORY CARE NETWORK Dept.# HN	06-30-2026	22 YR, 0 MO
EMERITA L. RODRIGUEZ	AMBULATORY CARE NETWORK Dept.# HN	04-30-2026	31 YR, 1 MO
CARMEN R. ROMAN	AMBULATORY CARE NETWORK Dept.# HN	06-30-2026	26 YR, 4 MO
MICHELE D. VANCE	AMBULATORY CARE NETWORK Dept.# HN	05-21-2026	28 YR, 1 MO
ELIZABETH MENDOZA	ANIMAL CONTROL Dept.# AN	05-30-2026	20 YR, 4 1/2 MO
MARY R. BACCA	ASSESSOR Dept.# AS	05-31-2026	11 YR, 5 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
ROSEMARY A. BROWARD	CHILD SUPPORT SERVICES Dept.# CD	05-30-2026	27 YR, 6 MO
DANESE FRANKLIN	CHILD SUPPORT SERVICES Dept.# CD	05-01-2026	29 YR, 2 MO
BARBARA J. KNOX	CHILD SUPPORT SERVICES Dept.# CD	05-30-2026	24 YR, 2 MO
HORTENSIA LERMA	CHILD SUPPORT SERVICES Dept.# CD	06-27-2026	31 YR, 2 MO
GILBERT E. ACOSTA	CHILDREN & FAMILY SERVICES Dept.# CH	06-30-2026	30 YR, 3 MO
ESTHER M. CASANOVA	CHILDREN & FAMILY SERVICES Dept.# CH	07-31-2026	27 YR, 11 MO
MARIE FISCHER	CHILDREN & FAMILY SERVICES Dept.# CH	05-30-2026	36 YR, 0 MO
NORMA A. JAQUEZ	CHILDREN & FAMILY SERVICES Dept.# CH	06-26-2026	39 YR, 6 MO
JULIE L. NGUYEN	CHILDREN & FAMILY SERVICES Dept.# CH	06-27-2026	38 YR, 2 MO
ROSA PELAYO	CHILDREN & FAMILY SERVICES Dept.# CH	05-30-2026	37 YR, 10 MO
MARIE RAYMUNDA C. QUADRA	CHILDREN & FAMILY SERVICES Dept.# CH	06-30-2026	36 YR, 9 MO
SHAHEN THOMAS	CHILDREN & FAMILY SERVICES Dept.# CH	04-30-2026	25 YR, 0 MO
ILEY HARRIS III	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	05-05-2026	25 YR, 8 1/2 MO
ENEDINA JUAREZ	COASTAL CLUSTER- HARBOR/UCLA MC Dept.# HH	06-30-2026	33 YR, 8 1/2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
SCOTT W. MCDERMOTT	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	07-15-2026	35 YR, 11 1/2 MO
IOANA MIHALACHE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	06-27-2026	22 YR, 7 MO
KIMLOAN NGUYEN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	04-30-2026	42 YR, 2 MO
OLIVER PENA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	05-01-2026	50 YR, 11 MO
PAMELA R. SIEGFRIED	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	06-30-2026	10 YR, 2 MO
SHARON S. YOUNG	COASTAL CLUSTER-HARBOR/UCLA MC Dept.# HH	05-01-2026	15 YR, 1 MO
DUKHEE CHUNG	CORRECTIONAL HEALTH Dept.# HC	04-18-2026	32 YR, 7 MO
IBIRONKE A. SHITTU	CORRECTIONAL HEALTH Dept.# HC	06-27-2026	5 YR, 5 MO
MARK W. LOMAX	COUNTY COUNSEL Dept.# CC	06-06-2026	33 YR, 3 1/2 MO
CAROLYN T. MCQUEEN	COUNTY COUNSEL Dept.# CC	06-30-2026	30 YR, 0 MO
WARREN R. WELLEN	COUNTY COUNSEL Dept.# CC	05-30-2026	26 YR, 10 MO
CHENNAE D. JAMES	DEPARTMENT OF HUMAN RESOURCES Dept.# HM	06-26-2026	27 YR, 3 MO
HOOSHIK ABED-STEPHEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	25 YR, 0 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
REYNALDO ANAYA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-20-2026	26 YR, 4 1/2 MO
SALVADOR AVINA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-30-2026	33 YR, 9 MO
MARCELA M. BARRERA	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-27-2026	20 YR, 0 MO
BRENDA BRANDON	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	04-27-2026	31 YR, 4 MO
DANA BROWN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-30-2026	32 YR, 3 MO
ALFREDA BROWN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-29-2026	47 YR, 1 MO
JONAS B. BUENAFE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	10 YR, 2 MO
CONCEPCION BUZO	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-27-2026	32 YR, 2 MO
RENE J. CAMPOS	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-31-2026	26 YR, 1 MO
LYDIA G. DANIELS	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-01-2026	47 YR, 9 MO
DAT DO	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-27-2026	26 YR, 2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
RENE DULAY	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-30-2026	36 YR, 6 MO
MARIA J. FLORES	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	27 YR, 1 MO
TRACEY L. HARRIS	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-30-2026	35 YR, 5 MO
MAHER R. IBRAHIM	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-07-2026	28 YR, 3 1/2 MO
SILVA JANASLANI	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-26-2026	25 YR, 0 MO
ALBERT LANSKIE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	07-01-2026	27 YR, 1 MO
CLAUDIO A. MANZO	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	05-15-2026	27 YR, 6 1/2 MO
THERESA M. MCMORRIS	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	03-31-2026	28 YR, 0 MO
ARMENUI PAPAZYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	25 YR, 0 MO
MARIA L. PEREZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	20 YR, 10 MO
MARIA E. SANCHEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	21 YR, 5 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
MARTHA SANSUR	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	25 YR, 8 MO
INGA SAROYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	27 YR, 5 MO
SETH SEMERJIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-30-2026	25 YR, 0 MO
ARAKSI STEPANYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-27-2026	25 YR, 0 MO
LILY TONOYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-26-2026	25 YR, 11 MO
BEATRIZ TORRES	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	06-27-2026	25 YR, 0 MO
LINDA WALLACE	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	04-16-2026	53 YR, 5 1/2 MO
VERONICA BETANCOURT	DISTRICT ATTORNEY Dept.# DA	06-27-2026	34 YR, 3 MO
ESTELLA HIDALGO	DISTRICT ATTORNEY Dept.# DA	06-30-2026	34 YR, 0 MO
ARCELIA L. VADURRO	DISTRICT ATTORNEY Dept.# DA	05-15-2026	45 YR, 7 1/2 MO
PAUL NG	HEALTH SERVICES ADMINISTRATION Dept.# HS	07-30-2026	36 YR, 0 MO
SILVIA G. RAMOS	HEALTH SERVICES ADMINISTRATION Dept.# HS	04-22-2026	31 YR, 0 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
GARY L. WATSON	HEALTH SERVICES ADMINISTRATION Dept.# HS	07-31-2026	17 YR, 1 MO
LILY WU	HEALTH SERVICES ADMINISTRATION Dept.# HS	06-26-2026	33 YR, 10 MO
TOMAS B. ALTAMIRANO	INTERNAL SERVICES Dept.# IS	06-26-2026	16 YR, 6 MO
YOLANDA ARENAS	INTERNAL SERVICES Dept.# IS	05-30-2026	46 YR, 6 MO
NARUEPON BORIBOON	INTERNAL SERVICES Dept.# IS	06-26-2026	24 YR, 0 MO
JUAN C. GOMEZ	INTERNAL SERVICES Dept.# IS	04-24-2026	9 YR, 0 MO
MIKE P. HOMAN	INTERNAL SERVICES Dept.# IS	06-30-2026	29 YR, 0 MO
JEMAULL V. JONES	INTERNAL SERVICES Dept.# IS	06-30-2026	12 YR, 0 MO
TUAN NGUYEN	INTERNAL SERVICES Dept.# IS	06-17-2026	18 YR, 1 MO
ROBERT PICHE	INTERNAL SERVICES Dept.# IS	05-06-2026	28 YR, 5 1/2 MO
GRACE O. ADEAGBO	MENTAL HEALTH Dept.# MH	03-31-2026	12 YR, 3 1/2 MO
TAMARA O. CANADA HOWARD	MENTAL HEALTH Dept.# MH	06-01-2026	5 YR, 3 MO
MARIECEL T. CATINDIG	MENTAL HEALTH Dept.# MH	04-30-2026	24 YR, 0 1/2 MO
CARMEN G. DIAZ	MENTAL HEALTH Dept.# MH	07-17-2026	26 YR, 9 MO
CINDY A. FERGUSON	MENTAL HEALTH Dept.# MH	06-27-2026	25 YR, 2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
ALMA G. LOPEZ	MENTAL HEALTH Dept.# MH	06-11-2026	26 YR, 0 1/2 MO
CAROL A. MCCABE	MENTAL HEALTH Dept.# MH	06-25-2026	12 YR, 0 MO
ANNA AKOPYAN	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-30-2026	25 YR, 0 MO
JUANITA P. BONDOC	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	06-27-2026	37 YR, 4 MO
PETRA BUITRON	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	06-30-2026	29 YR, 10 MO
LORENZA C. DUARTE	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	04-30-2026	13 YR, 9 MO
GERALD FARWELL	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-20-2026	31 YR, 2 MO
ELIZABETH HAYES	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	04-20-2026	29 YR, 1 1/2 MO
RICHARD HERNANDEZ	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	07-31-2026	42 YR, 2 MO
WO H. LI	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	06-27-2026	17 YR, 8 MO
DIANE H. MATSUDA	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	06-26-2026	40 YR, 7 MO
ROBERT NOSS JR	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-30-2026	31 YR, 2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
TOCHUKWU O. OKARO	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-29-2026	18 YR, 3 MO
GLORIA C. PADILLA	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	06-27-2026	14 YR, 1 MO
ERNESTO C. SALAZAR	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	06-23-2026	25 YR, 10 1/2 MO
LEVIDA A. SIMS	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-30-2026	19 YR, 7 MO
NORMA J. SMITH	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-29-2026	38 YR, 2 MO
MICHELLE M. VU	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	06-01-2026	10 YR, 10 MO
RAFAEL DORANTES	PARKS AND RECREATION Dept.# PK	06-26-2026	15 YR, 11 MO
IRENE C. HONG	PARKS AND RECREATION Dept.# PK	04-30-2026	39 YR, 3 MO
QUEENIE L. LUM WU	PARKS AND RECREATION Dept.# PK	05-31-2026	25 YR, 1 MO
MARK MILTKO	PARKS AND RECREATION Dept.# PK	06-27-2026	33 YR, 0 MO
RIGOBERTO ABREGO JR	PROBATION DEPARTMENT Dept.# PB	06-27-2026	31 YR, 4 MO
STELLA T. AVALOS	PROBATION DEPARTMENT Dept.# PB	05-31-2026	37 YR, 11 MO
WILLIE D. BULL	PROBATION DEPARTMENT Dept.# PB	03-28-2026	47 YR, 0 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
JOHN C. DOLORFINO	PROBATION DEPARTMENT Dept.# PB	06-30-2026	24 YR, 1 MO
MIGUEL L. ENRIQUEZ	PROBATION DEPARTMENT Dept.# PB	05-29-2026	31 YR, 11 MO
STEVEN D. HERNANDEZ	PROBATION DEPARTMENT Dept.# PB	05-26-2026	28 YR, 0 MO
VINCENT V. INIGUEZ	PROBATION DEPARTMENT Dept.# PB	05-31-2026	20 YR, 2 MO
SON M. LE	PROBATION DEPARTMENT Dept.# PB	06-26-2026	26 YR, 7 MO
SILVIA P. LEE	PROBATION DEPARTMENT Dept.# PB	05-07-2026	27 YR, 10 1/2 MO
IGNACIO MAYEN	PROBATION DEPARTMENT Dept.# PB	05-06-2026	29 YR, 6 MO
SHANNON L. MUNFORD	PROBATION DEPARTMENT Dept.# PB	06-05-2026	30 YR, 7 1/2 MO
GARETH C. PERIES	PROBATION DEPARTMENT Dept.# PB	06-23-2026	30 YR, 0 MO
PAUL A. RAMIREZ	PROBATION DEPARTMENT Dept.# PB	05-30-2026	25 YR, 7 MO
MONICA M. RODRIGUEZ	PROBATION DEPARTMENT Dept.# PB	07-10-2026	25 YR, 2 1/2 MO
JIMMY T. WHITE JR	PROBATION DEPARTMENT Dept.# PB	06-01-2026	34 YR, 3 MO
KALANI F. YOUNG	PROBATION DEPARTMENT Dept.# PB	05-30-2026	30 YR, 0 MO
JIAN M. ZHAO	PROBATION DEPARTMENT Dept.# PB	06-27-2026	20 YR, 1 MO
GEETANJLI BAHL	PUBLIC DEFENDER Dept.# PD	06-30-2026	20 YR, 0 1/2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
PIERRE L. CHAMBERS	PUBLIC HEALTH PROGRAM Dept.# PH	05-16-2026	7 YR, 7 1/2 MO
CRISTINA DESCALLAR	PUBLIC HEALTH PROGRAM Dept.# PH	06-15-2026	25 YR, 0 1/2 MO
ANTOINETTE DIXON-EDWARDS	PUBLIC HEALTH PROGRAM Dept.# PH	06-27-2026	38 YR, 1 MO
LIZA A. FELICIANO	PUBLIC HEALTH PROGRAM Dept.# PH	04-30-2026	40 YR, 7 MO
LISA FINKELSTEIN	PUBLIC HEALTH PROGRAM Dept.# PH	05-30-2026	48 YR, 0 MO
PATRICIA REYES	PUBLIC HEALTH PROGRAM Dept.# PH	05-29-2026	44 YR, 10 MO
DEBRA A. RODRIGUEZ	PUBLIC HEALTH PROGRAM Dept.# PH	06-16-2026	35 YR, 3 1/2 MO
JUNE BACHMAN	PUBLIC LIBRARY Dept.# PL	06-26-2026	13 YR, 0 1/2 MO
TIMOTHY W. HOLDEN	PUBLIC WORKS Dept.# PW	06-30-2026	10 YR, 7 MO
JUAN J. MADRIGAL	PUBLIC WORKS Dept.# PW	05-29-2026	27 YR, 3 MO
BRYAN QUINN	PUBLIC WORKS Dept.# PW	06-27-2026	34 YR, 8 MO
CHUN-HUI WANG	PUBLIC WORKS Dept.# PW	06-30-2026	26 YR, 3 MO
ERIC L. PIERCE	RANCHO LOS AMIGOS HOSPITAL Dept.# HR	06-27-2026	27 YR, 0 MO
IRENE P. WEAR	REG-RECORDER/COUNTY CLERK Dept.# RR	04-30-2026	41 YR, 11 MO
CAROLINA HUERTAS	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	05-30-2026	17 YR, 8 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
MYONG N. KIM	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	06-30-2026	35 YR, 5 MO
GENE C. LEE	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	06-27-2026	32 YR, 7 MO
YOLANDA LOZA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	06-30-2026	25 YR, 1 MO
MIRNA Y. MORAN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	05-01-2026	18 YR, 2 1/2 MO
ELVIRA SALAZAR-EGGER	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.# HO	05-01-2026	26 YR, 8 MO
SONIA DELGADO-SALAS	SHERIFF Dept.# SH	07-05-2026	34 YR, 0 1/2 MO
MARIA L. DENA	SHERIFF Dept.# SH	03-28-2026	35 YR, 7 MO
ROSEMARIE ELIZARRARAZ	SHERIFF Dept.# SH	05-17-2026	35 YR, 11 MO
PAUL D. FLORES	SHERIFF Dept.# SH	06-27-2026	13 YR, 0 MO
NORMAN V. JOHNSON	SHERIFF Dept.# SH	06-27-2026	30 YR, 8 MO
MARIA DELOURDES LUCERO	SHERIFF Dept.# SH	06-27-2026	45 YR, 5 MO
TEDDY C. PAO	SHERIFF Dept.# SH	06-30-2026	40 YR, 0 MO
PANDORA BRAY-WEATHERALL	SUPERIOR COURT/COUNTY CLERK Dept.# SC	06-24-2026	44 YR, 2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT

NAME	DEPARTMENT	RETIRED	SERVICE
DEBORAH A. MEDINA	SUPERIOR COURT/COUNTY CLERK Dept.# SC	05-30-2026	29 YR, 0 MO
STEPHANIE PATTERSON	SUPERIOR COURT/COUNTY CLERK Dept.# SC	06-26-2026	38 YR, 4 1/2 MO
VICTORIA ANNE RAMBOW	SUPERIOR COURT/COUNTY CLERK Dept.# SC	07-31-2026	34 YR, 0 MO
MICHAEL R. TORRES	SUPERIOR COURT/COUNTY CLERK Dept.# SC	04-14-2026	34 YR, 0 1/2 MO
CHANTE L. WARREN	SUPERIOR COURT/COUNTY CLERK Dept.# SC	06-30-2026	37 YR, 1 MO
JOHNNIE R. KING	TREASURER AND TAX COLLECTOR Dept.# TT	06-27-2026	12 YR, 0 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

SAFETY SURVIVOR APPLICATIONS

NAME	DEPARTMENT	RETIRED	SERVICE
Claudia Jerez Sneed	SHERIFF Dept.# SH	02-14-2026	11 YR, 11 1/2 MO

SPOUSE of
Brian L. Sneed
dec'd on 02-13-2026
Sect. #31781.3

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

NAME	DEPARTMENT	RETIRED	SERVICE
Carmela A. Sereno	L A COUNTY FIRE DEPT Dept.# FR	01-31-2026	13 YR, 11 MO

SPOUSE of
Brett A. Sereno
dec'd on 01-30-2026
Sect. #31781.3

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

NAME	DEPARTMENT	RETIRED	SERVICE
JANSEN F. AQUINO	SHERIFF Dept.# SH	12-25-2025	6 YR, 5 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

NAME	DEPARTMENT	RETIRED	SERVICE
PETER Y. HONG	BOARD OF SUPERVISORS Dept.# BS	05-01-2026	5 YR, 0 MO
DENISE L. BARTOLINI	CHILDREN & FAMILY SERVICES Dept.# CH	05-01-2026	13 YR, 8 MO
RENE D. BELL	CHILDREN & FAMILY SERVICES Dept.# CH	07-01-2026	7 YR, 5 MO
GLADYS M. DI MAIO	CHILDREN & FAMILY SERVICES Dept.# CH	05-01-2026	13 YR, 2 MO
ISMAEL FLORES	CHILDREN & FAMILY SERVICES Dept.# CH	04-30-2026	26 YR, 0 1/2 MO
VEALETTA T. RANKIN	CHILDREN & FAMILY SERVICES Dept.# CH	04-27-2026	7 YR, 1 1/2 MO
MARIA JAINA J. KABILING-HUGO	DEPARTMENT OF HUMAN RESOURCES Dept.# HM	07-14-2026	10 YR, 11 MO
ENEITRA Y. GANAWAY	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	04-17-2026	20 YR, 0 1/2 MO
STEFAN KUZNETS	DEPT OF PUBLIC SOCIAL SERVICES Dept.# SS	04-24-2026	26 YR, 0 1/2 MO
PATRICIA L. HERIAN	DISTRICT ATTORNEY Dept.# DA	03-06-2026	0 YR, 9 MO
DANIEL B. O'CONNELL	DISTRICT ATTORNEY Dept.# DA	06-25-2026	21 YR, 3 1/2 MO
THILAKA WIJAYAWEERA	ECONOMIC AND WORKFORCE DEV Dept.# EW	04-20-2026	41 YR, 11 1/2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

NAME	DEPARTMENT	RETIRED	SERVICE
DEBRA A. GRANT	HEALTH SERVICES ADMINISTRATION Dept.# HS	05-18-2026	38 YR, 11 MO
VICTORIA G. ZARATE	HEALTH SERVICES ADMINISTRATION Dept.# HS	05-01-2026	1 YR, 9 MO
THERESA A. SCHELL	L A COUNTY FIRE DEPT Dept.# FR	03-01-2026	5 YR, 0 MO
KATHLEEN HARO HEYDENFELDT	MEDICAL EXAMINER Dept.# ME	04-20-2026	13 YR, 6 MO
ADANMA P. CHUKWUDOBE	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	04-16-2026	5 YR, 2 MO
JUNG-TSUOE HO	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	04-27-2026	8 YR, 0 MO
ELIAZAR MACIAS	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-06-2026	11 YR, 11 MO
KELLY J. MAYFIELD	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	03-27-2026	6 YR, 3 MO
MARCIA I. WILLIAMS	NORTHEAST CLUSTER (LAC+USC) Dept.# HG	05-02-2026	16 YR, 8 MO
WARREN E. LEARY	PARKS AND RECREATION Dept.# PK	06-15-2026	11 YR, 8 MO
CARLOS A. DELGADO	PROBATION DEPARTMENT Dept.# PB	05-28-2026	25 YR, 9 1/2 MO
LAWRENCE E. HICKS	PROBATION DEPARTMENT Dept.# PB	04-14-2026	40 YR, 0 MO
JUAN G. MERCIER	PROBATION DEPARTMENT Dept.# PB	04-30-2026	14 YR, 2 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIRMENT FROM DEFERRED

NAME	DEPARTMENT	RETIRED	SERVICE
KEVIN D. RAMIREZ	PROBATION DEPARTMENT Dept.# PB	06-13-2026	5 YR, 4 MO
RHONDA M. SMITH-MAYBERRY	PROBATION DEPARTMENT Dept.# PB	05-30-2026	45 YR, 7 MO
CINDY C. CARY	SHERIFF Dept.# SH	06-04-2026	7 YR, 11 MO
CYNTHIA L. GRESSNER	SOUTH GATE MUNICIPAL COURT Dept.# 530	05-20-2026	11 YR, 1 MO
PHYLLIS D. SUTTON	SOUTH GATE MUNICIPAL COURT Dept.# 530	07-01-2026	10 YR, 3 MO
JACULYN E. BROWN	SUPERIOR COURT/COUNTY CLERK Dept.# SC	04-17-2026	22 YR, 7 1/2 MO
KAREN A. EWEN	SUPERIOR COURT/COUNTY CLERK Dept.# SC	04-15-2026	21 YR, 8 MO
ALESSANDRO ANIBAL RICCIARDULLI	SUPERIOR COURT/COUNTY CLERK Dept.# SC	06-15-2026	17 YR, 4 MO
CINDY S. TANG	SUPERIOR COURT/COUNTY CLERK Dept.# SC	06-29-2026	21 YR, 10 MO
ROGER N. MARUMOTO	TREASURER AND TAX COLLECTOR Dept.# TT	04-09-2026	10 YR, 5 MO

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026
RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS

SAFETY MEMBER APPLICATIONS FOR SERVICE RETIRMENT

NAME	DEPARTMENT	UPDATE
No Changes Submitted		

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026
RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIRMENT

NAME	DEPARTMENT	UPDATE
PAUL J. SONG	ASSESSOR	CHANGE OF DATE TO June 27, 2026
ALAN V. NAIPO	BOARD OF SUPERVISORS	CHANGE OF DATE TO May 16, 2026
KIM CHAU	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO May 30, 2026
GLENDA D. LEFLORE	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO May 30, 2026
RACHEL SIMON	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO July 27, 2026
GEORGE VELASCO-LOPEZ	CORRECTIONAL HEALTH	CHANGE OF DATE TO July 28, 2026
GEORGE VELASCO-LOPEZ	CORRECTIONAL HEALTH	RESCISSION OF RETIREMENT
MARTHA A. VIRGEN	DEPT OF PUBLIC SOCIAL SERVICES	RESCISSION OF RETIREMENT
LI-FARN HSIAO	HEALTH SERVICES ADMINISTRATION	CHANGE OF DATE TO July 31, 2026
YANCY J. ALMODOVAR	INTERNAL SERVICES	CHANGE OF DATE TO July 15, 2026
WINNIE CHAN	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO July 28, 2026
JUTARA SRIVALI TEAL	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO August 15, 2026

BOARD OF RETIREMENT MEETING OF JUNE 3, 2026
RESCISSIONS/CHANGES FROM PRIOR BENEFIT APPROVAL LISTS

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIRMENT

NAME	DEPARTMENT	UPDATE
JAIME E. ALVAREZ	PROBATION DEPARTMENT	CHANGE OF DATE TO August 14, 2026
CARLOS F. CORONADO	PROBATION DEPARTMENT	CHANGE OF DATE TO May 30, 2026
SHANNON P. GALLIEN	PROBATION DEPARTMENT	CHANGE OF DATE TO May 15, 2026
SONYA L. ROBERSON	PROBATION DEPARTMENT	RESCISSION OF RETIREMENT
VAZGEN KARAPETYAN	SHERIFF	RESCISSION OF RETIREMENT
ALEX ALDANA	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO July 31, 2026
SHANNON BOUSFIELD	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO May 31, 2026
JAMIE L. JONES	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO July 31, 2026
ANNE P. MCGINN	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO May 30, 2026

May 18, 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 JUNE 3, 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:

5482B	Joseph A. Badali	Michael Treger	Deny SCD - Ineligible
792E	Konrad W. Thieme	Thomas Wicke	Deny SCD
5489B	William P. Forster	In Pro Per	Deny SCD – Ineligible for NSCD
5487B	Hilda Aranda	In Pro Per	Deny SCD – Grant NSCD

TLC:kw

LACERA

May 26, 2026

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Joint Organizational Governance Committee
Nicole Mi (BOI), Chair
Shawn R. Kehoe (BOR and BOI), Vice Chair
Trevor Fay (BOI)
Bobbie Fesler (BOR)
Aleen Langton (BOR and BOI)
Debbie Martin (BOI)
Elizabeth Ginsberg (BOR and BOI)

FOR: June 3, 2026 Board of Retirement Meeting
June 10, 2026 Board of Investments Meeting

SUBJECT: **LACERA Budget Policy (Annual Review)**

RECOMMENDATION

That the Board of Retirement (BOR) and Board of Investments (BOI) review and approve the revised LACERA Budget Policy, attached as a companion to the adoption of the Fiscal Year 2026-27 Administrative, Retiree Healthcare Benefits Program and Other Post Employment Benefits (OPEB) Trust Budgets.

BACKGROUND

Revisions to the Budget Policy were reviewed and approved by LACERA's Ethics and Compliance Committee (ECC). Consistent with its Charter, the JOGC has responsibility for issues that impact both the Boards of Retirement and Investments (the Boards), including strategic planning and budgeting, and joint Board policy development. On April 20, 2026, the JOGC considered an update to LACERA's Budget Policy as a companion document to the Fiscal Year 2026-27 Budget and recommends approval. A redline version is provided for your review.

CONCLUSION

LACERA's Budget Policy serves to guide the organization's fiscal and budgetary activities in a sound and reasonable manner.

Attachment: LACERA Budget Policy – Pending Approval
LACERA Budget Policy – Redline Version

BUDGET POLICY

Authorizing Manager: Luis Lugo, Chief Executive Officer

Original Effective Date: 05/20/2009 **Last Updated:** Pending

Mandatory Review: June 2027 (Annually) Pending

Approval Level: Board of Retirement and Board of Investments

I. Purpose

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

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

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

II. Scope

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

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

III. Legal Authority

Government Code Section 31580.2 of the County Employees Retirement Law (CERL) requires a budget covering the entire expense for the administration of the retirement system, shall be adopted by the Boards annually, and shall be charged against the earnings of the retirement fund. The expense incurred in any year may not exceed twenty-one hundredths of one percent (0.21%) of the accrued actuarial liability of the retirement system. The California Constitution, Article XVI, Section 17, requires that the Board shall defray the reasonable costs of administering the system.

Government Code Section 31596.1 provides that the expenses of investing its moneys, securing custodial bank services, securing actuarial services for the annual valuation and triennial

III. Legal Authority (Continued)

experience study, and securing attorney services to assist with investment matters under Government Code Sections 31607 shall not be considered a cost of administering the system.

Section 31596.1 also provides that the cost of internal legal representation secured by the Board of Retirement and Board of Investments under Government Code Section 31529.1 for services previously performed by County Counsel are not administrative costs. Under Section 31529.1, legal representation within the scope of that statute is limited to one-hundredth of 1 percent of system assets in any budget year; investment legal expenses under Section 31607 are not similarly limited.

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

Notwithstanding the non-investment exceptions, we include legal and technology costs in the administrative budget for transparency.

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

IV. Definitions

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

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

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

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

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

Non-Administrative Expenses: Expenses excluded from the Administrative Budget as specified in Government Code Section 31580.2(b), 31596.1, 31691, and 31694.

IV. Definitions (Continued)

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

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

Statutory Appropriation Limit: The limit of the Boards' authority to appropriate funds to administer the retirement system, established by Government Code Section 31580.2-- currently twenty-one hundredths) of one percent (.0021) of the actuarial accrued liability of the retirement fund. This limit does not include or apply to Non-Administrative Expenses.

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

V. Policy Statement

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

V.A. Budgetary Components

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

V.A.1. Administrative Budget

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

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

V. Policy Statement (Continued)

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

V.A.2 Retiree Healthcare Benefits Program (RHCBP) Budget

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

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

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

Indirect Salaries and Employee Benefits and Indirect Services and Supplies reflect the program's pro-rata share of internal LACERA staff, service, and supplies provided by Administrative Services, Information Technology, and Human Resources.

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

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

The Trust Agreements stipulate that *"… the Trustee (LACERA) shall be entitled to payment or reimbursement of all of its reasonable and appropriate expenses incurred in administering or investing the Trust…"* Accordingly, LACERA seeks payment directly from the County and the Court to fund the OPEB Trust. To avoid the OPEB Trust assets being co-mingled with retirement fund assets, LACERA maintains separate accounting of the costs associated with administering the

V. Policy Statement (Continued)

OPEB Trust. The costs of the OPEB Trusts are not part of LACERA's Administrative Budget.

There are four categories of expenses for the OPEB Trust:

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

Indirect Services and Supplies. These expenses are allocated between the County, LACERA, and the Court based on an agreed methodology outlined in the OPEB Trust Agreement. At the close of each fiscal year, actual costs are reconciled, and variances are credited or debited to each entity.

V.B. Process

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

V.B.1. Budget Monitoring and Control

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

V.B.2. Criteria

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

- Alignment with each Board's Strategic Plan
- Mitigating risk
- Defraying the reasonable costs of administering the system as required by Article XVI, Section 17 of the California Constitution.
- Compliance with laws, regulations, policies, procedures, and LACERA's Code of Ethical Conduct
- Technological advancements to support staff and improve service to LACERA's members
- Identifying opportunities for cost efficiencies
- Identifying opportunities to improve staff productivity and service to LACERA's members
- Staff career development and succession planning

V. Policy Statement (Continued)

• Direction of the LACERA Board of Retirement and/or Board of Investments

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

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

V.B.4 Annual Budget Development and Approval Calendar

Date	***Activity***
By November 30	Executive Office and Management review each Board's Strategic Plan initiatives for alignment with the upcoming Fiscal Year budget development cycle.
	Administrative Services Division provides each Division Manager a budget package with instructions for completing their proposed budget for the upcoming fiscal year, a budget preparation timetable with specific deadlines, a schedule of meeting dates with the Budget Unit, and a schedule of meeting dates with the Executive Office.
December	The Budget Unit, representatives from Human Resources and Systems meet with Division Managers and/or their designees to provide guidance in the development of their budget requests.
By January 15	Division Managers and/or their designees submit their proposed budget to the Budget Unit.
By February 15	The Executive Office meets with each Division Manager and/or their designees to discuss the Division's needs and provide direction to the Division Managers and Budget Unit.
March	Audit, Compliance, Risk & Ethics (ACRE) Committee review of the Internal Audit Division's and Ethics & Compliance Office's Proposed Budgets.
April	The Budget Unit prepares and distributes the proposed Administrative, RHCBP, and OPEB Trust Budgets to all Trustees and Division Managers.
April	Present proposed budget to JOGC for review and input.
By June 30	Board of Retirement and Board of Investments review and approve final budget.

V. Policy Statement (Continued)

V.B.5. Budget Adoption

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

V.B.6. Budget Appropriation

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

Government Code Section 31580.2 states the annual budget for administrative expenses of a retirement system established under CERL may not exceed twenty-one hundredths of one percent (.0021) of the Actuarial Accrued Liability (AAL) of the retirement system. Each year, LACERA's statutory appropriation limit is identified in the Adopted Budget.

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

Budgetary adjustments that do not fall within the authority of the Chief Executive Officer, as outlined in Section V.B.10 below, require the review and

recommendation by the JOGC for approval by both Boards as outlined in Section V.B. 11.

V.B.7. Budget Monitoring and Reporting

Budget Unit staff monitors and analyzes Division and enterprise-wide expenditures throughout the year, consults with Division Managers to identify planned expenditures and project full year under/over expenditures by Division,

V. Policy Statement (Continued)

and compares those estimates against the Adopted Budget. Significant budgetary variances are discussed and explained.

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

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

V.B.8. Mid-Year Budget Review

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

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

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

V.B.10. Transferring Appropriations

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

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

V. Policy Statement (Continued)

V.B.11. Increasing Total Appropriations

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

V.C. Audit, Compliance, Risk and Ethics (ACRE) Committee Oversight

The purpose of the ACRE Committee is to provide structured, systematic oversight of LACERA's governance, audit, risk management, ethics and compliance, and internal controls. The Committee assists the Boards in fulfilling their fiduciary oversight duties for LACERA's Audit Activity and Organizational Governance Activities, which include Ethics, Compliance and Enterprise Risk Management.

In support of this purpose, the ACRE Committee reviews and approves the Proposed Budgets for the Internal Audit Division and the Ethics and Compliance Office by Mid-March, which are then incorporated into LACERA's Administrative Proposed Budget reviewed by the JOGC in April or May.

VI. References

The following information complements and supplements this document.

Related Policies:

- Actuarial Funding Policy
- OPEB Investment Policy Statement – OPEB Master Trust

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

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

Other Related Information:

- Joint Organizational Governance Charter
- ACRE Committee Charter

VII. Version History

VII.A. Approvals

Policy Issue Date: May 20, 2009

Policy Effective Date: *Pending*

Policy Update/Review Summary:

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

VIII. Review/Approval

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

BUDGET POLICY

Authorizing Manager: ~~Laura Guglielmo~~Luis Lugo, ~~Assistant~~ Chief Executive Officer

Original Effective Date: 05/20/2009 **Last Updated:** ~~05/30/2024~~Pending

Mandatory Review: June 2027 (Annually) Pending

Approval Level: Board of Retirement and Board of Investments

I. Purpose

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

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

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

II. Scope

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

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

III. Legal Authority

Government Code Section 31580.2 of the County Employees Retirement Law (CERL) requires a budget covering the entire expense for the administration of the retirement system, shall be adopted by the Boards annually, and shall be charged against the earnings of the retirement fund. The expense incurred in any year may not exceed twenty-one hundredths of one percent (0.21%) of the accrued actuarial liability of the retirement system. The California Constitution, Article XVI, Section 17, requires that the Board shall defray the reasonable costs of administering the system.

Government Code Section 31596.1 provides that the expenses of investing its moneys, securing custodial bank services, securing actuarial services for the annual valuation and triennial

experience study, and securing attorney services to assist with investment matters under Government Code Sections 31607 shall not be considered a cost of administering the system.

III. Legal Authority (Continued)

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

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

Notwithstanding the non-investment exceptions, we include legal and technology costs in the administrative budget for transparency.

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

IV. Definitions

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

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

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

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

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

Non-Administrative Expenses: Expenses excluded from the Administrative Budget as specified in Government Code Section 31580.2(b), 31596.1, 31691, and 31694.

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

IV. Definitions (Continued)

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

Statutory Appropriation Limit: The limit of the Boards' authority to appropriate funds to administer the retirement system, established by Government Code Section 31580.2-- currently twenty-one hundredths ~~(.21)~~~~(0.21%)~~ of one percent (.0021) of the actuarial accrued liability of the retirement fund. This limit does not include or apply to Non-Administrative Expenses.

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

V. Policy Statement

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

V.A. Budgetary Components

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

V.A.1. Administrative Budget

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

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

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

V. Policy Statement (Continued)

V.A.2 Retiree Healthcare ~~(RHC)~~ Benefits Program (RHCBP) Budget

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

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

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

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

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

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

The Trust Agreements stipulate that *"… the Trustee (LACERA) shall be entitled to payment or reimbursement of all of its reasonable and appropriate expenses incurred in administering or investing the Trust…"* ~~As such~~Accordingly, LACERA

seeks payment directly from the County and the Court to fund the OPEB Trust. To avoid the OPEB Trust assets being co-mingled with retirement fund assets, LACERA maintains separate accounting of the costs associated with administering the OPEB Trust. The costs of the OPEB Trusts are not part of LACERA's Administrative Budget.

There are four categories of expenses for ~~of~~ the OPEB Trust:
- Direct Costs of Salaries and Employee Benefits;
- Direct Services and Supplies;
- Indirect Salaries and Employee Benefits; and

Indirect Services and Supplies. These expenses are allocated between the County, LACERA, and the Court based on an agreed methodology~~.~~ outlined in the OPEB Trust Agreement. ~~At~~At ~~At~~the close of each fiscal year, actual costs are reconciled, and variances are credited or debited to each entity.

V. Policy Statement (Continued)

V.B. Process

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

V.B.1. Budget Monitoring and Control

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

V.B.2. Criteria

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

- Alignment with each Board's Strategic Plan
- Mitigating risk
- Defraying the reasonable costs of administering the system as required by Article XVI, Section 17 of the California Constitution.
- Compliance with ~~legally mandated requirements~~laws, regulations, policies, procedures, and LACERA's Code of Ethical Conduct
- Technological advancements to support staff and improve service to LACERA's members
- Identifying opportunities for cost efficiencies

• Identifying opportunities to improve staff productivity and service to members
• Staff career development and succession planning
• Direction of the LACERA Board of Retirement and/or Board of Investments

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

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

V. Policy Statement (Continued)

V.B.4 Annual Budget Development and Approval Calendar

Date	***Activity***
By November 30	Executive Office and Management review each Board's Strategic Plan initiatives for alignment with the upcoming Fiscal Year budget development cycle.
	Administrative Services Division provides each Division Manager a budget package with instructions for completing their proposed budget for the upcoming fiscal year, a budget preparation timetable with specific deadlines, a schedule of meeting dates with the Budget Unit, and a schedule of meeting dates with the Executive Office.
December	The Budget Unit, representatives from Human Resources and Systems meet with Division Managers and/or their designees to provide guidance in the development of their budget requests.
By January 15	Division Managers and/or their designeess submit their proposed budget to the Budget Unit.
By February 15	The Executive Office meets with each Division Manager and/or their designees to discuss the Division's needs

	and provide direction to the Division Managers and Budget Unit.
March	~~Audit~~ Audit, Compliance, Risk & Ethics (ACRE) Committee review of the Internal Audit Division's and Ethics & Compliance Office's Proposed Budgets.
April	The Budget Unit prepares and distributes the preliminary Administrative, RHCBP, and OPEB Trust Budgets to all Trustees and Division Managers.
April	Present preliminary budget to JOGC for review and input.
By June 30	Board of Retirement and Board of Investments review and approve final budget.

V.B.5. Budget Adoption

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

~~V. Policy Statement (Continued)~~

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

V.B.6. Budget Appropriation

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

Government Code Section 31580.2 states the annual budget for administrative expenses of a retirement system established under CERL may not exceed twenty-one hundredths ~~(.21)~~ of one percent (.0021) of the Actuarial Accrued Liability (AAL) of the retirement system. Each year, LACERA's statutory appropriation limit is identified in the Adopted Budget.

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

organization's operational needs and the statutory appropriation limit shall be referred to as the "Unallocated Statutory Appropriation Balance."

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

V.B.7. Budget Monitoring and Reporting

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

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

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

V. Policy Statement (Continued)

V.B.8. Mid-Year Budget Review

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

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

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

V.B.10. Transferring Appropriations

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

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

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

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

V. Policy Statement (Continued)

V.B.12. Increasing Total Appropriations

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

V.C. ~~Audit~~ Audit, Compliance, Risk and Ethics (ACRE) Committee Oversight ~~of Internal Audit~~

The purpose of the ACRE Committee is to provide structured, systematic oversight of LACERA's governance, audit, risk management, ethics and compliance, and internal controls. The Committee assists the Boards in fulfilling their fiduciary oversight duties for LACERA's Audit Activity and Organizational Governance Activities, which include Ethics, Compliance and Enterprise Risk Management.

In support of this purpose, the ACRE Committee reviews and approves the Proposed Budgets for the Internal Audit Division and the Ethics and Compliance Office by Mid-March, which are ~~is~~ then incorporated into LACERA's Administrative Proposed Budget reviewed by the JOGC in April or May.

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

~~VI.~~V. References

The following information complements and supplements this document.

Related Policies:

- ~~Retirement Benefit Funding Policy~~ Actuarial Funding Policy
- OPEB Investment Policy Statement – OPEB Master Trust

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

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

Other Related Information:

- Joint Organizational Governance Charter
- ~~Audit Committee Charter~~ACRE Committee Charter

~~VII.~~VI. Version History

VII.A. Approvals

Policy Issue Date: May 20, 2009

Policy Effective Date: *Pending*

VII. Version History (Continued)

Policy Update/Review Summary:

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

- This policy was previously approved by the Board of Retirement on June 1, 2022, and Board of Investments on June 9, 2022

VIII. Review/Approval

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

LACERA

May 12, 2026

TO: Trustees – Board of Retirement

FROM: Jean J. Kim
Senior Staff Counsel

DATE: Board of Retirement Meeting of June 3, 2026

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

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

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

Court Interpreter Settlement Payment (Item No. TBD)

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

BOARD AUTHORITY TO MAKE PENSIONABILITY DETERMINATIONS
The Board of Retirement (the "Board") is charged with determining whether a pay item qualifies as pensionable under the County Employees Retirement Law of 1937 ("CERL") and the California Public Employees' Pension Reform Act of 2013 ("PEPRA") and is therefore includable as final compensation in calculating a member's retirement benefit. Cal. Govt. Code §31461(a)(1) and §7522.34.

Items of compensation are analyzed as pensionable:

- for legacy members under the definition of "compensation earnable" in Cal. Govt. Code §31461; and
- for PEPRA members under the definition of "pensionable compensation" in Cal. Govt. Code §7522.34.

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

COMPENSATION EARNABLE FOR LEGACY MEMBERS

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

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

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

PENSIONABLE COMPENSATION FOR PEPRA MEMBERS

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

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

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

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

LEGAL ANALYSIS OF NEW PAY ITEM

Court Interpreter Settlement Payment (Item No. TBD)

This pay item provides a one-time payment only to those Court Interpreters who were actually impacted by the Court's overtime policy shift from September 2024 to March 2026. It is being paid pursuant to a settlement agreement between the California Federation of Interpreters, Local 39000CWA-TNG (the "Union") and the Los Angeles County Superior Court to resolve a dispute arising from the Court changing its overtime practice of providing the Union with advance notice and opportunity to meet and confer prior to adopting the new policy. All interpreters continued to be compensated for any overtime worked following the change in policy, so the dispute was not concerning the compensation for the overtime but rather the loss of the option to choose "comp time" or credit for the overtime hours worked in lieu of receiving overtime pay.

Since the settlement payment is not remuneration or pay for work performed, it does not meet the definition of compensation under Cal. Govt. Code § 31460. Therefore, it cannot meet the definition of compensation earnable or pensionable compensation.

In addition, even if it were to meet the definition of compensation earnable for legacy members, this pay item is excluded from compensation earnable pursuant to Cal. Govt. Code §31461(b)(1)(B) because it is a one-time payment that is not made to all similarly situated members in the member's grade or class, since only interpreters who were impacted by the overtime policy shift, by working overtime during the relevant time period, will receive the payment.

Similarly, for PEPRA members, even if this pay item were to meet the definition of compensation, this pay item would not meet the definition of pensionable compensation under Cal. Govt. Code §7522.34(a), as it does not constitute "the normal monthly rate of pay or base pay of the member paid ..to similarly situated members of the same group or class." As noted above, it is only being paid to those who were actually impacted by the change in policy so it will not be paid to similarly situated members of the same group or class. It would also be excluded as a one-time payment under Cal. Govt. Code §7522.34(c)(3).

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 item.

2. Instruct staff to coordinate with the Auditor-Controller to establish the necessary reporting mechanisms and procedures to permit LACERA to implement such determinations when calculating final compensation for legacy and PEPRA members.

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/ss
Attachment

Attachment A

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

Pay Event Code	Pay Event Title	Pay Event Description	31461 (CERL/Legacy) Reference	7522.34 (PEPRA) Reference	Analysis
Newly Created and EXCLUDED under Sections 31461 and 7522.34					
TBD	**COURT INTERPRETER SETTLEMENT PAYMENT**	This pay event is being created to facilitate a settlement payment to Court Interpreters pursuant to a settlement agreement between the California Federation of Interpreters, Local 39000 CWA-TNG ("Union"), and the Los Angeles County Superior Court. The dispute between the Union and the Court revolved around the change to the Court's overtime practices without providing the Union with advance notice and opportunity to meet and confer prior to adopting a policy. The Court's past practice gave interpreters the option of receiving compensatory time ("comp time") in lieu of overtime pay. Beginning September 25, 2024, interpreters were no longer given the option of receiving comp time in lieu of overtime pay for overtime worked during their lunch breaks. In the interest of promoting harmonious labor relations between the parties and to avoid the uncertainty, inconvenience, and expense of litigation, the Union and the Court entered into a settlement agreement. Going forward, employees would receive either cash overtime or be allowed to "flex" their work hours within the work week. The Court agreed to pay a one-time payment equal to 5% of the overtime already paid from September 2024 to March 2026 to the represented employees affected by the 2024 policy change.	(b)(1)(B)	(c)(3)	This settlement payment is not remuneration or pay for work performed. Therefore, it does not meet the definition of compensation under Cal. Govt. Code §31460. Consequently, this payment cannot meet the definition of compensation earnable or pensionable compensation. Even if this settlement payment were to meet the definition of "compensation," it would constitute a one-time, ad hoc payment made to a member, but not to all similarly situated members in the member's grade or class under §31461(b)(1)(B) because only those interpreters actually impacted by the Court's overtime policy shift from September 2024 to March 2026 are eligible for the payment. The recommendation is to exclude this payment from compensation earnable for LEGACY members. Similarly, for PEPRA members, even if this payment were to meet the definition of "compensation," one-time and ad hoc payments made to a member are excluded from pensionable compensation under §7522.34(c)(3). The recommendation is to exclude this payment from pensionable compensation for PEPRA members.

LACERA

May 20, 2026

TO: Each Trustee,
Board of Retirement

From: Louis Gittens LG
Division Manager, Benefits

For: June 3, 2026, Board of Retirement Meeting

SUBJECT: **RATIFICATION OF RECIPROCAL DISABILITY RETIREMENTS**

RECOMMENDATION

IT IS RECOMMENDED that the Board approve the reciprocal disability retirement for the following named deferred members who were found to be disabled by the current reciprocal agency.

EXECUTIVE SUMMARY

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

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

Reciprocal Agency	Department	Name	Safety / General Member	Disability Type	Retirement Date
VENTURA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION	L A COUNTY FIRE DEPT	DANIEL L. OPBROEK	General	SCD	3/1/2021
CALPERS	PROBATION DEPARTMENT	DOUGLAS M. BROOME	General	SCD	12/5/2024

LG: am

LACERA

May 19, 2026

TO: Each Trustee
Board of Retirement

FROM: Operations Oversight Committee
Nancy M. Durazo, Chair
Wayne Moore, Vice Chair
Bobbie Fesler, Trustee
Aleen Langton, Trustee
David Ryu, Alternate Trustee

FOR: June 3, 2026, Board of Retirement Meeting

SUBJECT: **Request for Consideration and Recognition of SEIU Local 721 Retirees Committee as a Recognized Retiree Organization**

RECOMMENDATION

It is recommended that the Board of Retirement recognize **Service Employees International Union (SEIU) Local 721's Los Angeles County Retirees Committee** as a *Recognized Retiree Organization* pursuant to Government Code Section 31471.5 of the County Employees Retirement Law of 1937 (CERL) and authorize staff to proceed with any remaining administrative and onboarding requirements under the Agency Deduction Program.

This item was reviewed and approved by the Operations Oversight Committee on May 6, 2026, and is now being presented to the Board of Retirement for final consideration.

BACKGROUND

Service Employees International Union (SEIU) Local 721's Los Angeles County Retirees Committee is a long-standing retiree organization whose members include retired employees of several Southern California counties, a majority of which are retired Los Angeles County employees, and LACERA members. Historically, SEIU retiree members have been permitted to authorize deductions from their retirement allowances for retiree dues and related services under legacy agency deduction practices.

As part of LACERA's implementation of the updated Policy Governing Deductions for Dues and Similar Assessments from Retired Member Benefit Allowances, staff conducted a comprehensive review of legacy agencies to ensure alignment with current statutory and Board-adopted requirements. During this review, staff was unable to locate a prior formal Board action explicitly recognizing SEIU Local 721 Retirees Committee as a Recognized Retiree Organization.

Accordingly, this item was presented to the Operations Oversight Committee (OOC) on May 6, 2026, which approved the request and recommended that the Board of Retirement proceed with formal recognition to align historical practice with current governance standards.

LEGAL AUTHORITY

Government Code Section 31471.5 defines a *Recognized Retiree Organization* as an organization in which a majority of the members are retired members of the retirement system and which the Board, upon request, has approved recognition.

Government Code Section 31452.5 authorizes the Board of Retirement to permit deductions from a retired member's benefit allowance for specified purposes, including payments to recognized retiree organizations and payments for benefit programs offered through such organizations.

In addition, the Board-adopted Policy Governing Deductions for Dues and Similar Assessments from Retired Member Benefit Allowances establishes the framework for reviewing, approving, and maintaining agency deductions, including participation thresholds, reporting requirements, and oversight controls.

DISCUSSION

Following staff's request, Service Employees International Union (SEIU) Local 721's Los Angeles County Retirees Committee submitted a formal request for recognition along with comprehensive supporting documentation. Staff has reviewed the submission and determined that SEIU satisfies all statutory and policy requirements for recognition, including:

- A majority of the Los Angeles County Retirees Committee members are LACERA members (approximately 89%).
- Organizational purpose centered on representing retired members of a public retirement system.
- Governance and retiree bylaws establishing formal leadership and oversight.
- Confirmation that the organization meets the Minimum Participation Threshold required under Board policy.
- Disclosure confirming no conflicts of interest with LACERA trustees, staff, vendors, or members.
- Disclosure confirming no claims or lawsuits within the last ten years that would impact eligibility; and
- Identification of services provided to retirees that fall within the deduction categories authorized by CERL Section 31452.5.

On May 6, 2026, the Operations Oversight Committee reviewed and approved the request for recognition and recommended that the Board of Retirement take final action on this item. Recognition of Service Employees International Union (SEIU) Local 721's Los Angeles County Retirees Committee does not authorize new benefits, expand deduction categories, or create additional financial obligations for LACERA. Rather, it formalizes an existing relationship and ensures that ongoing retiree deductions and communications are administered in full compliance with statutory and Board-adopted requirements.

IMPACT AND NEXT STEPS

Approval of this item will:

- Bring LACERA into full compliance with CERL and Board policy.
- Provide clear governance documentation for a legacy retiree organization.
- Allow SEIU to request mailing services under the Policy Governing Retired Membership Mailing Services, subject to LACERA review and cost recovery; and
- Support continued oversight and transparency as LACERA implements its Agency Deduction Program.

Upon approval, staff will complete any remaining onboarding steps, including execution of required acknowledgements and establishment of ongoing compliance reporting.

IT IS THEREFORE RECOMMENDED

That the Board of Retirement recognize **Service Employees International Union (SEIU) Local 721's Los Angeles County Retirees Committee** as a Recognized Retiree Organization pursuant to Government Code Section 31471.5 and direct staff to proceed with implementation and ongoing compliance oversight consistent with Board policy.

CM:pec

Attachments

Request for Consideration of Agency Status

Service Employees International Union (SEIU) Local 721 and SEIU 721 Los Angeles County Retirees Committee
Submitted to: Los Angeles County Employees Retirement Association (LACERA)

Section 1: Organizational Overview

Organization Name

Service Employees International Union (SEIU) Local 721
SEIU 721 Los Angeles County Retirees Committee

History and Purpose

SEIU Local 721
SEIU Local 721 is a leading labor organization representing public sector employees across Los Angeles, Orange, Riverside, San Bernardino, Ventura, Santa Barbara, and San Luis Obispo counties. The Local was established to secure economic advantages for its members through collective bargaining, effective representation, legislative advocacy, and community engagement. Its mission includes improving wages, benefits, and working conditions while advancing social and economic justice.

SEIU 721 Retirees Committee
The Retirees Committee is a subdivision of SEIU Local 721, created to maintain ties between active and retired members. Its purpose is to keep retirees informed on economic, social, and legislative developments, encourage participation in union activities, and organize cultural and recreational events. The Committee provides a platform for retirees to remain engaged in advocacy and union life.

Leadership Structure

SEIU Local 721
Governed by an Executive Board composed of elected officers, regional representatives, and a designated Retiree Council member. The Executive Board manages the affairs of the Local in accordance with SEIU International Constitution and Bylaws.

Retirees Committee
Led by a Chair, Vice Chair, and Secretary appointed by the Local 721 President. The Leadership Group includes elected representatives from each region and members of the Retiree Council. Meetings occur quarterly and as needed to set policies and programs for retirees.

Membership

SEIU Local 721 represents thousands of public sector employees across multiple counties. Membership categories include represented, associate, organizing, retired, staff, and honorary members. Retirees Committee membership is open to all retired SEIU members and their spouses/domestic partners.

Diversity, Equity, and Inclusion

SEIU Local 721 bylaws prohibit discrimination based on race, creed, color, religion, sex, sexual orientation, national origin, ancestry, age, or disability. The Local promotes inclusion through committees and caucuses such as Latino, African-American, Asian Pacific Islander, Women's, and LGBTQ+ groups.

Financial Health

The organization is funded through member dues and governed by strict financial oversight by the Executive Board and Finance Committee. Annual audits are conducted in compliance with SEIU International standards.

Relationship with Recognized Retiree Organizations

SEIU 721 Retirees Committee seeks recognition as a Retiree Organization under LACERA guidelines. It works collaboratively with LACERA and other retiree advocacy groups to protect benefits and enhance retiree engagement.

Conflict of Interest Statement

SEIU Local 721 and SEIU 721 Retirees Committee confirm that there are **no known conflicts of interest** with LACERA trustees, staff, vendors, or members. Should any potential conflict arise in the future, SEIU commits to providing full disclosure to LACERA immediately and taking all necessary steps to ensure compliance with LACERA's policies and ethical standards.

Insurance and Risk Management

General liability and professional liability coverage will be provided as required by LACERA policy. Disclosure of claims and lawsuits within the last ten years will be submitted separately.

Claims and Lawsuits Disclosure

SEIU 721 Retirees Committee hereby disclose that:

- There have been **no claims or lawsuits filed against SEIU 721 Retirees Committee within the past ten (10) years** that would impact the organization's ability to fulfill its obligations under LACERA's Agency Deduction Program. SEIU 721 Retiree Committee commits to full transparency and will provide supporting documentation upon request.

Section 2: Services Intended for LACERA Members

Overview

SEIU Local 721 and its Retirees Committee provide a comprehensive range of services designed to support LACERA members throughout their careers and into retirement. These services focus on advocacy, education, health and wellness, and community engagement.

Service Categories and Description

Category	Description
Advocacy & Representation	Legislative and political action to protect pensions, healthcare, and retirement security.
Health & Wellness	Access to supplemental insurance plans (dental, vision, life, accident, critical illness).
Education& Information	Webinars, newsletters, and alerts on benefit changes, legislation, and retiree issues.
Social & Cultural Engagement	Events such as luncheons, cultural outings, and networking opportunities for retirees.
Discount Programs	Exclusive member discounts on travel, dining, entertainment, and everyday essentials.

Deduction Types

Category	Deduction Type	Purpose
Category 2	Payment to recognized retiree organization	Membership Dues

Contact Information

Myran Cotton, Chair
SEIU 721 Retirees Committee
Phone: 213-359-0059
Email: Myran.Cotton@SEIU721.org

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 2/26/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Marsh & McLennan Agency LLC
Marsh & McLennan Ins. Agency LLC
1 Polaris Way #300
Aliso Viejo CA 92656

License#: 0H18131

CONTACT NAME: Valerie Barney
PHONE (A/C, No, Ext): 949-541-1099 **FAX (A/C, No):**
E-MAIL ADDRESS: Valerie.Barney@marshmma.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : Travelers Property Casualty Co of Amer	25674
INSURER B :	
INSURER C :	
INSURER D :	
INSURER E :	
INSURER F :	

INSURED
SEIU Local 721, CTW-CLC
1545 Wilshire Blvd
Los Angeles CA 90017
SEIULOCAL4

COVERAGES **CERTIFICATE NUMBER:** 351453286 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY			6309X536228	5/1/2025	5/1/2026	EACH OCCURRENCE	$ 1,000,000
	CLAIMS-MADE [X] OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 300,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						MED EXP (Any one person)	$ 10,000
	X POLICY [ ] PRO-JECT [ ] LOC						PERSONAL & ADV INJURY	$ Excluded
	OTHER:						GENERAL AGGREGATE	$ 2,000,000
							PRODUCTS - COMP/OP AGG	$ 2,000,000
								$
A	AUTOMOBILE LIABILITY			BA9M665912	5/1/2025	5/1/2026	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	X ANY AUTO						BODILY INJURY (Per person)	$
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
A	X UMBRELLA LIAB X OCCUR			CUPB2546671	5/1/2025	5/1/2026	EACH OCCURRENCE	$ 15,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$ 15,000,000
	DED X RETENTION $ 0							$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N			UB4W093999	3/1/2025	3/1/2026	X PER STATUTE OTH-ER	
	ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBEREXCLUDED? [ ] N / A	N / A					E.L. EACH ACCIDENT	$ 1,000,000
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
RE: Evidence of coverage

CERTIFICATE HOLDER

Los Angeles County Employees Retirement Association
300 N Lake Ave
Pasadena CA 91101

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE
Valerie Barney

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Minimum Participation Threshold (MPT) Compliance Statement

Policy Reference:
In accordance with the *Policy Governing Deductions for Dues and Similar Assessments from Retired Member Benefit Allowances* (approved by the LACERA Board of Retirement on March 5, 2025), organizations requesting Agency status must meet the **Minimum Participation Threshold (MPT)**. The policy defines MPT as follows:

"A minimum number of members who have agreed to authorize deductions from their benefit allowance for any one Agency. The organization must have a minimum of 100 LACERA members who have executed a Deduction Authorization Agreement (DAA). The MPT can be waived by action of the Board of Retirement on a per-agency basis."

SEIU Local 721 and SEIU 721 Retirees Committee Compliance:
SEIU Local 721 and its Retirees Committee confirm that they meet the MPT requirement as outlined in the policy. Specifically:

- **Number of Authorizations:** SEIU has obtained **2,661 Deduction Authorization Agreements (DAAs)** from LACERA members, exceeding the minimum threshold of 100 required by the Board of Retirement policy.
- **Verification:** A detailed list of members who have executed DAAs will be provided to LACERA staff for review and verification as part of the Agency Deduction Program onboarding process.
- **Ongoing Compliance:** SEIU will maintain compliance by submitting quarterly Agency Deduction Compliance Reports, as required by the policy, and will promptly update LACERA regarding any changes in member participation.

Statement of Assurance:
SEIU Local 721 and SEIU 721 Retirees Committee affirm their commitment to uphold all requirements under the *Policy Governing Deductions*, including maintaining the Minimum Participation Threshold and adhering to all reporting and audit obligations.

LACERA

May 26, 2026

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Joint Organizational Governance Committee
Nicole Mi (BOI), Chair
Shawn R. Kehoe (BOR and BOI), Vice Chair
Trevor Fay (BOI)
Bobbie Fesler (BOR)
Aleen Langton (BOR and BOI)
Debbie Martin (BOI)
Elizabeth Ginsberg (BOR and BOI)

FOR: June 3, 2026 Board of Retirement Meeting
June 10, 2026 Board of Investments Meeting

SUBJECT: **Fiscal Year 2026-2027 Proposed Administrative, Retiree Healthcare and Other Post-Employment Benefits (OPEB) Trust Budgets**

RECOMMENDATION

That the Board of Retirement (BOR) and Board of Investments (BOI) approve and adopt the LACERA Fiscal Year (FY) 2026-2027 Proposed Administrative, Retiree Healthcare Benefits Program and Other Post-Employment Benefits (OPEB) Trust Budgets.

SUMMARY

LACERA's Proposed Administrative, Retiree Healthcare Benefits Program and OPEB Trust operating budgets were reviewed and discussed at the Joint Organizational Governance Committee (JOGC) on April 20, 2026. As a result of the meeting, it is now being brought forward to the Boards for adoption.

LACERA's Administrative, Retiree Healthcare Benefits Program and OPEB Trust operating budgets represent the organization's fiscal plan in support of the work we will do in FY 2026-27 toward achieving our Mission – To produce, protect and provide the promised benefits to our members.

Government Code 31580.2 of the County Employees Retirement Law (1937 Act) requires the annual adoption of a budget covering the entire expense of administration of the retirement system. The code requires that the expenses be charged against the earnings of the retirement fund and that the expenses may not exceed 21 basis points

(0.21 percent) of the actuarial accrued liability of the retirement system. Per the 1937 Act, LACERA's statutory appropriation limit for FY 2026-27 is $209,383,953. The proposed Budget for FY 2026-27 totals $151,644,847, which is $57,739,466 below the statutory appropriation limit.

For FY 2026-27, the proposed Administrative Budget, which supports the operating costs to administer pension plan benefits and is funded from investment earnings, totals approximately $151.6 million. The proposed Retiree Healthcare Benefits Program Budget, which supports the operating costs to administer retiree health care benefits to eligible members and is funded from an administrative fee paid by plan sponsors and participants, totals approximately $13.8 million. The OPEB Trust Budget, which supports the operating costs to manage and grow the fund assets set aside by trust participants (Los Angeles County, Superior Court and LACERA) to pre-fund retiree health, dental and death benefits, totals approximately $1.2 million. LACERA's Board of Investments is the trustee and investment manager for the OPEB Trust Fund.

A summary is provided in the attached FY 2026-27 presentation materials. In addition, The complete budget details are found in the attached FY 2026-27 Proposed Administrative, Retiree Healthcare and OPEB Trust Budgets (Budget Book).

The proposed Internal Audit Division and Ethics and Compliance Office budgets were recommended by the Audit, Compliance, Risk, and Ethics (ACRE) Committee at the ACRE Committee's February 23, 2026 meeting for approval as part of LACERA's FY 2026-2027 Administrative Budget.

Attachments:

FY 2026-27 Budget Presentation
FY 2026-27 Proposed Administrative, Retiree Healthcare and OPEB Trust Budgets (Budget Book)
LACERA Budget Policy – Approved June 2024

Fiscal Year 2026–27

Proposed Budget Presentation

Administrative · Retiree Healthcare Benefits · OPEB Trust

Presented to the Joint Organizational Governance Committee
April 2026

Presentation Overview

01

Legal Authority & Budget Framework

Governing authority, funding structure, and budget process

02

Board of Retirement (BOR) Strategic Priorities

BOR Strategic Plan progress and alignment

03

Administrative Budget

FY 2026-27 budget summary, assumptions, and key drivers

04

Technology Investment

Systems budget and project highlights

05

Staffing & Workforce

Hiring trends, time-to-hire KPIs and workforce forecasting

06

Retiree Healthcare & OPEB Trust

RHC and OPEB Trust budget summaries and key changes

01

Legal Authority & Budget Framework

Governing authority · Funding structure · Budget development process

Legal Authority & Funding Source

County Employees Retirement Law of 1937

LACERA was established January 1, 1938, pursuant to CERL. The law mandates LACERA to pay defined retirement benefits to LA County employees and their beneficiaries.

Independent Governmental Entity

LACERA operates separately from the County of Los Angeles, governed by a Board of Retirement (12 trustees) and Board of Investments (10 trustees).

Fiduciary Duty

All budget decisions are subject to fiduciary standards. Administrative costs must be reasonable, necessary, and serve the exclusive benefit of members and beneficiaries. The Constitution and CERL provide that the Boards shall discharge their duties in the interest of providing benefits to the member and their beneficiaries, minimizing employer contributions and defraying the defraying the reasonable expenses of administering the system, with the duty to members and their beneficiaries taking precedence over any other duty.

Statutory Appropriation Limit

LACERA's administrative budget is capped by statutory limits, which is 0.21% of the Actuarial Accrued Liability (AAL). The statutory appropriation limit is approximately $209.4 million.

How LACERA is Funded

Investment Earnings	~68%
Employer Contributions	~22%
Member Contributions	~10%

100% of Administrative Budget funded from Investment Earnings

Budget Development Process

1	2	3	4	5
Sept / Oct	Nov / Dec	Jan - Mar	April	June 2026
Division Planning	**Review & Refinement**	**Executive Approval**	**JOGC Presentation**	**Board Adoption**
Division Managers prepare budget requests aligned with strategic priorities and operational needs	The Budget Team reviews and compiles submissions in preparation for Executive review	Executive Team meets with each Division Manager and reviews divisional budget requests; finalized proposals prepared for committee presentation	Joint Organizational Governance Committee (JOGC) reviews proposed budget — current stage	BOI and BOR formally approve FY 2026-27 budget

- *Current Stage: JOGC Presentation | Final budget adoption anticipated for June 2026*
- *Mid-Year Budget Review | November (JOGC) and Board adoption in December 2026*

02

BOR Strategic Priorities

FY 2026-27 budget alignment to LACERA's five strategic goals

BOR Strategic Priorities — FY 2026-27 Progress Dashboard

5	13	41%	$2.8M
Strategic Priorities	Strategic Objectives	Overall Progress	Strategic Budget +$900K (+32%)

Goal	Strategic Priority	Progress	FY 26-27 Budget Allocation*
1	**Superior Member Experience |** Innovate and continuously improve the member experience at every stage of their journey—specifically, by providing a consistent, omnichannel experience, digital engagement, enhanced educational content, and an improved and enhanced retiree healthcare experience.	31%	$1,150,000
2	**Innovation Through Technology |** Leverage technological solutions to advance capabilities, increase productivity, and elevate operational maturity.	50%	$1,430,000
3	**Investing in People |** Attract, motivate, hire, and retain a highly engaged, skilled, and diverse workforce.	31%	—
4	**Ethics & Compliance / Enterprise Risk |** Adopt and implement compliance and enterprise risk frameworks aimed at facilitating strengthened governance.	53%	$50,000
5	**Fiscal Durability |** Exercise care and prudence in managing our resources and fund assets.	50%	$150,000

* Does not include $25,000 contingency fund

** Progress as of April 2026*

03

Administrative Budget

FY 2026-27 budget summary · assumptions · key drivers and offsets

FY 2026-27 Budget Assumptions

Salaries & Employee Benefits

- Filled positions: current actual salaries plus applicable step/merit increases.
- Vacant positions: Step 1 salary, funded per Hiring Plan as of 2/27/26 (0, 6, 9 or 12 months)
- Current MOU approved by LACERA Boards; pending BOS approval — no COLAs beyond January 1, 2026 included*
- Benefit costs consistent with Los Angeles County assumptions — estimated at 54% of salaries
- Retirement Benefit Specialist (RBS) I (County Temp Classification) funding included in S&EB

Services & Supplies

- Historical expenditures adjusted for inflation and/or changes in operational use
- One-time expenditures removed or appropriately adjusted from the base
- Incremental/activity-based budget process — FY 2025-26 base with focus on changes to core costs

** MOU Impact: The anticipated financial impact of the MOU (COLA) is estimated at approximately $6 million. This is not included in the proposed budget figures presented and will be addressed in the mid-year adjustment pending approval by the Board of Supervisors.*

FY 2026-27 Administrative Budget Request Summary

$151.6M
Proposed Budget
FY 2026-27

+$5.4M
Year-Over-Year Change
+3.7% increase

$113.2M
Salaries & Benefits
+$2.0M (+1.8%)

$38.5M
Services & Supplies
+$3.3M (+9.5%)

Budget Category	Approved FY 2025-26	Proposed FY 2026-27	Variance ($)	Variance (%)
Salaries & Employee Benefits (S&EB)	$111,121,312	$113,166,587	+$2,045,275	+1.8%
Services & Supplies (S&S)	$35,143,700	$38,477,900	+$3,334,200	+9.5%
TOTAL	**$146,265,012**	**$151,644,487**	**+$5,379,475**	**+3.7%**

May Not Exceed 21 (0.21% Basis Points of Total Actuarial Accrued Liability (AAL)) | Statutory Appropriation Limit is Approximately $209.4 Million

IMPORTANT — PENDING MOU (COLA) NOT INCLUDED: Pending MOU (COLA) costs have not been included in the budget and are subject to County approval. Approved amounts may include retroactive costs and may be absorbed within FY 2025-26, depending on timing and available capacity; otherwise, changes will be presented at mid-year adjustment.

Salaries & Employee Benefits — Key Drivers

Executive Insight: S&EB growth is benefits-driven, not salary-driven. Salaries are essentially flat year-over-year. The $2.0M increase is driven almost entirely by benefit cost growth consistent with County assumptions.

↑ Benefits Increases	
Employee Benefits (Total)	+$2,108,000
Retirement Contributions	+$750,000
OPEB Contribution	+$370,000
Other Benefits	+$515,000
Health Ins. (Temp Staff)	+$367,000

↔ Salary Changes (Essentially Flat)	
Permanent / County Temp	+$819,000
Agency Temporary	–$848,000
Intern Program	–$125,000
Overtime	+$94,000
Net Salary Change	–$62,000

Services & Supplies — Key Drivers & Offsets

Executive Insight: S&S growth is highly concentrated in Professional & Specialized Services (+$3.1M). All other increases are modest and operational. Legal Fees provide the largest structural offset (–$0.5M), significantly mitigating overall growth.

↑ Significant Increases

Professional & Specialized Services *(Strategic Plan Initiatives account for $2.8M)*	+$3,067,100	+57.3%
Educational Expenses	+$342,200	+17.4%

↓ Offsets / Decreases

Outside Counsel Fees & Services	–$500,000	-20.3%
Office Supplies & Equipment	–$102,000	-11.9%

Net Services & Supplies Change: +$3,334,200 (+9.5%) *Primary driver: Professional & Specialized Services*

04

Technology Investment

Systems budget overview · FY 2026-27 highlights

Technology Investment — FY 2026-27 Overview

$27.2M

Systems Budget FY 2025-26

(Approved)

$29.5M

Systems Budget FY 2026-27

(Proposed)

+8.4%

Year-Over-Year Growth

+$2.3M net increase

Technology Investment Principles

Governed

Projects reviewed through formal intake with clear ownership, controls, and Board-level oversight

Strategic

Investments align with organizational strategy, operational priorities, and risk management standards

Value-Generating

Funding decisions emphasize measurable productivity gains, efficiency, and long-term ROI

FY 2026-27 Technology Project Highlights

Superior Member Experience	
Member Identity Verification	**$200,000**
Member Experience Communications/Member Operations Digital Assistant	**$150,000**
Member Case Management Solution	**$500,000**
MyLACERA Mobile App	**$500,000**
Innovation Through Technology	
Enterprise Knowledge Management Solution	**$590,000**
Fiscal Durability	
Enterprise Resource Planning Consultant	**$150,000**

Flagship Technology Initiatives — Year-Over-Year Progress

Enterprise Business Intelligence (BI)

Budget: $840,000 (temp resources: 1 Data Architect + 3 BI Developers)

- 4 key resources recruited and onboarded
- BI tooling selected, proven, and implemented
- Data lake enhanced and optimized
- Branding framework for BI visuals established
- Year 1 dashboards complete: Systems, RHC, Disability Retirement Services, Member Services

FY 2026-27 Objectives:

- Migrate all automated reports to BI platform
- Build dashboards: Admin, Benefits, Communications, Exec Office, HR, Legal
- Centralized data governance — single source of truth
- Decentralized data access for division self-service reporting

Mainframe Migration

Budget: $920,000 (temp resources: 2 Business Analysts (BA) + 2 Java Developers)

- 4 resources onboarded — 2 BAs + 2 Java Devs
- Enterprise QA framework (Zephyr) implemented
- Azure containerized services deployed
- AI-assisted migration approach defined (GitHub CoPilot)
- 6 workloads migrated: PSO Tax, Prenotes, Replacement Benefits, etc.

FY 2026-27 Objectives:

- AI optimization: right-size plan with AI-enabled conversion tools
- Reassess remaining 1.5M COBOL lines for AI acceleration
- Migrate: Final Benefit Calculation, Payroll Interface, Death Processing
- Estimated annual savings upon completion: $800,000

05

Staffing & Workforce

Hiring trends · Time-to-hire KPIs · Workforce forecasting · Retirement outlook

Staffing & Hiring Key Performance Indicators — 3-Year Trend

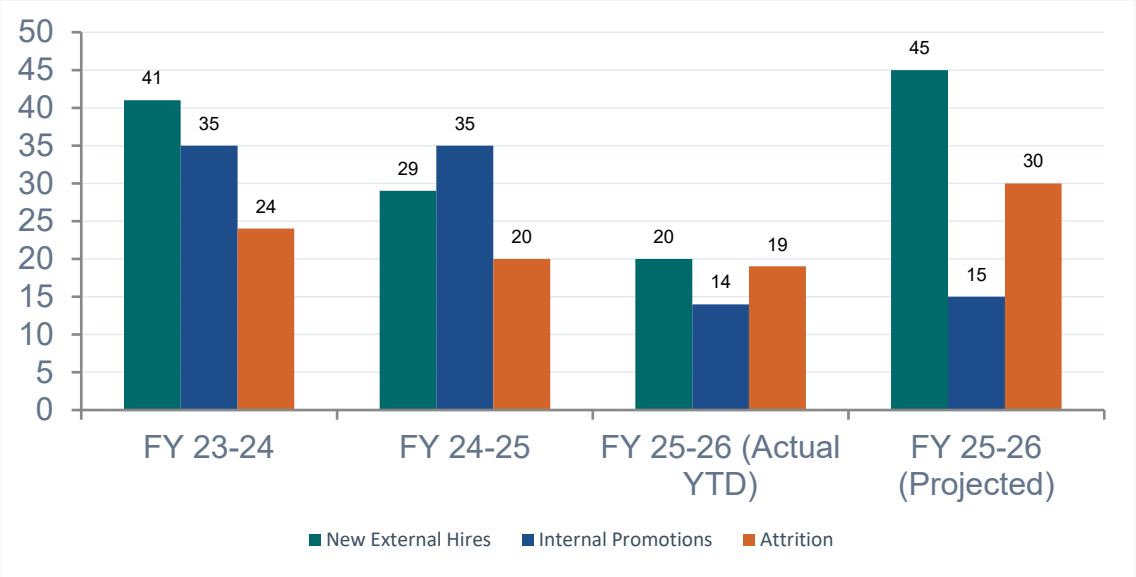
76
Total Hiring
FY 23-24
New hires + promos

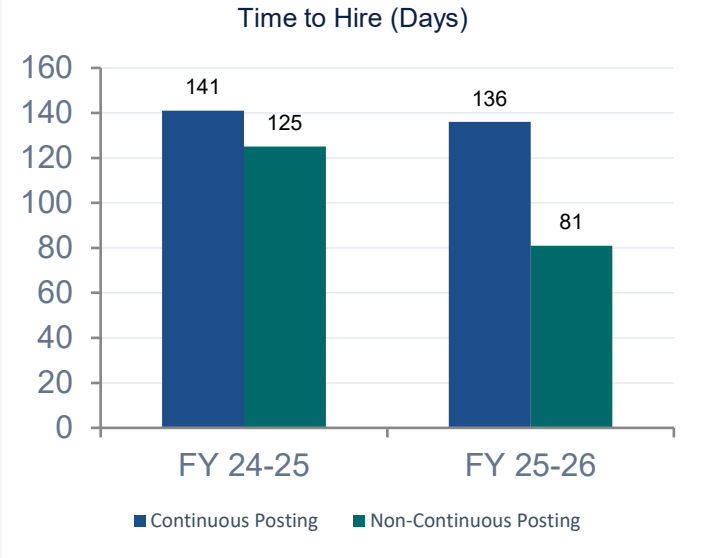
64
Total Hiring
FY 24-25
New hires + promos

60
Projected Hiring
FY 25-26
34 YTD + 26 projected

30
Attrition
FY 25-26 Projected

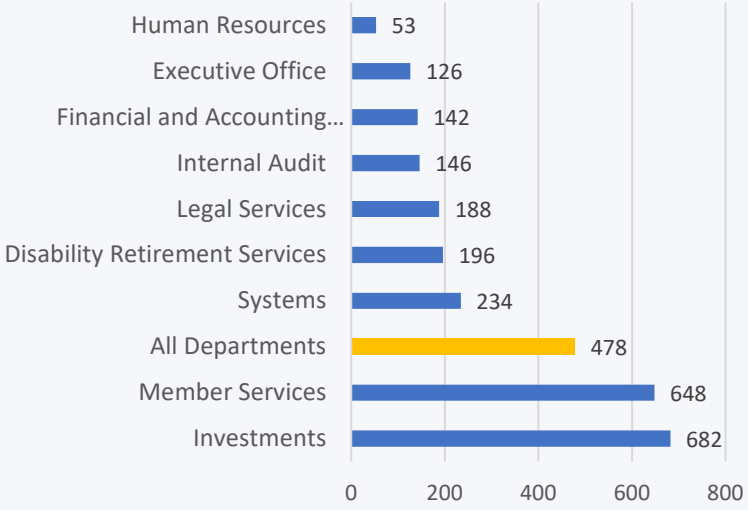
81 Days
Time to Hire (Non-Continuous)
↓ from 125d in FY24-25



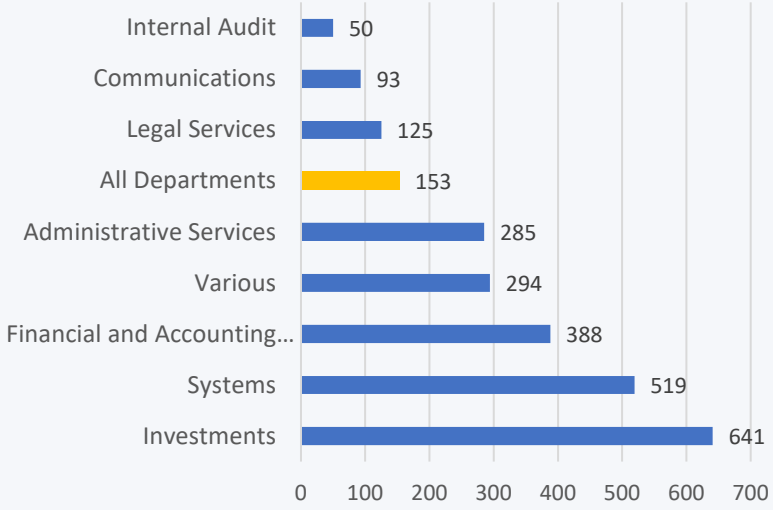


Applications by Division – 2 Year Trend

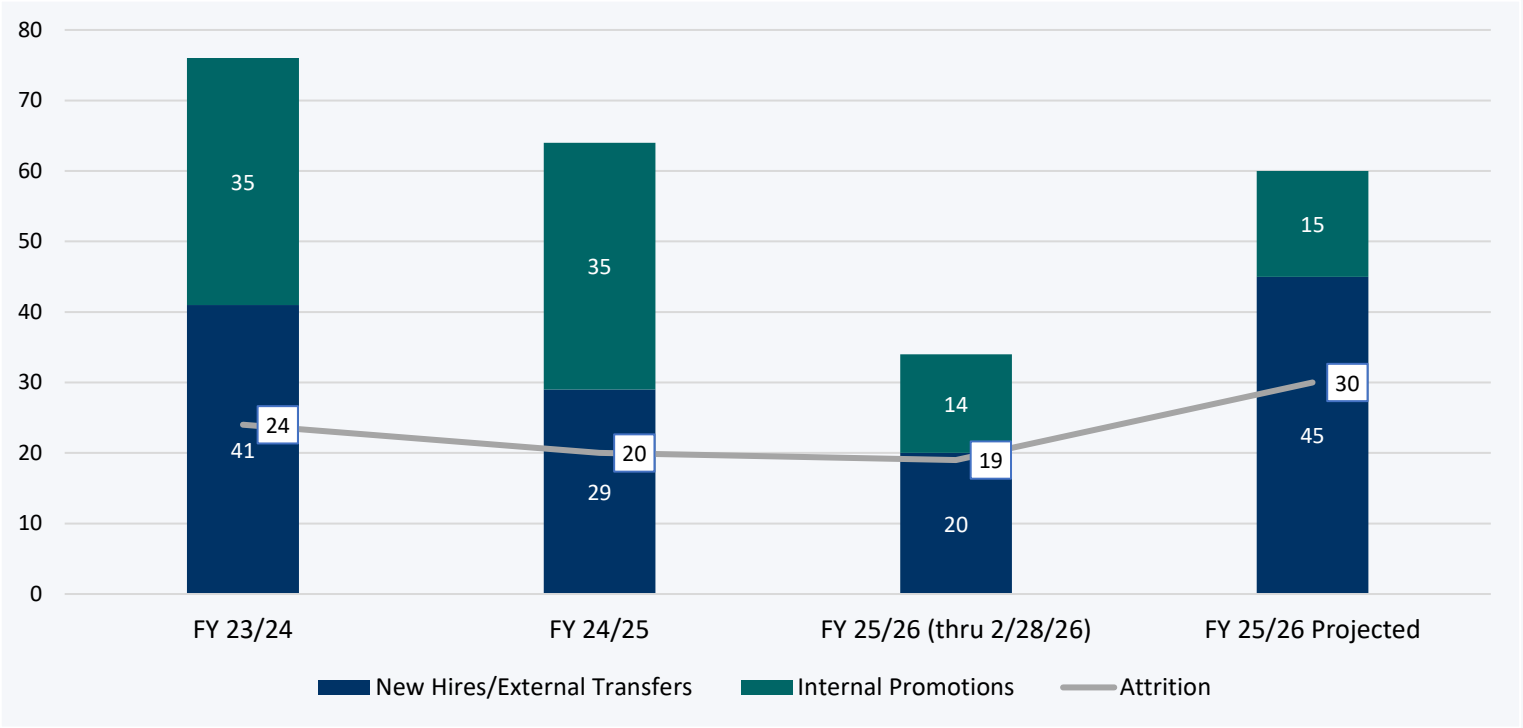
FY 24-25



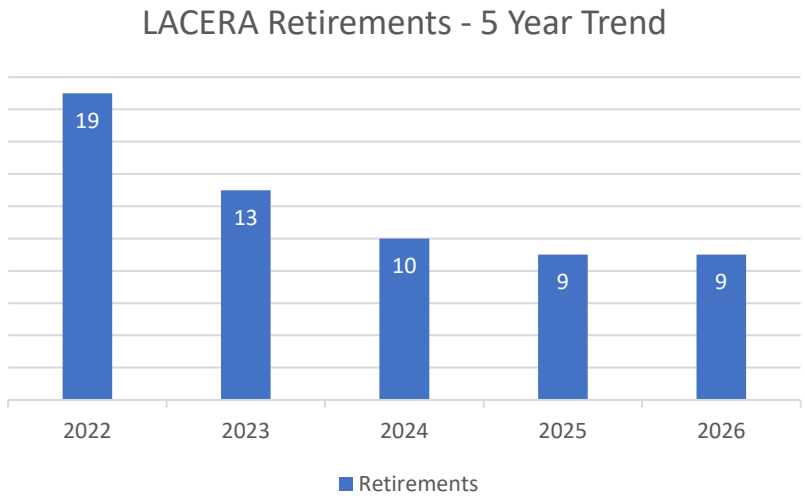
FY 25-26 (Year to Date)

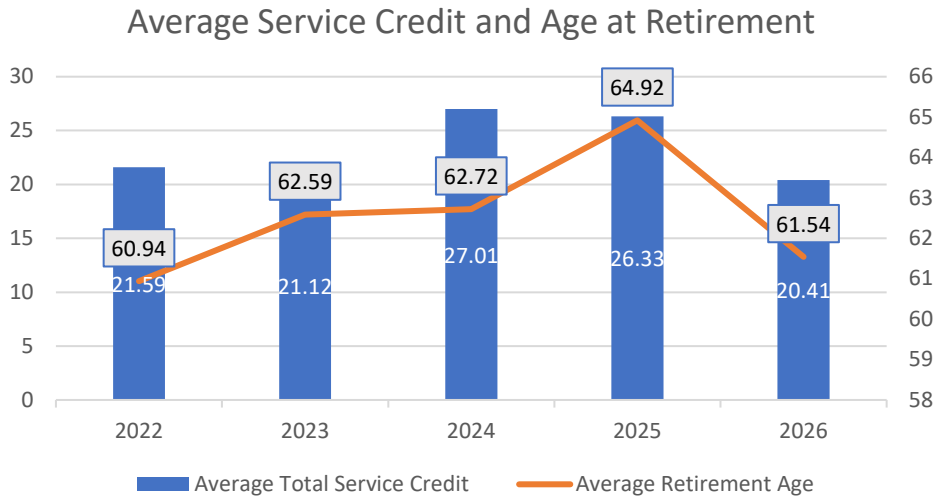


Staffing Key Performance Indictors – 3 Year Trend



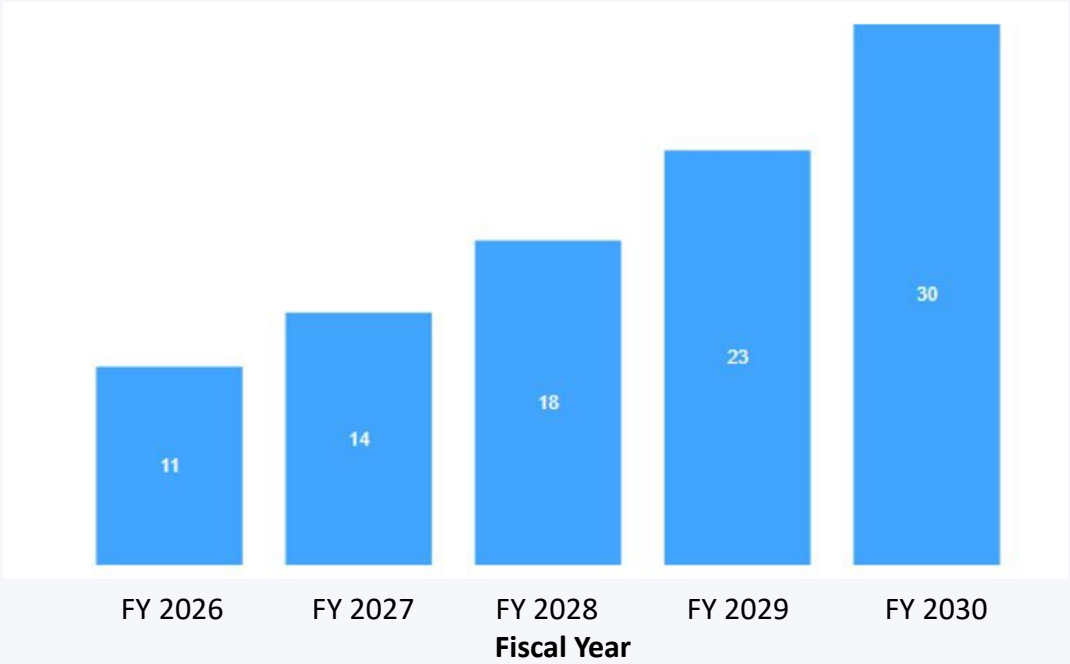
LACERA Staff Members | Historical Retirement





LACERA Staff Members | Forecasted Retirement

Active Members: Potential Retirements Based on Forecasted Factors



Forecasted Retirement Age = 64.2

Forecasted Retirement Service Credit = 26.3

06

Retiree Healthcare & OPEB Trust

RHC and OPEB Trust budget summaries · key drivers

Retiree Healthcare Benefits Program — FY 2026-27 Budget

$13.8M
Proposed RHC Budget
FY 2026-27

+$629K
Year-Over-Year Change
+4.8%

$6.1M
Salaries & Benefits
+$265K (+4.5%)

$7.7M
Services & Supplies
+$364K (+5.0%)

Category	Approved FY 2025-26	Proposed FY 2026-27	Variance ($)	Variance (%)
Salaries & Employee Benefits (S&EB)	$5,843,495	$6,108,345	+$264,850	+4.5%
Services & Supplies (S&S)	$7,337,353	$7,701,196	+$363,843	+5.0%
TOTAL	**$13,180,848**	**$13,809,541**	**+$628,693**	**+4.8%**

How is RHC Benefits Program Funded?

$8 per member/plan/month administrative fee paid by plan sponsor or member

⚠ **Pension assets may not be used to support the RHC Benefits Program.**

Other Post Employment Benefits (OPEB) — FY 2026-27 Budget

$1.2M
Proposed OPEB Budget*
FY 2026-27

-$102K
Year-Over-Year Change
-7.8%

$866K
Salaries & Benefits
-$111K (-11.3%)

$332K
Services & Supplies
+$9K (+2.9%)

Category	Approved FY 2025-26	Proposed FY 2026-27	Variance ($)	Variance (%)
Salaries & Employee Benefits (S&EB)	$976,789	$866,261	($110,525)	-11.3%
Services & Supplies (S&S)	$322,645	$331,972	+$9,328	+2.9%
TOTAL	**$1,299,431**	**$1,198,234**	**($101,197)**	**-7.8%**

- Master trust was established in 2012 to pre-fund liability for retiree health, dental, and death benefits
- BOI is responsible for the investment policy and managing both the fund and the trust
- Trust Owners are LA County, Superior Court and LACERA
- Goal is to use OPEB Trust investment earnings to pay the member RHC premium

*Represents 0.024% of the Trust's Actuarial Value of Assets as of 07/01/2025

Thank You

Questions & Discussion

LACERA
Los Angeles County Employees Retirement Association

FISCAL YEAR 2026 - 2027

ADMINISTRATIVE, RETIREE HEALTHCARE BENEFITS, AND OPEB TRUST BUDGETS

LACERA
Los Angeles County Employees Retirement Association

TABLE OF CONTENTS

Introduction

	PAGE
Executive Summary	1
Mission, Vision, Values	7
Organization Chart	8
Budget Policies	11
Budget Process	14
Budget History	16

Budget Request Summary

Overview	17
Salaries and Employee Benefits	19
Services and Supplies	27

Salaries and Employee Benefits

Salaries and Employee Benefits Category Summary	28
Salaries and Employee Benefits Division Summary	29
Agency Temporary Staffing Division Summary	30
Agency Temporary Staffing History of Expenditures	31
Overtime Request Division Summary	32
Overtime History of Expenditures	33
Vacant Positions Summary	34

Services and Supplies

Services and Supplies Category Summary	35
Services and Supplies Division Summary	36

FISCAL YEAR 2026-2027

LACERA
Los Angeles County Employees Retirement Association

TABLE OF CONTENTS

Division	PAGE
Board of Retirement	37
Board of Investments	42
Administrative Services	47
Benefits Division	59
Communications	71
Disability Litigation	83
Disability Retirement Services	90
Ethics and Compliance Office	101
Executive Office	114
Financial and Accounting Services	124
Human Resources	138
Information Security Office	148
Internal Audit	158
Investment Office	169
Legal Services	180
Member Services	193
Quality Assurance	205
Systems Division	215

Non-Administrative Expenses

Non-Administrative Expenses 238

Appendix

Strategic Plans

Board of Retirement 239

Board of Investments 273

FISCAL YEAR 2026-2027



The proposed Administrative Budget for FY 2026-27 represents the fiscal plan for implementing LACERA's administrative and operational objectives toward achieving our mission to produce, protect and provide the promised benefits to our members. This proposed budget reflects the Board of Retirement's (BOR) Strategic Priorities and the Board of Investments' (BOI) Strategic Initiatives. Together, the BOR and BOI ensure LACERA's resources are allocated effectively and prudently managed, consistent with their fiduciary duties to our members.

Board of Retirement's Strategic Priorities

Throughout Fiscal Year (FY) 2026–27, LACERA will continue to implement the Board approved 2023–2028 Strategic Plan, which is organized around five strategic goals: Superior Member Experience; Innovation Through Technology; Investing in People; Ethics, Compliance, and Enterprise Risk Management; and Fiscal Durability.

FY 2026–27 represents a pivotal year for LACERA as the organization continues to advance the 2023–2028 Strategic Plan while transitioning from foundational planning to sustained execution across multiple enterprise-wide initiatives. Building on progress made in prior years, LACERA remains focused on strengthening member trust, modernizing operations, investing in its workforce, and reinforcing strong governance and fiscal stewardship.

Superior Member Experience

Improving the member experience remains a core organizational priority. In FY 2026–27, LACERA will continue efforts to deliver a consistent, omnichannel experience across the member journeys, supported by clearer communications, improved digital tools, and more accessible educational content. Work under the Organizational Strategic Communications Plan advances transparency, clarity, and coordination across all member-facing channels, while reinforcing LACERA's mission and values.

In FY 2026-27, LACERA will focus on the development of a digital member empowerment platform by adding a mobile app to our digital strategy. This digital member empowerment platform will enhance the member experience and will be designed to provide secure, on demand access to pension and retiree healthcare information, digital services, and educational resources, meeting evolving member expectations while improving service efficiency, transparency, and responsiveness. The initiative will move forward with a planning and requirements phase, ensuring alignment with governance processes and long-term digital architecture before full implementation. This initiative represents a visible, member-facing outcome of LACERA's broader organizational improvements and commitment to a superior, omnichannel experience.

In parallel, the organization will continue its focus on case management enhancements and digital strategy planning to improve service delivery, increase consistency, and reduce rework, ensuring members receive timely, accurate, and understandable information at every stage of engagement.

Innovation Through Technology

FY 2026–27 includes continued investment in enterprise technology initiatives that support both operational efficiency and improved member service. Major areas of focus include business intelligence and knowledge management.

Artificial intelligence and automation are being evaluated thoughtfully, with an emphasis on consistency, shared data sources, and measurable value. These efforts support LACERA's goal of modernizing operations while maintaining strong controls, security, and fiduciary oversight.

Investing in People

A continued commitment to Investing in People with a particular emphasis on leadership development, workforce planning, and organizational culture is an elevated focus. Building on culture survey results and staff feedback, LACERA is advancing action plans that strengthen accountability, clarify leadership expectations, and reinforce a positive and inclusive workplace culture. DEI principles are embedded across workforce initiatives, supporting equitable opportunities for recruitment, development, and advancement, while reinforcing LACERA's values.

In FY 2026–27, LACERA will also focus on simplifying and improving the new hire experience, recognizing that effective onboarding is critical to employee engagement, productivity, and retention. Efforts include streamlining hiring and onboarding processes, improving coordination across divisions, and reducing administrative complexity to ensure new employees can integrate quickly and effectively into the organization.

Together, these initiatives support a resilient, engaged workforce and reinforce LACERA's ability to attract, develop, and retain talent while advancing the organization's strategic priorities.

Ethics, Compliance, and Enterprise Risk Management

An important transition continues to be underway for LACERA's Ethics and Compliance Program, as the organization moves from foundational planning into formal implementation. The establishment of the Ethics and Compliance Office, supported by approved classifications and governance structures, strengthens enterprise-wide risk management and reinforces LACERA's fiduciary responsibilities.

A central milestone for FY 2026–27 is the continued execution of the Chief Ethics and Compliance Officer (CECO) hiring plan. Recruitment activities are underway following Board approved classifications and governance structures, with the goal of onboarding the CECO to lead the Ethics and Compliance Office. The CECO will be responsible for overseeing program implementation, advancing training and culture initiatives, and

supporting consistent application of ethical standards across the organization. Additional staffing for the Ethics and Compliance Office will follow in subsequent phases to support program sustainability.

In parallel, LACERA is developing and implementing a comprehensive Enterprise Risk Management (ERM) framework. An ERM Group has been established, and Internal Audit and the Ethics and Compliance team are collaborating to ensure coordination, clarity of roles, and efficient use of resources.

The ERM framework is designed to provide a structured, enterprise-wide approach to identifying, assessing, prioritizing, and monitoring risks across strategic, operational, financial, compliance, and reputational domains. Key FY 2026–27 activities include development of the ERM governance structure, completion of foundational ERM assessments, establishment of risk reporting and monitoring practices, and integration of risk considerations into organizational planning and oversight processes.

Ongoing collaboration among the Executive Office, Legal Services, Internal Audit, and other divisions ensures strong governance, transparency, and accountability in support of both Boards and stakeholders.

Fiscal Durability

Fiscal Durability remains a foundational element of LACERA's 2023–2028 Strategic Plan, ensuring the organization can sustainably fulfill its fiduciary responsibilities while adapting to evolving economic, regulatory, and operational conditions.

In FY 2026–27, LACERA will continue advancing enterprise tools and capabilities that strengthen fiscal stewardship, transparency, and operational controls. Recent and ongoing initiatives include implementation of key financial and administrative systems—such as Accounts Payable (Certify), budget software (Questica), a centralized vendor management program, and Travel and Expense software (Certify/Emburse)—to modernize workflows and improve consistency, compliance, and audit readiness.

Building on this foundation, FY 2026–27 work continues with the Enterprise Contract Lifecycle Management (ECLM) solution (CobbleStone), including process review and assessment efforts already underway. In addition, the Strategic Plan roadmap includes financial training for staff and an Enterprise Resource Planning (ERP) tool assessment to further strengthen enterprise financial maturity and decision support.

LACERA will also continue supporting the Investment Office in implementing and achieving the Board of Investments' strategic priorities through governance and policy initiatives that reinforce long-term sustainability. Key initiatives include approval of the Actuarial Funding Policy and Interest Crediting Policy for Reserves and advancement of the OPEB Prefunding Policy, which strengthens funding governance and long-range financial resilience.

In FY 2026–27, a primary focus area is completing the classification and analysis of the LACERA Building, along with implementation planning tied to that assessment. Additional initiatives include selecting a media and public relations firm and implementing an

Investment Office staff salary adjustment program, supporting organizational sustainability and Investment Office operational effectiveness.

Board of Investments Strategic Initiatives

In parallel with the organization wide Strategic Plan, FY 2026–27 advances the Board of Investments' (BOI) Strategic Framework and Initiatives: *Towards Best in Class Investor*, which guides the implementation and oversight of LACERA's investment program. The framework provides visibility into investment-related initiatives, strengthens governance, and supports disciplined execution of the Strategic Asset Allocation in alignment with LACERA's fiduciary mission.

The BOI Strategic Framework is organized around five strategic initiatives that collectively promote return enhancement, risk mitigation, liquidity optimization, and operational excellence:

- *Optimize Investment Model* – advancing durable investment structures, improving portfolio efficiency, and strengthening risk-adjusted returns through innovative and scalable approaches.
- *Maximize Stewardship and Ownership Rights* – safeguarding long-term economic value through active proxy voting, engagement, and policy advocacy.
- *Strengthen Influence on Fees and Cost of Capital* – leveraging LACERA's scale and expertise to improve alignment, reduce costs, and enhance net returns.
- *LACERA Towards Inclusion, Diversity, and Equity (TIDE)* – promoting inclusive and equitable practices across investment partners, service providers, and internal operations.
- *Enhance Operational Effectiveness* – improving governance, reporting, data, and resource alignment to support a resilient and adaptive investment program.

The Board of Investments will also initiate a strategic framework refresh and governance review, in collaboration with LACERA's general investment consultant, Meketa. This effort includes gathering trustee input, benchmarking governance practices, and refining priorities to ensure the framework remains responsive to evolving market conditions, regulatory developments, and industry best practices.

Looking Ahead

Together with the BOR Strategic Plan, the BOI Strategic Framework reinforces LACERA's commitment to strong governance, disciplined execution, and long-term sustainability in support of members and beneficiaries.

As LACERA enters FY 2026–27, the organization remains focused on disciplined execution, clear prioritization, and sustained progress toward its long-term strategic goals. By aligning resources, governance, and leadership around shared priorities, LACERA is well positioned to continue delivering high quality service to members while strengthening organizational resilience and public trust.

Summary of Technology Modernization Projects for FY 2026-27

Project Title	Description	Goal and Benefit	FY 2026-27 Budget	Phase	Estimated Completion Date
Project Portfolio Management (PPM) Solution	The Systems Project Management Office (PMO) seeks to implement a Portfolio Project Management (PPM) solution to help LACERA manage and prioritize multiple projects within our portfolio. A PPM solution will help define project portfolios and prioritize them based on ROI, resource availability, and strategic objectives. Once the projects are initiated, the PPM solution will enhance our ability to track costs, identify risks, manage timelines, and report on status.	The goal of the PPM solution is to optimize the selection, prioritization, and execution of projects to ensure they align with LACERA's strategic initiatives. One of the most important features of a PPM is cross-project visibility, allowing the Executive Office and the Systems PMO to visualize dependencies between project resources, maximizing efficiency and avoiding hidden bottlenecks.	$80,000	Phase 1 of 1	12/31/2026
Facilities Management Solution	LACERA seeks to implement ServiceNow's Facilities Management solution to centralize and streamline the way facility operations are managed across the organization. This platform will enable employees to submit maintenance and facilities requests through a unified portal, while providing facilities staff with the ability to track issue locations, associated assets, and work orders from intake through completion, improving response times and reducing manual processes.	A centralized Facilities Management Solution will modernize LACERA's facility operations, improving service delivery, operational efficiency, and space utilization. The solution will reduce manual effort, accelerate response times, and provide better visibility and control to support effective decision making and compliance.	$100,000	Phase 1 of 1	6/30/2027
Disability Retirement Services (DRS) Artificial Intelligence (AI) Indexing Solution	LACERA seeks to implement an artificial intelligence use case within the Disability Application Process workflow. The proposed solution will automate the indexing of physicians' reports, eliminating the need for manual indexing.	The DRS AI solution will automate the manual indexing of physicians' reports, significantly reducing the time and effort required to process each disability retirement case.	$150,000	Phase 1 of 1	6/30/2027
Virtual Mailroom Solution	LACERA seeks a virtual mailroom to ensure business continuity by providing efficient and secure management of incoming mail. The virtual mailroom would use a third-party provider to ensure uninterrupted document processing and remote accessibility.	The objective of this project is to contract with a third-party service provider to handle the receipt and scanning of LACERA's paper mail. The scanned documents will then be transmitted to LACERA for integration into our existing automated document routing workflow. This initiative aims to ensure business continuity for LACERA's Document Processing Center (DPC), which currently manages the opening and scanning of all incoming paper mail. In the event of a disaster affecting LACERA's building in Pasadena, this solution will provide a reliable and efficient alternative for mail processing.	$150,000	Phase 1 of 1	6/30/2027
Member Experience Communication Platform (MECP)	LACERA is modernizing our existing telecommunications infrastructure for servicing our members by implementing a world-class Member Service Contact Center that integrates with our existing Microsoft suite of products, our pension administration system, and our case management system. This funding is requested to enhance the features of the new system.	The goal of this second phase is to implement additional features in the new MECP solution to improve the member experience.	$150,000	Phase 2 of 2	6/30/2027
Enterprise Resource Planning Consulting Services	LACERA seeks to engage with a consulting firm to begin planning for the replacement of LACERA's legacy general ledger system with a modern Enterprise Resource Planning (ERP) solution that leverages cloud technology, automation, and advanced analytics.	This strategic modernization effort will enhance financial accuracy, streamline workflows, reduce manual processes, and position LACERA for long term operational efficiency and scalability.	$150,000	Phase 1 of 2	6/30/2027

Summary of Technology Modernization Projects for FY 2026-27

Project Title	Description	Goal and Benefit	FY 2026-27 Budget	Phase	Estimated Completion Date
Member Identity Verification Solution	To support LACERA's strategic objective of Superior Member Service and as part of our commitment to protecting the promised benefits, the organization seeks to improve our member identity verification processes.	This project will ensure the organization can leverage identity verification and/or authentication services that adhere to the highest standards of data privacy and protection while enhancing the user experience and member satisfaction, reducing operational costs, and improving compliance and security requirements.	$220,000	Phase 1 of 1	6/30/2027
My LACERA Mobile Application	LACERA seeks to begin the development of the My LACERA mobile application to expand member access, improve service delivery, and modernize our digital engagement capabilities.	A My LACERA mobile platform will provide secure, on-the-go access to essential retirement information, self-service tools, and real-time notifications, significantly reducing call center volume and operational workload. By meeting members where they are and aligning with industry standards for public pension systems, this investment strengthens LACERA's commitment to accessibility, efficiency, and long-term digital transformation.	$500,000	Phase 1 of 1	6/30/2027
Member Case Management System – Continuation of Phase 2/Initiation of Phase 3	Case management continues to be a top priority for LACERA in the upcoming fiscal year. Phase 2 includes the death process, while Phase 3 includes the collections and Retiree Healthcare Enrollment processes.	LACERA has realized significant benefits from Phase 1 of Case Management, including increased efficiency, enhanced automation, and improved member satisfaction. Phases 2 and 3 will extend these benefits to the Death, Collections, and RHC Enrollment processes.	$500,000	Phase 2 & 3 of 5	6/30/2027
Knowledge Management Solution	To support LACERA's strategic objective of Innovation Through Technology, the organization seeks to implement an enterprise knowledge management solution that stores and organizes the knowledge and information of the organization into a single robust solution. We currently maintain this critical enterprise content in multiple formats and on disparate systems.	This project will improve the efficiency of processes and operations by reducing the time and effort required to access and use relevant knowledge and information, preserve intellectual assets by capturing and storing knowledge of subject-matter experts or retirees and support learning and development of staff by providing a resource to acquire and update their knowledge and skills.	$590,000	Phase 1 of 2	6/30/2027
Business Intelligence Initiative – Temporary Contractors to Augment Internal Resources	LACERA seeks to continue the advancement of our enterprise business intelligence capabilities by expanding the use of Power Business Intelligence (BI) dashboards and fully leveraging LACERA's enterprise data lake within Microsoft Fabric. With Fabric and Purview providing a unified, governed data foundation, the division will deliver interactive, real-time dashboards that give staff and leadership clearer visibility into operational performance, workload trends, and member service metrics.	This investment will improve the accuracy and timeliness of reporting, reduce manual data handling, enable more data driven decision-making across the organization, strengthen LACERA's ability to proactively identify opportunities, manage risk, and enhance service delivery.	$840,000	Phase 1 of 1	12/31/2028
Mainframe Migration – Temporary Contractors to Augment Internal Resources	From 2014 to 2018, LACERA successfully migrated all real-time business functions from its legacy mainframe to Workspace, LACERA's in-house Pension Administration System. While this effort was highly successful, it did not address batch processing functions, which continue to operate on the mainframe. This ongoing initiative focuses on migrating remaining batch processes to Workspace, fully eliminating reliance on mainframe technology. Many of the underlying business rules already exist within Workspace, positioning the organization for a more efficient and lower risk transition.	Completing this migration will reduce operational risk associated with aging mainframe technology and a shrinking skilled workforce, streamline system operations, enable long term cost savings, and improve system maintainability.	$920,000	Phase 1 of 1	6/30/2028



Mission

To produce, protect, and provide the promised benefits to our members

Vision

Empowering our members to enjoy a healthy and secure retirement

Values

Accountability Collaboration Inclusivity Innovation Integrity Transparency

FISCAL YEAR 2026-2027

Organizational Chart

Members

Board of Retirement | **Board of Investments**



Luis A. Lugo*
Chief Executive Officer
Executive Office



Leisha Collins
Chief***
Internal Audit



Jonathan Grabel
Chief Investment Officer
Investments

Vacant
Deputy Chief Executive Officer
Executive Office



Steven Rice
Chief Counsel
Legal Services

Vacant
Chief Ethics & Compliance Officer**
Ethics & Compliance



Jude Perez
Deputy Chief Investment Officer
Investments



JJ Popowich
Assistant Executive Officer
Executive Office



Chaitanya Errande
Information Security Officer
Executive Office

Vacant
Assistant Executive Officer
Executive Office



Cassandra Smith
Director, Retiree Healthcare
Retiree Healthcare Benefits Program



Tatiana Bayer
Division Manager
Member Services



Louis Gittens
Division Manager
Benefits



Ricki Contreras
Division Manager
Administrative Services



Ted Granger
Chief Financial Officer
Financial and Accounting Services



Tamara Caldwell
Division Manager
Disability Retirement



Cynthia Martinez
Chief, Communications



Carly Ntoya
Director, Human Resources



Kathy Delino
Chief Information Technology Officer
Information Systems

Vacant
Chief, Quality Assurance

Administrative
Functional

* Luis Lugo was appointed as CEO by both Boards during the Joint Board of Retirement and Board of Investments meeting on February 4, 2026.

** The CEO is the appointing authority for the CECO. The CECO reports functionally to the ACRE, both Boards, and the CEO. The CECO reports administratively to the Chief Counsel.

*** The Chief of Internal Audit reports administratively to the CEO and functionally to the ACRE.

Board of Retirement

Mission Statement

To produce, protect, and provide the promised benefits to our members

The Board

Composed of 12 trustees and two alternates:

- Two trustees elected by active general members
- One regular and one alternate trustee elected by retired members
- One regular and one alternate trustee elected by safety members
- Four trustees appointed by the Los Angeles County Board of Supervisors
- One ex-officio trustee (the County Treasurer and Tax Collector)
- One acting ex-officio trustee (the Chief Deputy County Treasurer and Tax Collector)

Responsibilities

Overall management of LACERA is vested in the Board of Retirement. The Board is responsible for the administration of the retirement system and the Retiree Healthcare Benefits Program (OPEB Program). Its duties also include the review and processing of disability retirement applications.



James P. Harris
Chair
Elected by Retired Members



Wayne Moore
Vice Chair
Appointed by Board of Supervisors



Les Robbins
Secretary
Elected by Retired Members



Nancy M. Durazo
Elected by General Members



Bobbie Fesler
Appointed by Board of Supervisors



Elizabeth B. Ginsberg
Treasurer and Tax Collector
Ex-Officio Member



Jason E. Green
Elected by Safety Members



Shawn R. Kehoe
Elected by Safety Members



Aleen Langton
Elected by General Members



Ernesto J. Pantoja
Appointed by Board of Supervisors



Lisa Proft
Chief Deputy Treasurer and Tax Collector
Acting Ex-Officio Member



David Ryu
Appointed by Board of Supervisors

Board of Investments

Mission Statement

To produce, protect, and provide the promised benefits to our members

The Board

Composed of ten trustees:

- Four trustees appointed by the Los Angeles County Board of Supervisors
- Four elected trustees
  - Two elected by active general members
  - One elected by retired members
  - One elected by safety members
- One ex-officio trustee (the County Treasurer and Tax Collector)
- One acting ex-officio trustee (the Chief Deputy County Treasurer and Tax Collector)

Responsibilities

The Board of Investments is responsible for establishing LACERA's investment policy and objectives, as well as exercising authority and control over the investment of the retirement fund.



Shawn R. Kehoe
Chair
Elected by Safety Members



Nicole Mi
Vice Chair
Elected by General Members



Mike Gatto
Secretary
Appointed by Board of Supervisors



Trevor Fay
Appointed by Board of Supervisors



Elizabeth B. Ginsberg
Treasurer and Tax Collector
Ex-Officio Member



Patrick L. Jones
Appointed by Board of Supervisors



Aleen Langton
Elected by General Members



Debbie Martin
Elected by Retired Members



Alma K. Martinez
Appointed by Board of Supervisors



Lisa Proft
Chief Deputy Treasurer and Tax Collector
Acting Ex-Officio Member

BUDGET POLICIES

The LACERA Budget is an annual financial plan with the purpose of promoting the long-term economic sustainability and responsible resource allocation to meet LACERA's mission to produce, protect, and provide the promised benefits to our members and beneficiaries.

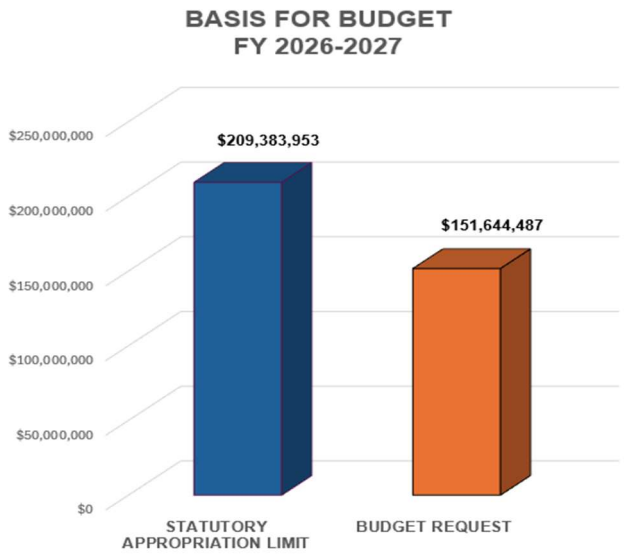
The budget is made up of three operating funds: the Administrative Fund, the Retiree Healthcare Benefits Program Fund, and the Other Post-Employment Benefits (OPEB) Trust Fund.

The annual budget aligns with LACERA's fiscal year (FY), the 12-month period from July 1 to June 30.

Legal Requirement

Government Code 31580.2 of the County Employees Retirement Law (1937 Act) requires the annual adoption of a budget covering the entire expense of administration of the retirement system. The code requires that the expenses be charged against the earnings of the retirement fund and that the expenses may not exceed 21 basis points (0.21 percent) of the actuarial accrued liability of the retirement system. Although expenses for computer software, hardware, and computer technology consulting services are included in the Administrative Budget, such costs are not subject to the budget limit. Additionally, Government Code Section 31596.1 provides that the following expenses shall not be considered as costs of administering the system: investing its moneys, securing custodial bank services, securing actuarial services, and securing attorney services. As such, these costs are not included in the Administrative Budget.

Per the 1937 Act, LACERA's statutory appropriation limit for FY 2026-27 is $209,383,953. The proposed budget for FY 2026-27 totals $151,644,487, $57,739,466 below the statutory appropriation limit. Further, CERL requires that the administrative budget be funded from investment earnings of the plan.



JOGC Oversight

In addition to the statutory codes, the budget is also guided by LACERA's Joint Organizational Governance Committee (JOGC), which provides oversight during the annual budget development cycle. The process consists of staff developing a preliminary budget plan that considers and supports the approved strategic objectives and general operating needs. The preliminary budget is presented to the JOGC for review. Recommendations by the JOGC are presented to the Board of Retirement and Board of Investments ("the Boards") during the budget hearings. Staff incorporates changes agreed upon in the budget hearings and brings the recommended budget to the Board of Retirement and the Board of Investments for review and independent adoption before June 30.

Budgetary Control and Financial Forecasting

LACERA has a responsibility to maintain a fiscally sustainable budget that aligns our Strategic Plan objectives and goals with the itemized resources and organization required to fulfill our mission, vision, and values. This financial plan is developed by staff and management and is approved by the Boards. After the budget is developed and approved, staff and management have a responsibility to monitor and forecast expenditures to ensure resources are being used as intended to meet LACERA's needs.

While the annual budget process is designed to develop the 12-month budget or financial plan for approval prior to the start of the fiscal year, a mid-year review of that plan helps to ensure the enterprise is on track. During the mid-year budget review process, the Boards may address any enterprise-critical, unforeseen, and emergency resources not included in the current fiscal year budget. The mid-year budget review shall be presented to the JOGC for information or action if required.

Chief Executive Officer (CEO) Authority

The Budget Policy grants the CEO the authority to transfer up to $1 million between major fund categories (e.g., between Salaries and Employee Benefits and Services and Supplies) or between accounts within a major fund category (e.g., between postage and insurance within Services and Supplies) to address operational needs in a timely manner. Such changes shall be communicated to the Boards as part of the regular budget control reporting. The CEO may not increase total appropriations or add position authority without the approval of the Boards.

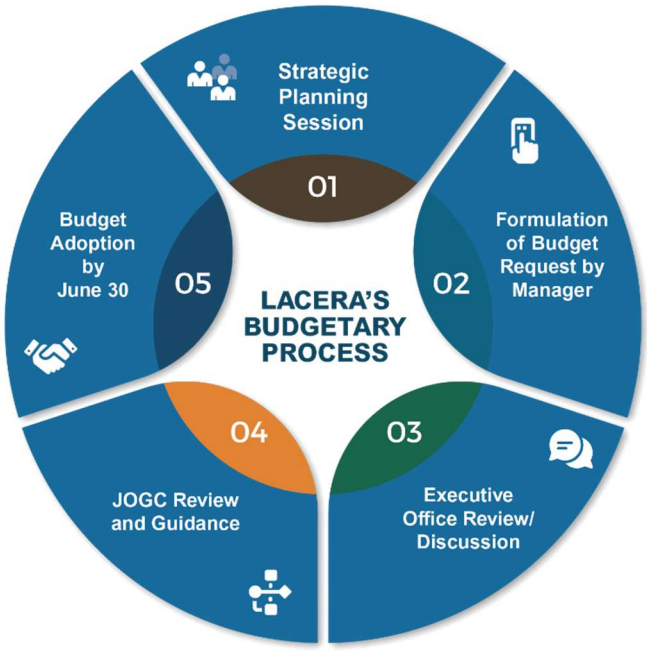
Retiree Healthcare Benefits Program

LACERA's Retiree Healthcare Benefits Program provides healthcare benefits to our membership on behalf the plan sponsors. The insurance premiums are borne solely by the participants of the plan or the plan sponsor if the participant is eligible for such benefits. LACERA trust funds are not used for premium payments. The direct costs and variable overhead costs associated with the administration of the Retiree Healthcare Benefits Program are fully included with the monthly premium payments and, as such, are not included in the Administrative Budget.

Non-Administrative Expenses

As provided in Government Code Section 31596.1, the expenses of investing its moneys, securing custodial bank services, actuarial services, and attorney services shall not be considered a cost of administering the system. As such, investment expenses are not included in the Administrative Budget, but are illustrated as part of the Non-Administrative Expenses section of the budget.

BUDGET PROCESS



LACERA's budget process includes five major stages, as depicted in the diagram above. The budget process typically begins in October of each year and coincides with the strategic planning discussion, which is generally held offsite by the management team to engage in team-building exercises and begin discussion about organizational priorities and strategic direction consistent with the Boards' vision.

The budget is a fiscal plan that supports the organization's planned activities and goals for the upcoming year. The first stage of the budget is to review the strategic plan priorities and work plans for the coming fiscal year. From October to November, the management team begins to formulate their budget requests to support those activities. Throughout the month of December, the budget team meets with the managers to gather information about their needs. This discussion helps the budget team and their partners begin preparing spending plans to support the divisional and management requests.

During the month of January, the management team meets with the Executive Office to present their proposed budgets. During this process, the Executive Office weighs the requests against the organizational goals and the strategic plan as well as ancillary support requirements. These discussions help refine the requests and balance competing needs throughout the organization. At the end of this process, the Executive Office and the management team agree upon their divisional requests and the Budget Unit begins to assemble the budget.

The fourth stage includes presenting the preliminary budget to the JOGC for review, discussion, and guidance. The JOGC meeting is open to the public and all Trustees are invited to participate in the discussion. Staff incorporates changes requested by the JOGC and prepares the final proposed budget on behalf of the JOGC for consideration by the Board of Retirement and Board of Investments.

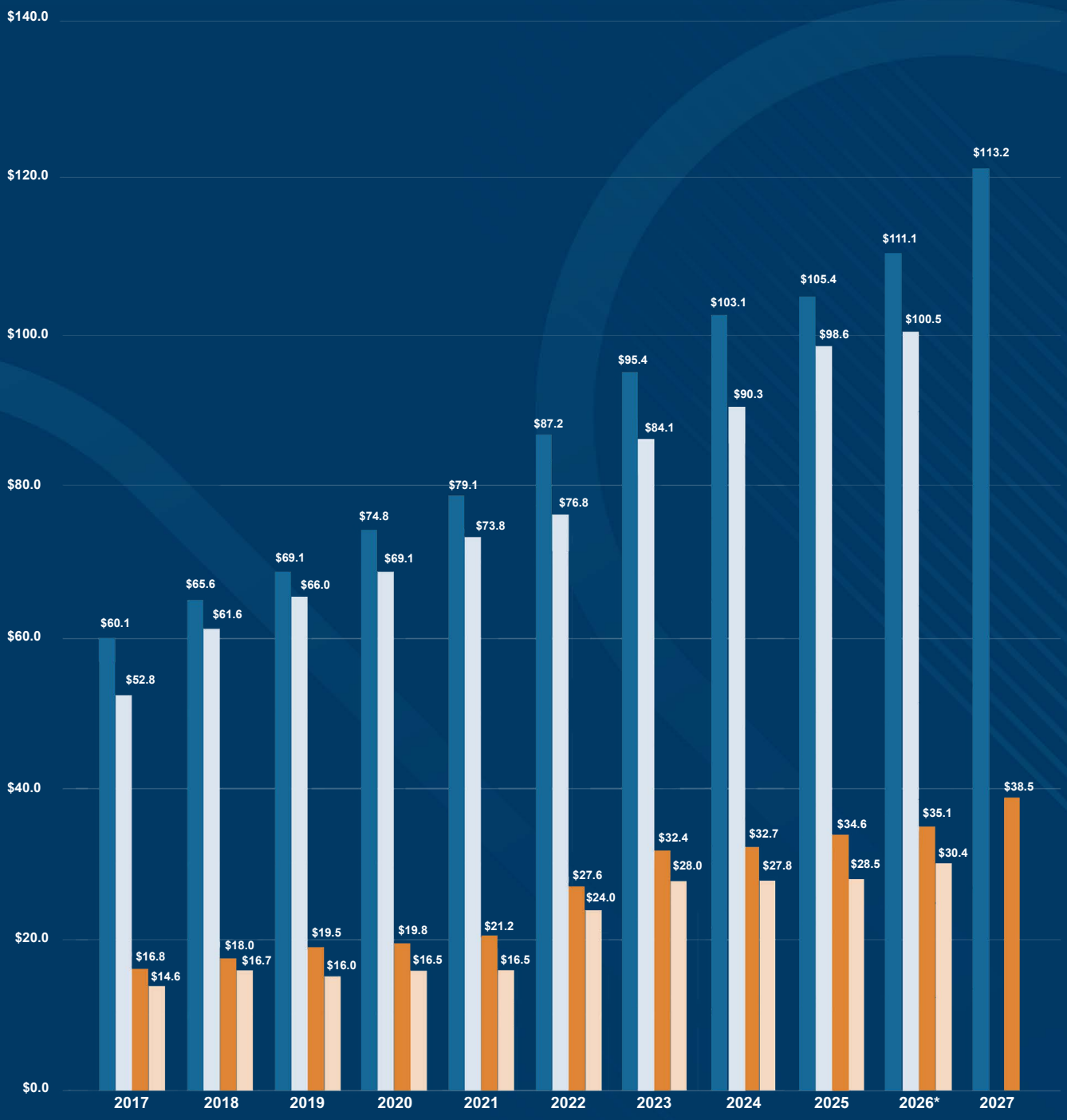
Lastly, the JOGC's proposed budget is submitted for approval at the meetings of each Board in June. Each year the budget must be adopted by June 30th to take effect on July 1st.

HISTORY: BUDGET EXPENDITURES

Salaries & Employee Benefits and Services & Supplies

2017-2027

($ in Millions)



* The Actual Expenditures for the budget year ending 2026 are projected based on YTD figures through 01/31/2026

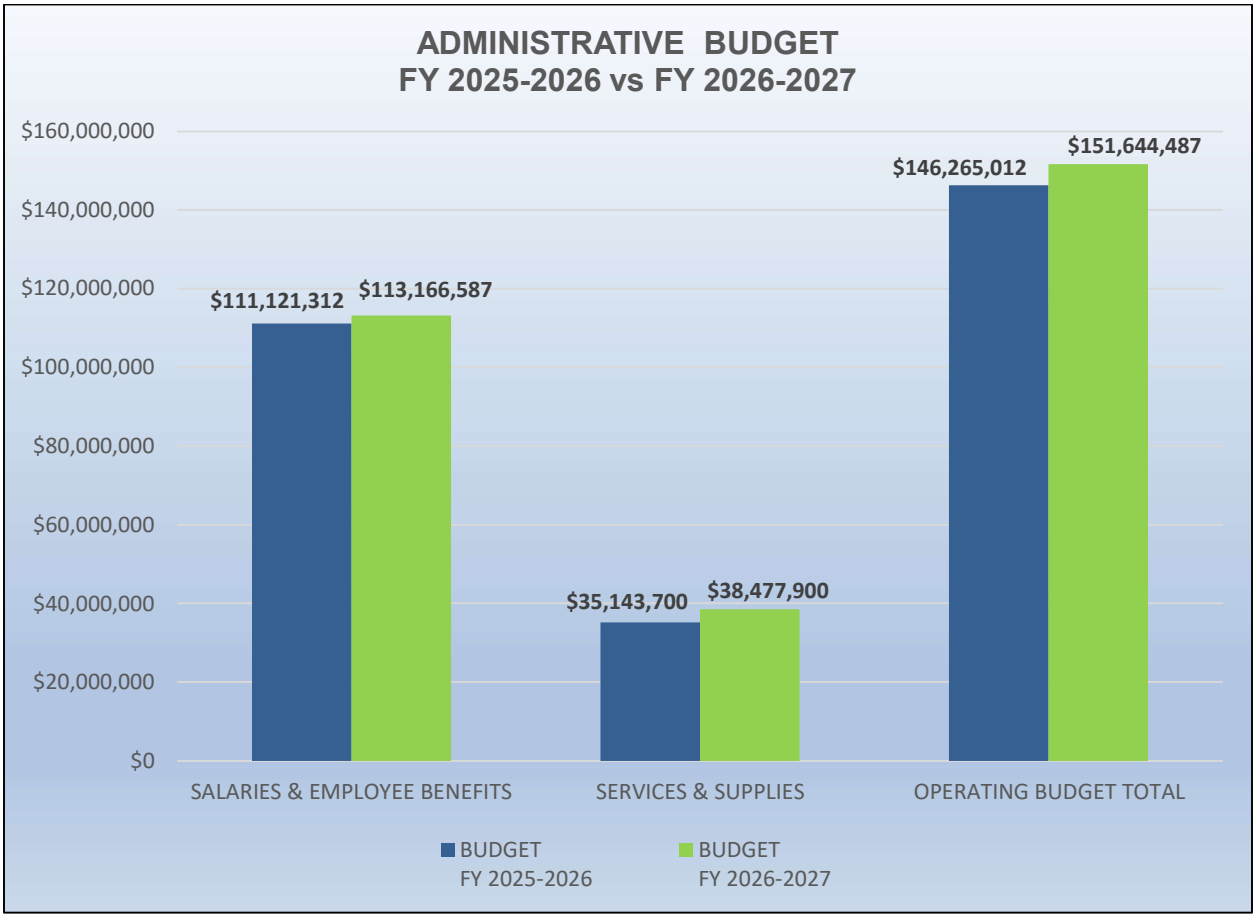
- Salaries and Employee Benefits Approved Budget
- Salaries and Employee Benefits Actual Expenditures
- Services and Supplies Approved Budget
- Services and Supplies Actual Expenditures

BUDGET REQUEST SUMMARY

Overview

The Administrative Budget consists of two components: Salaries and Employee Benefits (S&EB) and Services and Supplies (S&S). The proposed Administrative Budget request for FY 2026-27 is $151,644,487. This represents a 3.7 percent increase from the prior year budget.

ADMINISTRATIVE BUDGET	BUDGET FY 2025-2026	BUDGET FY 2026-2027	VARIANCE	% CHANGE
SALARIES & EMPLOYEE BENEFITS	$111,121,312	$113,166,587	$2,045,275	1.8%
SERVICES & SUPPLIES	$35,143,700	$38,477,900	$3,334,200	9.5%
TOTAL	**$146,265,012**	**$151,644,487**	**$5,379,475**	**3.7%**



The chart below displays the total budgeted costs per division in comparison to the prior year. For additional details see the divisional tabs.

DIVISION	BUDGET REQUEST FY 2025-2026	BUDGET REQUEST FY 2026-2027	VARIANCE	% CHANGE
Administrative Services	$16,938,924	$17,367,437	$428,514	2.5%
Benefits	13,374,834	14,549,947	1,175,112	8.8%
Board of Retirement	386,500	386,500	0	0.0%
Board of Investments	659,000	659,000	0	0.0%
Communications	4,312,331	4,575,183	262,852	6.1%
Disability Litigation	2,516,477	0	(2,516,477)	-100.0%
Disability Retirement	11,316,482	12,014,311	697,829	6.2%
Ethics & Compliance Office	356,341	379,946	23,606	6.6%
Executive Office	4,837,217	4,394,717	(442,500)	-9.1%
Financial & Accounting Services	5,981,192	6,347,681	366,489	6.1%
Human Resources	6,670,206	6,722,420	52,214	0.8%
Information Security Office	1,913,642	2,429,476	515,834	27.0%
Internal Audit	3,484,879	3,190,726	(294,153)	-8.4%
Investment Office	20,791,311	21,014,406	223,094	1.1%
Legal Services	9,516,635	10,883,332	1,366,697	14.4%
Member Services	12,762,490	14,329,818	1,567,328	12.3%
Quality Assurance	3,215,620	2,891,039	(324,582)	-10.1%
Systems	27,230,931	29,508,549	2,277,618	8.4%
TOTAL	**$146,265,012**	**$151,644,487**	**$5,379,475**	**3.7%**

Salaries and Employee Benefits Summary

Salaries and Employee Benefits (S&EB) costs consist of the ongoing personnel costs for the organization. These costs include salaries, variable benefits (e.g., retirement costs, 457(b) and 401(k) plan costs, etc.), agency temporary staff, overtime, OPEB contributions, and other benefit costs.

S&EB CATEGORY	BUDGET REQUEST FY 2025-2026	BUDGET REQUEST FY 2026-2027	VARIANCE	% CHANGE
SALARIES & OTHER PAYS				
Permanent / County Temporary	$62,876,754	$63,695,583	$818,829	1.3%
Agency Temporary	6,107,100	5,258,700	(848,400)	-13.9%
LACERA Intern Program	413,000	288,000	(125,000)	-30.3%
Stipends	65,000	65,000	0	0.0%
Overtime	1,472,400	1,566,600	94,200	6.4%
Bilingual Bonus	20,400	19,200	(1,200)	-5.9%
Transportation Allowance	36,000	36,000	0	0.0%
Rideshare Allowance	70,300	69,400	(900)	-1.3%
Sickleave Buyback	119,800	119,800	0	0.0%
TOTAL SALARIES & OTHER PAYS	**$71,180,754**	**$71,118,283**	**($62,471)**	**-0.1%**
VARIABLE BENEFITS				
Retirement	11,896,604	12,646,443	749,839	6.3%
FICA Contribution	904,370	916,821	12,451	1.4%
County Subsidy - Insurance	3,651,760	3,565,304	(86,456)	-2.4%
Options Plan	5,876,077	6,026,200	150,122	2.6%
Life Insurance	26,173	25,963	(210)	-0.8%
Health Insurance Temps	22,541	389,507	366,966	1628.0%
Flexible Benefit Plan	18,805	18,805	0	0.0%
Thrift Plan / Horizons	2,498,213	2,532,560	34,347	1.4%
Savings Plan	1,609,628	1,608,850	(778)	0.0%
Pension Savings Plan	59,193	59,193	0	0.0%
Megaflex	6,841,071	6,837,763	(3,308)	0.0%
TOTAL VARIABLE BENEFITS	**$33,404,435**	**$34,627,407**	**$1,222,973**	**3.7%**
OPEB CONTRIBUTION	**$2,791,123**	**$3,160,896**	**$369,773**	**13.2%**
OTHER BENEFITS	**$3,745,000**	**$4,260,000**	**$515,000**	**13.8%**
TOTAL EMPLOYEE BENEFITS	**$39,940,558**	**$42,048,304**	**$2,107,745**	**5.3%**
TOTAL SALARIES & EMPLOYEE BENEFITS	**$111,121,312**	**$113,166,587**	**$2,045,275**	**1.8%**

Assumptions

The following assumptions were used in developing the budgets:

- LACERA utilizes an incremental-based budget process with the prior year resources as the "budget base" adjusted to reflect changes to activities or costs.
- Salaries are budgeted based on projected yearly costs by position. Filled positions assume salary-step and/or merit increases where eligible.
- Vacant positions are budgeted at the first step and salary savings are calculated by reducing the salary cost by the number of months it takes to hire against the position. The number of months funded is based on LACERA's hiring plan as of February 27, 2026, and is clearly identified in each division's tab. Vacant positions as of January 2026 that are expected to be filled by June 30, 2026 are budgeted for the full year.
- The budget excludes costs associated with the pending Memorandum of Understanding (MOU) and any related COLAs, as final terms have not yet been approved by the Los Angeles County Board of Supervisors.
- Variable benefits costs are adjusted consistently with Los Angeles County negotiated fringe benefit rates.
- Funding of RBS I (County Temp Classification) added to S&EB

Explanation of S&EB Costs

The proposed budget for S&EB totals $113,166,587, an increase of approximately $2 million or 1.8 percent. A breakdown of the significant changes impacting S&EB costs are detailed below.

Compensation and Benefits Assumptions

The FY 2026–27 budget does not include any cost-of-living adjustments (COLAs) and does not assume any changes to salaries or benefits resulting from labor negotiations that are currently pending County approval.

The budget excludes costs associated with the pending Memorandum of Understanding (MOU) and any related COLAs, as final terms have not yet been approved by the Los Angeles County Board of Supervisors. Upon approval, the final agreement is expected to include retroactive cost impacts, which may be eligible for absorption within the FY 2026–27 budget, subject to the timing of approval and overall budget capacity at that time.

Consistent with prior practice, the budget assumes normal salary step progression and merit increases for qualified and eligible employees, along with commensurate increases in employee benefits. Benefit costs are estimated at approximately 54 percent of total salaries, consistent with Los Angeles County budgeting and actuarial assumptions.

Budget Risk Disclosure – Pending MOU

The FY 2026–27 budget does not include funding for the pending MOU or any associated COLAs, as these items remain subject to final County approval and confirmation of actual cost impacts. Estimated costs are approximately $6 million. Approval of the MOU may result in retroactive compensation and benefit costs that were not incorporated into the adopted budget.

Upon receipt of County approval and verified cost details, staff will assess the fiscal impact and determine whether the costs can be absorbed within existing FY 2026–27 appropriations. Staff will present recommended funding adjustments to the Board as part of the mid-year budget adjustment process.

Staffing Changes and Organizational Realignments

For FY 2026–27, there is no net increase in permanent positions. Position additions are fully offset by position eliminations and realignments across divisions, resulting in a net-zero change to LACERA's total budgeted staffing authority, which remains at 509 positions (excluding the Retiree Healthcare Benefits Program).

As part of these organizational realignments, the Disability Litigation Office (DLO) was consolidated into Legal Services effective upon the retirement of the DLO Chief Counsel, following a determination by the Chief Executive Officer. This leadership transition provided an appropriate and timely opportunity to reassess the organizational structure, reporting alignment, and long-term business need for maintaining Disability Litigation as a standalone division.

Based on this review, executive leadership determined that disability litigation functions are substantively aligned with Legal Services' existing disability advisory, litigation, and governance responsibilities. As a result, maintaining Disability Litigation as a separate division was no longer necessary to effectively deliver these services.

Key considerations supporting the consolidation include:

- Continuity of Operations: Disability litigation functions continue without interruption, with existing staff and institutional knowledge retained.
- Separation of Duties: In accordance with California law, appropriate separation is maintained on a case-by-case basis between staff advising the Board on disability matters and staff representing LACERA in disputed disability cases.
- Organizational Efficiency: The consolidation reduces duplicative executive-level oversight and streamlines the organizational structure.

- Strategic Alignment: Integration supports a cohesive and coordinated legal approach across disability advice, administrative litigation, and Board support.
- Succession Planning and Span of Control: The realignment aligns with broader executive review of span of control, succession planning, and future organizational design within Legal Services.
- Staff Culture and Opportunity: Consolidation enhances collaboration within Legal Services and expands professional development opportunities for former DLO staff through exposure to additional legal and strategic work.

This consolidation represents an administrative and reporting change only. All Disability Litigation positions, functions, and workloads continue within Legal Services, and there is no increase to overall legal staffing or associated costs because of this realignment.

While overall staffing levels remain unchanged, the FY 2026–27 position realignments result in net ongoing savings of $263,999, as reflected in the position change summary below. These savings are attributable to strategic realignments, position eliminations, and classification changes that better align resources with operational needs while maintaining service levels.

A detailed summary of position changes, by division and classification, is provided below for Board review.

Summary of Position Changes

DIVISION	#	POSTION TITLE	BUDGET IMPACT
Benefits Division	3.0	Retirement Benefits Specialist III	$356,580
	(3.0)	Retirement Benefits Specialist II	($298,585)
Disability Litigation	(1.0)	Chief Counsel, Disability Litigation	($433,437)
	(2.0)	Senior Staff Counsel	($592,163)
	(3.0)	Senior Legal Secretary	($387,737)
Investment Office	(1.0)	Principal Investment Officer	($491,214)
	1.0	Senior Investment Officer	$395,408
	2.0	Finance Analyst I	$306,422
	(1.0)	Senior Administrative Assistant	($102,258)
Legal Services	2.0	Senior Staff Counsel	$592,163
	3.0	Senior Legal Secretary	$387,737
Systems Division	1.0	Data Systems Supervisor II	$209,044
	(1.0)	Retirement Systems Specialists	($205,960)
Total	**0.0**		**($263,999)**

* Based on Human Resources Recruitment Calendar

Permanent/County Temporary Salaries

Funding for Permanent/County Temporary Salaries is increasing by approximately $818,829 million or 1.3 percent. This is a result of anticipated salary-step and merit increases.

Agency Temporary Salaries

Agency Temporary Salaries funding was reduced by $848,400, or 13.9%, in FY 2026-27. LACERA engages Agency Temporary staff primarily to address essential operational requirements while recruiting permanent employees, and to fill temporary skill gaps or supplement teams for short-term projects where ongoing additional staffing is unnecessary. The decrease for FY 2025-26 reflects the hiring of permanent staff.

Intern Program

Internships are part of LACERA's diversity, equity, and inclusion strategies. Our intent is to provide underrepresented students with opportunities to learn about LACERA and how we fulfill our mission to produce, protect and provide the promised benefits to our members by offering short-term employment and mentorship. They are provided with hands-on experience that increases their professional preparedness.

For FY 2026-27, LACERA hopes to welcome 14 Interns to work on special projects across the organization as outlined below:

Division	No.	Project Description
Information Security Office	1	Knowledge management and information security program projects
Investment Office	4*	Performance attribution, market research, and investment analysis
Legal Office	2	Legal projects (law students)
Member Services	1	Member Services support
Systems	6	Workflow automation, onsite data center, and data lake
Total	**14**	

** Two funded through LACERA and two funded through outside organizations*

At LACERA, internships are paid with the intention to ensure access to these opportunities. The FY 2026-27 Administrative Budget includes $288,000 to fund 12 Interns; two additional Interns for the Investment Office will be funded through outside organizations that seek to encourage individuals of diverse and underrepresented backgrounds.

Employee Benefits

Total employee benefits for FY 2026–27 are projected to total $42,048,304, an increase of $2,107,745, or 5.3 percent, compared to the prior year. Of this amount, variable employee benefits increased by $1,222,973, or 3.7 percent, reflecting changes in staffing levels, benefit participation, and salary-driven cost adjustments.

Within variable benefits, health insurance costs increased by $366,966, primarily to reflect anticipated benefit needs associated with the onboarding of the Retirement Benefits Specialist I (RBS I) training class.

In contrast, retirement costs increased by $749,839, driven by assumed salary step progression and merit increases. Because employer retirement contributions are directly tied to employee salaries, increases in wages result in corresponding increases in retirement contribution costs.

In addition, Other Post-Employment Benefits (OPEB) Contributions and other benefits increased by approximately $369,773. These amounts represent the employer portion of pension-related and other benefit costs paid by LACERA for its own employees.

Total Budgeted Positions

Based on the proposal of net-zero positions, LACERA's total budgeted positions count will be 509.

DIVISION	BUDGETED POSITIONS FY 2025-2026	CHANGE	BUDGETED POSITIONS FY 2026-2027
ADMINISTRATIVE SERVICES	44	0	44
BENEFITS DIVISION	78	0	78
COMMUNICATIONS	14	0	14
DISABILITY LITIGATION	6	(6)	0
DISABILITY RETIREMENT	44	0	44
ETHICS & COMPLIANCE OFFICE	3	0	3
EXECUTIVE OFFICE	10	0	10
FINANCIAL & ACCOUNTING	33	0	33
HUMAN RESOURCES	21	0	21
INFORMATION SECURITY OFFICE	5	0	5
INTERNAL AUDIT SERVICES	11	0	11
INVESTMENT OFFICE	49	1	50
LEGAL SERVICES	29	5	34
MEMBER SERVICES	81	0	81
QUALITY ASSURANCE	19	0	19
SYSTEMS	62	0	62
TOTAL	**509**	**0**	**509**

Ordinance Positions

Ordinance positions reflect the employment authority by classification ratified by the Los Angeles County Board of Supervisors for LACERA. Not all positions outlined in LACERA's Ordinance are funded in the budget. Each year, the Board of Retirement and the Board of Investments adopt a budget, which includes funding for a specified number of positions. Most of these positions are funded for a full year; positions that are anticipated to be vacant at the beginning of the fiscal year are generally funded for less than 12 months. Historically, LACERA has maintained a higher number of Ordinance positions than budgeted to allow flexibility in filling positions within specific classifications. Each time a position is filled, it must be applied against an authorized position identified in the Ordinance, and funding must be available within the budget. Additionally, when the Boards authorize new positions as part of the budget, they cannot be immediately filled if there is not sufficient authority within the Ordinance, and it typically takes the Board of Supervisors several months to add new positions to LACERA's Ordinance. With the exception of the Chief Ethics and Compliance Officer and Deputy Chief Ethics and Compliance Officer positions and two Principal Staff Counsel, which are currently pending, all positions proposed for funding in the FY 2026–27 Budget are included in the existing Ordinance.

Vacancy Information

Each year as part of the budgeting process, the management team reviews the current workload to forecast the number of staff needed to fulfill LACERA's mission to produce, protect, and provide the promised benefits to our members. One of the results of the process is a staffing plan that is presented to the executive team as part of each division's budget proposal.

Once the executive and management teams have agreed on a plan, the staffing requests are approved in the budget proposal presented to the Boards. The vacant position chart below shows that there are 98 vacant positions as of March 31, 2026. However, LACERA anticipates hiring or promoting twenty-six staff in the fourth quarter of FY 2025-2026, for a total of 60 hiring actions for the full year.

Vacant Positions Summary

DIVISION	BUDGETED POSITIONS FY 2025-2026	VACANCY (AS OF 03/31/26)	%	BUDGETED POSITIONS FY 2026-27*
Administrative Services	**44**	13	30%	**44**
Benefits	**78**	12	15%	**78**
Communications	**14**	4	29%	**14**
Disability Litigation	**6**	1	17%	**0**
Disability Retirement Services	**44**	8	18%	**44**
Ethics & Compliance Office Ø	**3**	3	100%	**3**
Executive	**10**	3	30%	**10**
Financial Accounting Services	**33**	3	9%	**33**
Human Resources	**21**	4	19%	**21**
Information Security Office	**5**	0	0%	**5**
Internal Audit	**11**	1	9%	**11**
Investment Office	**49**	9	18%	**50**
Legal Services Ø	**29**	8	28%	**34**
Member Services	**81**	3	4%	**81**
Quality Assurance	**19**	7	37%	**19**
Systems	**62**	19	31%	**62**
LACERA Total	**509**	**98**	**19%**	**509**

*Includes new requested positions
Ø Includes four (4) budgeted positions not yet approved by Board of Supervisors

Hiring Plan

LACERA's Human Resources (HR) Division is responsible for implementing Strategic Objective 3.3 Improving and Simplifying our Hiring Process. In FY 2025-26, we are on track to promulgate 14 hiring lists by the end of the fiscal year, approximately half of the eligible lists created in FY 2024-25. By the end of the year, LACERA anticipates onboarding in various departments including FASD, Executive Office, Systems, Investment Office, and Retirement Benefits Specialists I as part of the Specialist Basic Training class.

Services and Supplies (S&S)

The FY 2026-27 Services and Supplies (S&S) budget is $38,477,900, an increase of $3,334,200, or 9.5 percent. S&S costs are reflective of the daily operational needs of the organization and are primarily based on historical expenditures adjusted for inflation. Reductions or additions for one-time expenditures are also applied. Significant or noteworthy increases or decreases are explained below:

- Professional and Specialized Services are expected to increase by $3,067,100 or 57.3 percent driven primarily by strategic planning and technology-focused initiatives. Approximately $2.8 million is dedicated to enterprise strategic planning

efforts centralized under the Strategic Planning cost center (GL 9724) to enhance transparency and oversight. Key investments include strategic planning support in the Executive Office, a risk assessment consultant in Internal Audit, and major digital strategy and innovation initiatives within the Systems Division to advance LACERA's long-term operational and technology goals.

- Educational Expenses are expected to increase by $342,200 or 17.4 percent. The proposed increase is the result of multiple divisions requesting a modest adjustment in alignment with Strategic Initiative 3: Investing in People. This initiative underscores LACERA's commitment to becoming an employer of choice at all levels. Also, due to multiple divisions requesting a Gartner subscription service.

- Legal Fees & Services expenses are expected to decrease by $500,000 or 20.3 percent. The decrease is attributed to the resolution of the County lawsuit.

Services & Supplies Summary

S&S CATEGORY	BUDGET REQUEST FY 2025-2026	BUDGET REQUEST FY 2026-2027	VARIANCE	% CHANGE
Auto Expenses	$52,300	$124,400	$72,100	137.9%
Communications	355,000	347,500	(7,500)	-2.1%
Transportation & Travel	970,100	948,500	(21,600)	-2.2%
Postage	1,269,000	1,349,000	80,000	6.3%
Stationery & Forms	948,000	911,500	(36,500)	-3.9%
Office Supplies & Equipment	855,500	753,900	(101,600)	-11.9%
Insurance	1,331,900	1,363,000	31,100	2.3%
Equipment Maintenance	222,000	252,500	30,500	13.7%
Equipment Rents & Leases	260,000	270,000	10,000	3.8%
Building Costs	7,695,000	7,900,000	205,000	2.7%
Parking Fees	561,000	561,000	0	0.0%
Professional & Specialized Services	5,351,500	8,418,600	3,067,100	57.3%
Bank Services	200,000	200,000	0	0.0%
Legal Fees & Services	2,460,000	1,960,000	(500,000)	-20.3%
Disability Fees & Services	3,340,200	3,335,200	(5,000)	-0.1%
Computer Services & Support	6,575,000	6,746,000	171,000	2.6%
Educational Expenses	1,966,000	2,308,200	342,200	17.4%
Miscellaneous	731,200	728,600	(2,600)	-0.4%
TOTAL	**$35,143,700**	**$38,477,900**	**$3,334,200**	**9.5%**

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS
CATEGORY SUMMARY

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Gross Salaries	$63,695,583	$62,876,754	$29,763,023	$56,104,000	($6,772,754)	-10.8%	$818,829	1.3%
Salary Differential	-	-	-	-	-	-	-	-
Permanent Salaries	**$63,695,583**	$62,876,754	$29,763,023	$56,104,000	($6,772,754)	-10.8%	$818,829	1.3%
Outside Agency Temporary Staffing	**5,258,700**	6,107,100	3,356,208	6,223,300	116,200	1.9%	(848,400)	-13.9%
LACERA Intern Program	**288,000**	413,000	285,571	413,000	0	0.0%	(125,000)	-30.3%
Variable Benefits								
Retirement	12,646,443	11,896,604	6,465,474	12,438,700	542,096	4.6%	749,839	6.3%
FICA Contribution	916,821	904,370	489,851	886,500	(17,870)	-2.0%	12,451	1.4%
County Subsidy - Insurance	3,565,304	3,651,760	1,439,714	2,379,900	(1,271,860)	-34.8%	(86,456)	-2.4%
Options Plan	6,026,200	5,876,077	2,381,757	4,785,500	(1,090,577)	-18.6%	150,122	2.6%
Life Insurance	25,963	26,173	12,306	24,900	(1,273)	-4.9%	(210)	-0.8%
Health Insurance Temps	389,507	22,541	0	16,800	(5,741)	-25.5%	366,966	1628.0%
Flexible Benefit Plan	18,805	18,805	0	0	(18,805)	-100.0%	0	0.0%
Thrift Plan/Horizons	2,532,560	2,498,213	929,636	1,834,500	(663,713)	-26.6%	34,347	1.4%
Savings Plan	1,608,850	1,609,628	629,020	1,290,700	(318,928)	-19.8%	(778)	0.0%
Pension Savings Plan	59,193	59,193	1,978	3,400	(55,793)	-94.3%	0	0.0%
Megaflex	6,837,763	6,841,071	3,325,636	5,919,300	(921,771)	-13.5%	(3,308)	0.0%
Total	**34,627,407**	33,404,435	15,675,373	29,580,200	(3,824,235)	-11.4%	1,222,973	3.7%
Other Benefits	**4,260,000**	3,745,000	1,825,433	3,706,300	(38,700)	-1.0%	515,000	13.8%
OPEB Contribution	**3,160,896**	2,791,123	1,427,322	2,787,100	(4,023)	-0.1%	369,773	13.2%
Stipends	**65,000**	65,000	21,721	42,000	(23,000)	-35.4%	0	0.0%
Overtime	**1,566,600**	1,472,400	575,007	1,502,000	29,600	2.0%	94,200	6.4%
Bilingual Bonus	**19,200**	20,400	9,750	15,600	(4,800)	-23.5%	(1,200)	-5.9%
Sickleave Buyback	**119,800**	119,800	90,632	112,500	(7,300)	-6.1%	0	0.0%
Rideshare Allowance	**69,400**	70,300	2,355	4,800	(65,500)	-93.2%	(900)	-1.3%
Transportation Allowance	**36,000**	36,000	19,200	30,000	(6,000)	-16.7%	0	0.0%
S&EB TOTAL	**$113,166,587**	**$111,121,312**	**$53,051,594**	**$100,520,800**	**($10,600,512)**	**-9.5%**	**$2,045,275**	**1.8%**

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS
DIVISION SUMMARY

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Administrative Services	**$6,577,537**	$6,402,524	$3,008,596	$5,468,000	($934,524)	-14.6%	$175,014	2.7%
Benefits	**14,414,347**	13,237,934	6,602,114	13,279,500	41,566	0.3%	1,176,412	8.9%
Communications	**2,987,583**	2,713,931	1,199,493	2,219,700	(494,231)	-18.2%	273,652	10.1%
Disability Litigation	**0**	2,481,377	1,096,821	2,041,600	(439,777)	-17.72%	(2,481,377)	-100.0%
Disability Retirement	**8,242,111**	7,533,582	3,786,147	7,044,400	(489,182)	-6.5%	708,529	9.4%
Ethics and Compliance Office	**$247,746**	236,141	8,860	17,500	(218,641)	-92.6%	11,606	4.9%
Executive Office	**3,557,617**	3,939,117	2,090,613	3,591,300	(347,817)	-8.8%	(381,500)	-9.7%
Financial & Accounting Services	**5,946,681**	5,724,192	2,952,778	5,141,300	(582,892)	-10.2%	222,489	3.9%
Human Resources	**4,176,520**	4,064,506	2,087,729	3,683,100	(381,406)	-9.4%	112,014	2.8%
Information Security Office	**1,383,276**	1,339,442	354,884	825,600	(513,842)	-38.4%	43,834	3.3%
Internal Audit	**2,482,226**	2,715,679	1,400,339	2,502,200	(213,479)	-7.9%	(233,453)	-8.6%
Investment Office	**20,652,906**	20,429,811	8,751,679	17,805,100	(2,624,711)	-12.8%	223,094	1.1%
Legal Services	**8,817,432**	7,019,735	3,435,493	6,625,300	(394,435)	-5.6%	1,797,697	25.6%
Member Services	**13,946,118**	12,424,890	6,197,866	11,591,200	(833,690)	-6.7%	1,521,228	12.2%
Quality Assurance	**2,863,939**	3,129,520	1,396,312	2,792,500	(337,020)	-10.8%	(265,582)	-8.5%
Systems Division	**16,870,549**	17,728,931	8,681,871	15,892,500	(1,836,431)	-10.4%	(858,382)	-4.8%
S&EB TOTAL	**$113,166,587**	**$111,121,312**	**$53,051,594**	**$100,520,800**	**($10,600,512)**	**-9.5%**	**$2,045,275**	**1.8%**

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

AGENCY TEMPORARY STAFFING
DIVISION SUMMARY

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-25)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Administrative Services	**$276,500**	$350,900	$433,221	$550,000	$199,100	56.7%	($74,400)	-21.2%
Benefits	**280,600**	0	107,657	195,000	195,000	0.0%	280,600	0.0%
Communications	**271,500**	400,100	160,673	276,000	(124,100)	-31.0%	(128,600)	-32.1%
Disability Litigation	**0**	0	0	0	0	0.0%	0	0.0%
Disability Retirement	**340,500**	420,000	291,619	580,000	160,000	38.1%	(79,500)	-18.9%
Ethics & Compliance Office	**0**	0	0	0	0	0.0%	0	0.0%
Executive Office	**0**	141,200	5,791	5,800	(135,400)	-95.9%	(141,200)	-100.0%
Financial & Accounting Services	**334,700**	526,500	212,684	526,500	0	0.0%	(191,800)	-36.4%
Human Resources	**28,000**	28,000	0	20,000	(8,000)	-28.6%	0	0.0%
Information Security Office	**0**	213,000	0	0	(213,000)	-100.0%	(213,000)	-100.0%
Internal Audit	**0**	0	0	0	0	0.0%	0	0.0%
Investment Office	**0**	0	0	0	0	0.0%	0	0.0%
Legal Services	**134,600**	127,400	98,775	170,000	42,600	33.4%	7,200	5.7%
Member Services	**52,300**	0	0	0	0	0.0%	52,300	0.0%
Quality Assurance	**0**	0	0	0	0	0.0%	0	0.0%
Systems Division	**3,540,000**	3,900,000	2,045,789	3,900,000	0	0.0%	(360,000)	-9.2%
TOTAL	**$5,258,700**	**$6,107,100**	**$3,356,208**	**$6,223,300**	**$116,200**	**1.9%**	**($848,400)**	**-13.9%**

*All amounts rounded to the nearest dollar.

LACERA

BUDGET REQUEST INFORMATION

AGENCY TEMPORARY STAFFING
HISTORY OF EXPENDITURES

DIVISION	FYE 2024		FYE 2025		FYE 2026		FYE 2027
	Budget	Actual	Budget	Actual	Budget	Projection	Budget
Administrative Services	$457,800	$297,609	$412,400	$416,407	$350,900	$550,000	$276,500
Benefits	62,200	45,355	57,900	9,122	0	195,000	280,600
Communications	331,000	85,859	276,400	163,058	400,100	276,000	271,500
Disability Litigation	0	0	0	0	0	0	0
Disability Retirement	138,100	191,004	407,300	363,391	420,000	580,000	340,500
Ethics & Compliance Office	0	0	0	0	0	0	0
Executive Office	645,200	1,011,813	161,000	20,376	141,200	5,800	0
Financial & Accounting Services	776,700	544,167	482,500	524,955	526,500	526,500	334,700
Human Resources	139,000	156,870	50,500	9,930	28,000	20,000	28,000
Information Security Office	0	0	302,000	388,228	213,000	0	0
Internal Audit	0	0	0	0	0	0	0
Investment Office	0	0	0	0	0	0	0
Legal Services	179,400	180,763	116,700	131,689	127,400	170,000	134,600
Member Services	72,600	57,563	295,800	69,479	0	0	52,300
Quality Assurance	0	0	0	0	0	0	0
Systems	2,881,700	3,285,956	2,140,100	2,909,452	3,900,000	3,900,000	3,540,000
GRAND TOTAL	**$5,683,700**	**$5,856,959**	**$4,702,600**	**$5,006,086**	**$6,107,100**	**$6,223,300**	**$5,258,700**

*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

OVERTIME REQUEST
DIVISION SUMMARY

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Admininstrative Services	**$54,800**	$54,500	$3,577	$40,000	($14,500)	-26.6%	$300	0.6%
Benefits	**593,900**	579,700	280,502	780,000	200,300	34.6%	14,200	2.4%
Communications	**4,900**	4,600	859	2,300	(2,300)	-50.0%	300	6.5%
Disability Litigation	**0**	3,000	222	400	(2,600)	-86.7%	(3,000)	-100.0%
Disability Retirement	**99,500**	59,400	77,283	120,000	60,600	102.0%	40,100	67.5%
Ethics & Compliance Office	**0**	0	0	0	0	0.0%	0	0.0%
Executive Office	**30,700**	28,400	20,818	28,400	0	0.0%	2,300	8.1%
Financial & Accounting Services	**68,500**	62,300	37,887	50,000	(12,300)	-19.7%	6,200	10.0%
Human Resources	**7,100**	6,700	5,149	6,700	0	0.0%	400	6.0%
Information Security Office	**0**	0	0	0	0	0.0%	0	0.0%
Internal Audit	**3,800**	5,700	788	3,000	(2,700)	-47.4%	(1,900)	-33.3%
Investment Office	**800**	800	0	0	(800)	-100.0%	0	0.0%
Legal Services	**27,000**	21,000	10,773	21,000	0	0.0%	6,000	28.6%
Member Services	**415,900**	397,900	56,313	300,000	(97,900)	-24.6%	18,000	4.5%
Quality Assurance	**12,900**	12,300	107	200	(12,100)	-98.4%	600	4.9%
Systems Division	**246,800**	236,100	80,730	150,000	(86,100)	-36.5%	10,700	4.5%
TOTAL	**$1,566,600**	**$1,472,400**	**$575,007**	**$1,502,000**	**$29,600**	**2.0%**	**$94,200**	**6.4%**

*All amounts rounded to the nearest dollar.

LACERA

BUDGET REQUEST INFORMATION

OVERTIME
HISTORY OF EXPENDITURES

DIVISION	FYE 2024		FYE 2025		FYE 2026		FYE 2027
	Budget	Actual	Budget	Actual	Budget	Projection	Budget
Administrative Services	$35,700	$14,068	$47,300	$31,099	$54,500	$40,000	$54,800
Benefits	426,400	818,091	562,900	766,157	579,700	780,000	593,900
Communications	4,500	1,821	4,500	1,279	4,600	2,300	4,900
Disability Litigation	2,800	572	2,900	134	3,000	400	0
Disability Retirement	103,600	192,653	140,800	102,279	59,400	120,000	99,500
Ethics & Compliance Office	0	0	0	0	0	0	0
Executive Office	27,600	32,129	28,400	26,068	28,400	28,400	30,700
Financial & Accounting Services	64,700	52,129	62,800	47,405	62,300	50,000	68,500
Human Resources	4,700	13,998	6,500	2,901	6,700	6,700	7,100
Information Security Office	0	0	0	0	0	0	0
Internal Audit	5,300	258	5,500	775	5,700	3,000	3,800
Investment Office	800	24	800	31	800	0	800
Legal Services	19,900	27,524	20,300	26,177	21,000	21,000	27,000
Member Services	214,200	381,613	384,900	231,271	397,900	300,000	415,900
Quality Assurance	11,500	2,031	11,900	0	12,300	200	12,900
Systems	229,200	226,414	229,200	137,318	236,100	150,000	246,800
GRAND TOTAL	**$1,150,900**	**$1,763,326**	**$1,508,700**	**$1,372,894**	**$1,472,400**	**$1,502,000**	**$1,566,600**

*All amounts rounded to the nearest dollar.

LACERA

BUDGET REQUEST INFORMATION

VACANT POSITIONS
SUMMARY

DIVISION	BUDGETED POSITIONS FY 2025-2026	VACANCY (AS OF 03/31/26)	%	PROPOSED BUDGETED POSITIONS FY 2026-2027 *	VACANCY	%
Administrative Services	**44**	13	30%	**44**	13	30%
Benefits	**78**	12	15%	**78**	12	15%
Communications	**14**	4	29%	**14**	4	29%
Disability Litigation	**6**	1	17%	**0**	0	0%
Disability Retirement Services	**44**	8	18%	**44**	8	18%
Ethics & Compliance Office Ø	**3**	3	100%	**3**	3	100%
Executive	**10**	3	30%	**10**	3	30%
Financial Accounting Services	**33**	3	9%	**33**	3	9%
Human Resources	**21**	4	19%	**21**	4	19%
Information Security Office	**5**	0	0%	**5**	0	0%
Internal Audit	**11**	1	9%	**11**	1	9%
Investment Office	**49**	9	18%	**50**	10	20%
Legal Services Ø	**29**	8	28%	**34**	8	24%
Member Services	**81**	3	4%	**81**	3	4%
Quality Assurance	**19**	7	37%	**19**	7	37%
Systems	**62**	19	31%	**62**	19	31%
LACERA Total	**509**	**98**	**19%**	**509**	**98**	**19%**

* Includes new requested positions.
Ø Includes four (4) budgeted positions not yet approved by Board of Supervisors.

LACERA

FISCAL YEAR 2026-2027

SERVICES AND SUPPLIES
CATEGORY SUMMARY

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Auto Expense	**$124,400**	$52,300	$56,702	$25,900	($26,400)	-50.5%	$72,100	137.9%
Communications	**347,500**	355,000	203,739	321,000	(34,000)	-9.6%	(7,500)	-2.1%
Transportation and Travel	**948,500**	970,100	241,548	649,100	(321,000)	-33.1%	(21,600)	-2.2%
Postage	**1,349,000**	1,269,000	898,496	1,347,000	78,000	6.1%	80,000	6.3%
Stationery and Forms	**911,500**	948,000	422,325	831,100	(116,900)	-12.3%	(36,500)	-3.9%
Office Supplies and Equipment	**753,900**	855,500	353,468	673,000	(182,500)	-21.3%	(101,600)	-11.9%
Insurance	**1,363,000**	1,331,900	1,233,401	1,234,700	(97,200)	-7.3%	31,100	2.3%
Equipment Maintenance	**252,500**	222,000	156,885	214,700	(7,300)	-3.3%	30,500	13.7%
Equipment Rents and Leases	**270,000**	260,000	70,067	140,000	(120,000)	-46.2%	10,000	3.8%
Building Costs	**7,900,000**	7,695,000	3,244,147	6,235,000	(1,460,000)	-19.0%	205,000	2.7%
Parking Fees	**561,000**	561,000	325,677	560,000	(1,000)	-0.2%	0	0.0%
Professional and Spec. Srvcs.	**8,418,600**	5,351,500	2,151,640	4,178,700	(1,172,800)	-21.9%	3,067,100	57.3%
Bank Services	**200,000**	200,000	109,595	200,000	0	0.0%	0	0.0%
Legal Fees and Services	**1,960,000**	2,460,000	1,454,709	2,532,000	72,000	2.9%	(500,000)	-20.3%
Disability Fees and Services	**3,335,200**	3,340,200	1,436,360	3,131,300	(208,900)	-6.3%	(5,000)	-0.1%
Computer Services and Support	**6,746,000**	6,575,000	4,156,492	6,081,700	(493,300)	-7.5%	171,000	2.6%
Educational Expense	**2,308,200**	1,966,000	599,838	1,368,200	(597,800)	-30.4%	342,200	17.4%
Miscellaneous	**728,600**	731,200	279,142	709,900	(21,300)	-2.9%	(2,600)	-0.4%
S&S TOTAL	**$38,477,900**	**$35,143,700**	**$17,394,231**	**$30,433,300**	**($4,710,400)**	**-13.4%**	**$3,334,200**	**9.5%**

*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SERVICES AND SUPPLIES
DIVISION SUMMARY

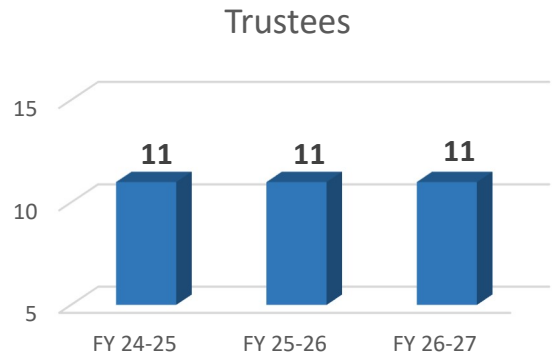
		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Administrative Services	**$10,789,900**	$10,536,400	$5,399,390	$8,789,900	($1,746,500)	-16.6%	$253,500	2.4%
Benefits	**135,600**	136,900	29,250	73,200	(63,700)	-46.5%	(1,300)	-0.9%
Board of Retirement	**386,500**	386,500	50,358	320,500	(66,000)	-17.1%	0	0.0%
Board of Investments	**659,000**	659,000	331,835	548,000	(111,000)	-16.8%	0	0.0%
Communications	**1,587,600**	1,598,400	714,879	1,512,800	(85,600)	-5.4%	(10,800)	-0.7%
Disability Litigation	**0**	35,100	6,157	16,800	(18,300)	-52.1%	(35,100)	-100.0%
Disability Retirement	**3,772,200**	3,782,900	1,539,897	3,397,200	(385,700)	-10.2%	(10,700)	-0.3%
Ethics & Compliance Office	**132,200**	120,200	88,512	119,600	(600)	-0.5%	12,000	10.0%
Executive Office	**837,100**	898,100	365,321	528,300	(369,800)	-41.2%	(61,000)	-6.8%
Financial & Accounting Services	**401,000**	257,000	124,423	244,000	(13,000)	-5.1%	144,000	56.0%
Human Resources	**2,545,900**	2,605,700	762,032	1,712,900	(892,800)	-34.3%	(59,800)	-2.3%
Information Security Office	**1,046,200**	574,200	287,361	535,500	(38,700)	-6.7%	472,000	82.2%
Internal Audit	**708,500**	769,200	295,589	760,900	(8,300)	-1.1%	(60,700)	-7.9%
Investment Office	**361,500**	361,500	102,207	304,100	(57,400)	-15.9%	0	0.0%
Legal Services	**2,065,900**	2,496,900	1,484,941	2,582,400	85,500	3.4%	(431,000)	-17.3%
Member Services	**383,700**	337,600	136,415	267,500	(70,100)	-20.8%	46,100	13.7%
Quality Assurance	**27,100**	86,100	5,524	67,800	(18,300)	-21.3%	(59,000)	-68.5%
Systems	**12,638,000**	9,502,000	5,670,139	8,651,900	(850,100)	-8.9%	3,136,000	33.0%
S&S TOTAL	**$38,477,900**	**$35,143,700**	**$17,394,231**	**$30,433,300**	**($4,710,400)**	**-13.4%**	**$3,334,200**	**9.5%**

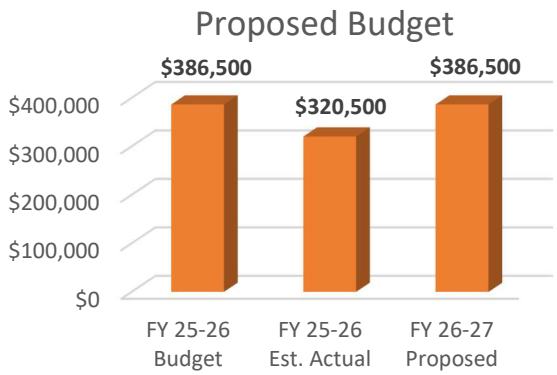
*All amounts rounded to the nearest dollar.

Board of Retirement

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Board of Retirement is responsible for the strategic direction of the association and the administration of the retirement system and retiree healthcare benefits program, and the review and processing of disability retirement applications. The Board must execute its duties with care, skill, prudence and diligence. The Board is composed of 11 trustees. Four are appointed by the Los Angeles County Board of Supervisors; two are elected by general active members; one trustee and one alternate trustee are elected by safety members; and one trustee and one alternate trustee are elected by retired members. The law requires the County Treasurer and Tax Collector to serve as an ex-officio trustee. The Deputy County Treasurer and Tax Collector serves as the acting ex-officio trustee in the absence of the ex-officio trustee as needed.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
No significant changes			

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

The Board of Retirement supports LACERA's 2023-28 Strategic Plan, providing broad direction to the Chief Executive Officer.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

The Board of Retirement does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

The Board's Services and Supplies budget request is based on actual expenditure trends.

Board Offsite Expense

The budget for the Board Offsite remains unchanged from the prior year adjusted amount of $175,000.

LACERA

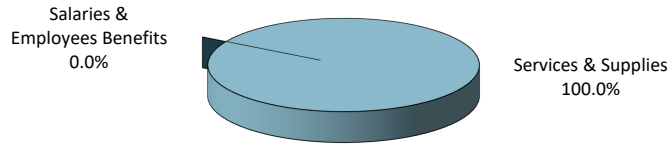
FISCAL YEAR 2026-2027

BUDGET SUMMARY

BOARD OF RETIREMENT

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$0**	$0	$0	$0	$0	0.0%	$0	0.0%
Services & Supplies	**386,500**	386,500	50,358	320,500	(66,000)	-17.1%	0	0.0%
OPERATING BUDGET	**$386,500**	$386,500	$50,358	$320,500	($66,000)	-17.1%	$0	0.0%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

BOARD OF RETIREMENT

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$93,500**	$93,500	$11,527	$52,500	($41,000)	-43.9%	$0	0.0%
EDUCATIONAL EXPENSES	**106,000**	106,000	11,722	83,000	(23,000)	-21.7%	0	0.0%
MISCELLANEOUS	**187,000**	187,000	27,108	185,000	(2,000)	-1.1%	0	0.0%
TOTAL	**$386,500**	$386,500	$50,358	$320,500	($66,000)	-17.1%	$0	0.0%

*All amounts rounded to the nearest dollar.

BOARD OF RETIREMENT

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

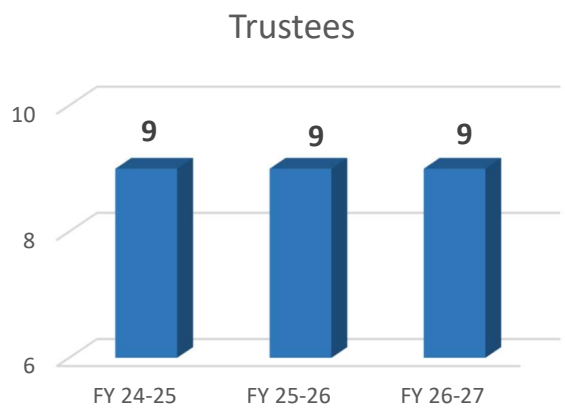
	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SERVICES & SUPPLIES					
Transportation & Travel	$93,500	$52,034	$93,500	$52,500	$93,500
Educational Expenses	86,000	80,710	106,000	83,000	106,000
Miscellaneous	162,000	118,245	187,000	185,000	187,000
TOTAL OPERATING BUDGET	**$341,500**	**$250,989**	**$386,500**	**$320,500**	**$386,500**

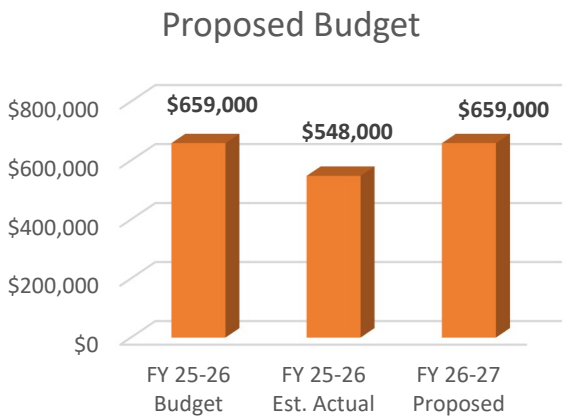
*All amounts rounded to the nearest dollar.

Board of Investments

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Board of Investments is responsible for establishing LACERA's investments policies and objectives, as well as exercising authority and control over the investment management of the Pension Fund. The Board must exercise its duties with care, skill, prudence and diligence. The Board is composed of nine trustees. Four trustees are appointed by the Los Angeles County Board of Supervisors; two are elected by active general members; one is elected by safety members; and one is elected by retired members. The law requires the County Treasurer and Tax Collector to serve as an ex-officio trustee. The Deputy County Treasurer and Tax Collector serves as the acting ex-officio trustee sitting in for the ex-officio trustee as needed.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
No significant changes			

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

The Board of Investments supports LACERA's Investments Strategic Plan, providing broad direction to the Chief Investment Officer and Chief Executive Officer.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

The Board of Investments does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

The Board's Services and Supplies budget request is based on actual expenditure trends.

Offsite Board Meeting

The Offsite Board Meeting budget remains flat at $180,000, the actual cost from FY 2025-26.

LACERA

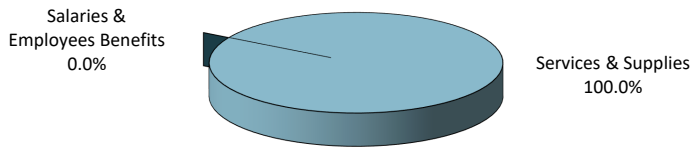
FISCAL YEAR 2026-2027

BUDGET SUMMARY

BOARD OF INVESTMENTS

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$0**	$0	$0	$0	$0	0.0%	$0	0.0%
Services & Supplies	**659,000**	659,000	331,835	548,000	(111,000)	-16.8%	0	0.0%
OPERATING BUDGET	**$659,000**	$659,000	$331,835	$548,000	($111,000)	-16.8%	$0	0.0%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

BOARD OF INVESTMENTS

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
TRANSPORTATION & TRAVEL	**$246,000**	$246,000	$83,557	$174,000	($72,000)	-29.3%	$0	0.0%
EDUCATIONAL EXPENSES	**216,000**	216,000	99,528	180,000	(36,000)	-16.7%	0	0.0%
MISCELLANEOUS	**197,000**	197,000	148,750	194,000	(3,000)	-1.5%	0	0.0%
TOTAL	**$659,000**	$659,000	$331,835	$548,000	($111,000)	-16.8%	$0	0.0%

*All amounts rounded to the nearest dollar.

BOARD OF INVESTMENTS

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

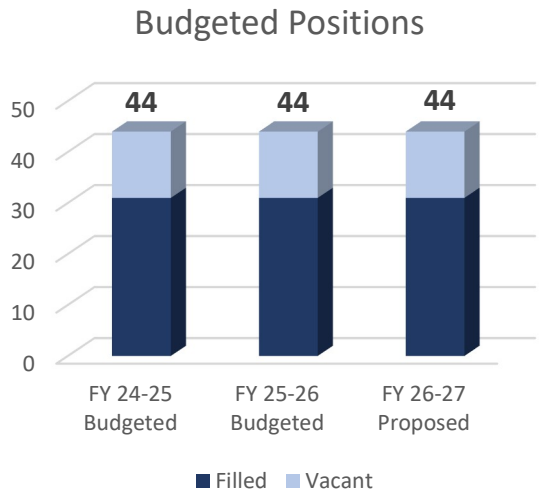
	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SERVICES & SUPPLIES					
Transportation & Travel	$246,000	$100,780	$246,000	$174,000	$246,000
Educational Expenses	200,000	148,296	216,000	180,000	216,000
Miscellaneous	110,000	124,823	197,000	194,000	197,000
TOTAL OPERATING BUDGET	**$556,000**	**$373,898**	**$659,000**	**$548,000**	**$659,000**

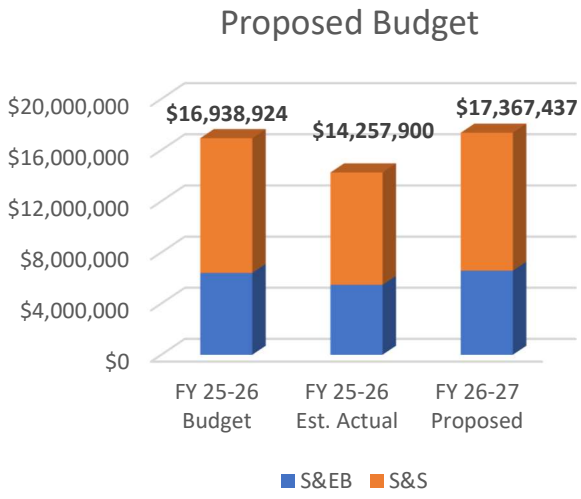
*All amounts rounded to the nearest dollar.

Administrative Services

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Administrative Services Division (ASD) provides the operational infrastructure that supports all divisions in administering LACERA's programs and services. Specific services include budget development and monitoring; vendor management including procurement and contract compliance; document processing; records management; facilities management; and risk management, including business continuity, insurance, and health and safety.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$350,900	$276,500	($74,400)

Special Order – Automobile	$22,000	$100,000	$78,000
Standard Stock	$90,000	$50,000	($40,000)
Building Operational Costs	$6,500,000	$6,200,000	($300,000)
Renovation Projects	$920,000	$1,500,000	$580,000
Educational Materials	$500	$60,500	$60,000

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

Promoting Fiscal Responsibility Objective 5.1

ASD continues to advance key modernization efforts aimed at improving financial management, increasing transparency, and strengthening long-term fiscal sustainability. Significant progress has been made across budget systems, reporting capabilities, analytics, procurement modernization, and cross-divisional collaboration.

The transition to Questica Budget Software has streamlined budget development and replaced several legacy processes, enabling Division Managers to manage their financial plans more efficiently. With enhanced access to historical trends, expenditure data, and real-time insights, managers are now better positioned to make informed, data-driven decisions.

Financial transparency has continued to improve through automated Budget-to-Actual reporting and real-time expenditure visibility. These tools provide the organization with current, actionable financial information that supports timely and well-supported decision-making.

System integration and analytics capabilities have also expanded. The completed Questica–eHR integration now provides accurate and automated personnel data, while operational Power Business Intelligence reporting delivers deeper analytical insights and enhanced financial visibility for divisions.

Modernization is also advancing within Procurement and Vendor Management through the implementation of the Cobblestone Enterprise Contract Lifecycle Management (ECLM) platform, which automates contract and RFP processes and replaces legacy systems. Collaboration with the Legal Division is progressing toward integration with the LawVu platform to align legal review with contract workflows. Procedure development and training remain underway to support consistent, organization-wide adoption.

Looking ahead, ASD is preparing for Enterprise Resource Planning (ERP) discovery and pre-planning activities that will inform future decisions about enterprise-wide systems innovation. This early groundwork will help identify business requirements, assess current-state challenges, and establish a roadmap for a comprehensive ERP strategy that supports long-term operational efficiency.

Collectively, these initiatives reinforce LACERA's commitment to responsible stewardship, operational efficiency, and the long-term strength of the fund.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

Aligned with LACERA's Strategic Plan, ASD's FY 2026–27 goals focus on strengthening the operational and financial infrastructure that enables divisions to deliver programs and services effectively while ensuring disciplined and strategic use of resources. As a key contributor to the Fiscal Durability strategic priority, ASD supports sound financial governance, enterprise sustainability, and responsible stewardship.

ASD's focus for FY 2026–27 includes modernizing financial and administrative systems, leveraging technology and process improvements to enhance efficiency, reinforcing a culture of fiscal responsibility, and ensuring staff who are responsible for financial operations are appropriately trained and supported. Core functions, such as budget development and monitoring, risk and insurance management, facilities and safety services, records and information management, and vendor management, continue to provide essential enterprise support.

Through these efforts, ASD continues to strengthen LACERA's operational and financial foundation, advancing transparency, staff capability, safety, and efficient member services in direct support of the Strategic Plan.

Strategic Initiatives

1. Fiscal Durability – Objective 5

Enhancing Financial Management & Reporting

In FY 2025–26, ASD strengthened financial management through expanded use of Questica, completion of the Questica–eHR integration, and enhanced Power Business Intelligence reporting. In FY 2026–27, ASD will reinforce its established alignment of budget development with executive direction to ensure strategic, purpose-driven funding tied to LACERA's objectives. Procurement modernization will continue through the centralized Vendor Management Program, alongside updates to the Records and Information Management retention schedule to support compliance, risk mitigation, and fiscal stewardship.

Fostering a Culture of Fiscal Responsibility

ASD will continue promoting financial training for managers to strengthen budgeting discipline, improve financial literacy, and support consistent, responsible decision-making aligned with strategic objectives.

2. Innovation Through Technology – Objective 2

Driving Innovation Through Technology

The Digital Mailroom initiative will further streamline document processing through improved digitization, routing, tracking, and accuracy, reducing operational risk and accelerating service delivery. Additionally, ERP discovery and pre-planning efforts will commence in FY 2026-27.

3. Investing in People – Objective 3

Supporting Employee Development

ASD remains committed to workforce capability and resilience through leadership and compliance training, professional certification support, and cross-training in Procurement and the Document Processing Center to strengthen operational continuity and continuous improvement.

4. Superior Member Experience – Objective 1

Facilities Improvements & Space Optimization

ASD is advancing key facilities enhancements to better support LACERA's evolving operational needs. This includes the Boardroom relocation and expansion to the first floor, funded through Tenant Improvement (TI) allocations. The project will provide improved accessibility, upgraded meeting space, and enhanced functionality for Board and committee meetings. These modernization efforts support greater operational efficiency, improved public engagement, and a more professional environment for critical governance activities.

These initiatives collectively reinforce LACERA's commitment to responsible financial stewardship, operational efficiency, workforce development, and a secure, member-focused environment. ASD's forward-looking approach continues to build a strong foundation for the organization's long-term success.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

There are no changes to permanent staffing for FY 2026-27.

Temporary Staffing

ASD's proposed budget for agency temporary staff is $276,500 for FY 2026-27. This amount represents a $74,400 reduction in funds allocated to temporary staff, stemming from the filling of permanent positions, which reduces the need for temporary agency staff.

Although ASD aims to hire permanent staff to fill the remaining vacancies, it remains practical to continue employing temporary staff until the workload is fully transitioned.

Agency temporary staff will support budget, procurement, and document processing.

Overtime Needs

We expect overtime to be necessary for FY 2026-27 during periods of heightened activity related to budget preparation, facilities maintenance, repairs and modifications, special projects, and for the DPC staff during the March Rush. Overtime will be essential for staff to continue to support these projects while fulfilling their current duties. The hours for FY 2026-27 will remain the same as the hours for FY 2025-26. There is only a minor increase due to cost-of-living adjustments.

Interns

Administrative Services does not anticipate hiring an intern in FY 2026-27.

Rehired Retirees

Administrative Services does not anticipate any use of retired rehires in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

Administrative Services does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

Special Order – Automobile

ASD's budget for FY 2026–27 is increased to $100,000 to cover a possible vehicle purchase due to potential changes in Executive Office operations. This is an increase of $78,000.

Standard Stock

Following an evaluation of our existing supply inventory, we have concluded that the budget request can be reduced to $50,000. This adjustment represents a decrease of $40,000.

Building Operational Costs

Administrative Services secured a new rental agreement for FY 2026-27, reducing rent costs by $300,000 from $6,500,000 to $6,200,000.

Renovation Projects

During the current fiscal year, multiple building renovation projects are planned, including the expansion of the Legal Office and renovations for other divisions. To support these efforts, the facilities budget is increased to $1,500,000, representing an increase of $580,000 to accommodate anticipated project costs. This increase also includes funding for new furniture and audiovisual equipment associated with the first-floor Boardroom renovation.

Anticipated FY 2026-27 Renovation Projects
Boardroom (Furniture & AV Systems)
HR Suite & Training Room (Furniture)
6th Floor Legal Expansion
Disability Litigation Relocation
6th Floor Administrative Services Expansion
5th Floor Renovation
Member Services Center – Two Additional Offices

Educational Materials

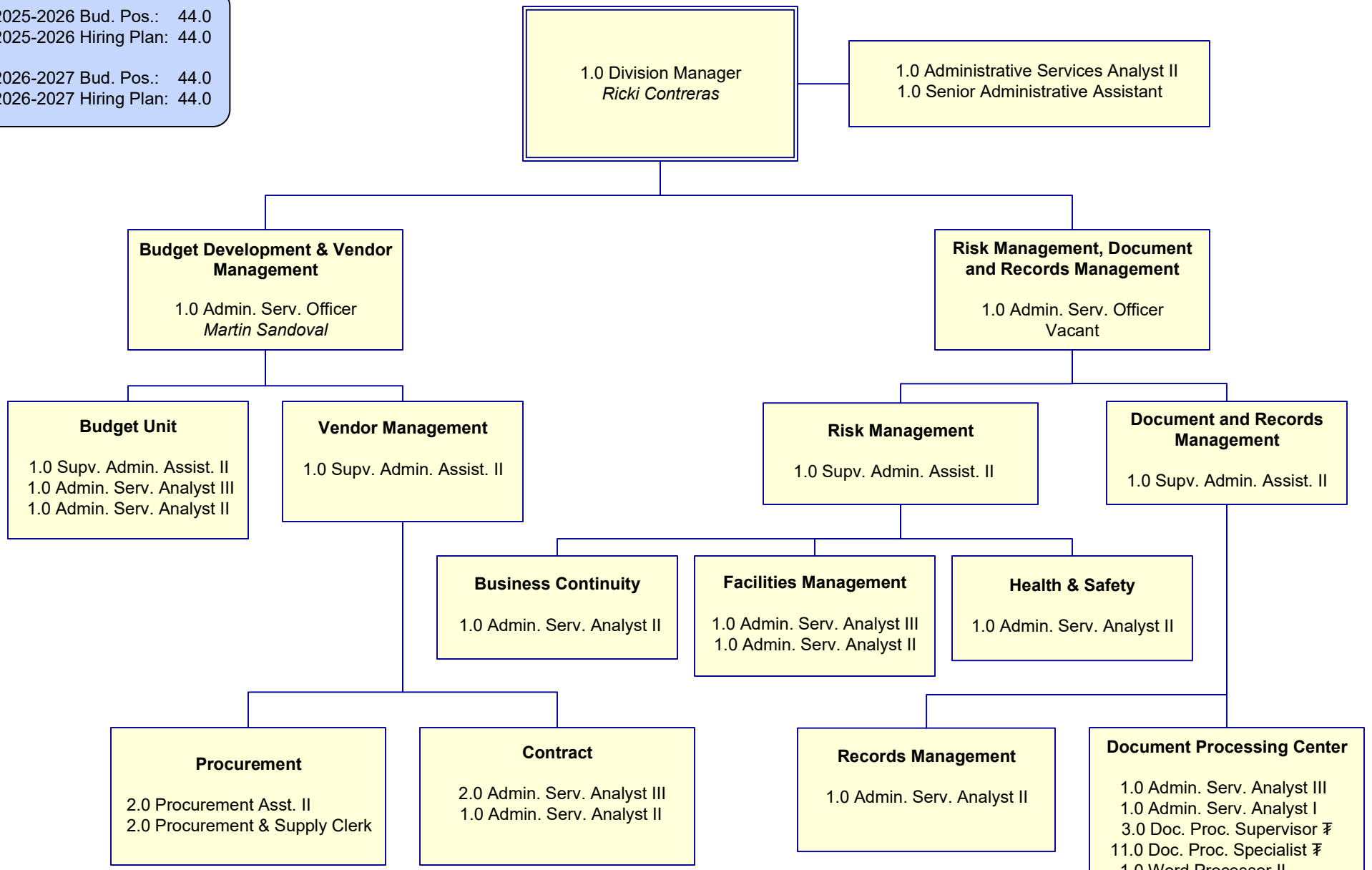
An additional $60,000 is requested for a Gartner Consulting Subscription bringing the total request from $500 to $60,500.

ADMINISTRATIVE SERVICES DIVISION

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 44.0
2025-2026 Hiring Plan: 44.0

2026-2027 Bud. Pos.: 44.0
2026-2027 Hiring Plan: 44.0



₮ Title changed from "Document Processing Coordinator" to "Document Processing Supervisor", and "Document Processing Assistant" to "Document Processing Specialist" due to result of a classification study. LACERA Board of Retirement approved on December 6, 2023, Board Investments approved on December 13, 2023, and Board of Supervisors adopted on February 18, 2025, with a specs revision date of June 10, 2025.

LACERA

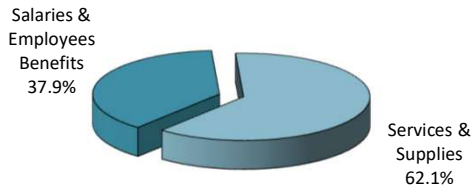
FISCAL YEAR 2026-2027

BUDGET SUMMARY

ADMINISTRATIVE SERVICES DIVISION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$6,577,537**	$6,402,524	$3,008,596	$5,468,000	($934,524)	-14.6%	$175,014	2.7%
Services & Supplies	**10,789,900**	10,536,400	5,399,390	8,789,900	(1,746,500)	-16.6%	253,500	2.4%
OPERATING BUDGET	**$17,367,437**	$16,938,924	$8,407,986	$14,257,900	($2,681,024)	-15.8%	$428,514	2.5%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

ADMINISTRATIVE SERVICES DIVISION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$3,653,724**	$3,586,967	$1,529,264	$2,900,000	($686,967)	-19.2%	$66,757	1.9%
Total Agency Temp Salaries	**276,500**	350,900	433,221	550,000	199,100	56.7%	(74,400)	-21.2%
Employee Benefits (Variable)	**2,154,356**	2,024,610	852,620	1,598,000	(426,610)	-21.1%	129,746	6.4%
Employee Benefits (Other)	**242,642**	212,039	102,601	210,000	(2,039)	-1.0%	30,602	14.4%
OPEB Contribution	**181,316**	159,308	81,464	159,200	(108)	-0.1%	22,008	13.8%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**54,800**	54,500	3,577	40,000	(14,500)	-26.6%	300	0.6%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**7,300**	7,300	3,976	7,000	(300)	-4.1%	0	0.0%
Rideshare Allowance	**6,900**	6,900	1,875	3,800	(3,100)	-44.9%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$6,577,537**	$6,402,524	$3,008,596	$5,468,000	($934,524)	-14.6%	$175,014	2.7%
Salary Differential	**-**	-	-	-	-	-	-	-
TOTAL S&EB	**$6,577,537**	$6,402,524	$3,008,596	$5,468,000	($934,524)	-14.6%	$175,014	2.7%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

ADMINISTRATIVE SERVICES DIVISION

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0773	DIVISION MANAGER, LACERA	1	LS12
0410	ADMINISTRATIVE SERVICES OFFICER, LACERA	1	LS09
0423	SUPERVISING ADMIN ASSIST II, LACERA	3	111B
0421	ADMINISTRATIVE SERVICES ANALYST III	5	102E
0420	ADMINISTRATIVE SERVICES ANALYST II	7	098E
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
0464	PROCUREMENT ASSISTANT II, LACERA	2	092J
0419	ADMINISTRATIVE SERVICES ANALYST I	1	089A
0472	DOCUMENT PROCESSING SUPERVISOR	1	088D
0467	PROCUREMENT & SUPPLY CLERK, LACERA	1	086B
0471	DOCUMENT PROCESSING SPECIALIST, LACERA	6	085D
0461	MESSENGER DRIVER, LACERA	2	079E
	Total Filled Positions =	**31**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0410	ADMINISTRATIVE SERVICES OFFICER, LACERA	1	LS09
0423	SUPERVISING ADMIN ASSIST II, LACERA	1	111B
0472	DOCUMENT PROCESSING SUPERVISOR	2	088D
0448	WORD PROCESSOR II, LACERA	1	087C
0467	PROCUREMENT & SUPPLY CLERK, LACERA	1	086B
0471	DOCUMENT PROCESSING SPECIALIST, LACERA	5	085D
0445	INTERMEDIATE TYPIST-CLERK, LACERA	2	079L
	Total Vacant Positions =	**13**	
	TOTAL POSITIONS =	**44**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

ADMINISTRATIVE SERVICES DIVISION

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
AUTO EXPENSE	**$108,500**	$34,000	$50,380	$11,200	($22,800)	-67.1%	$74,500	219.1%
TRANSPORTATION & TRAVEL	**47,400**	47,400	10,182	22,000	(25,400)	-53.6%	0	0.0%
POSTAGE	**390,000**	410,000	410,000	410,000	0	0.0%	(20,000)	-4.9%
STATIONERY & FORMS	**1,000**	1,000	0	1,000	0	0.0%	0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**155,500**	242,900	71,245	146,200	(96,700)	-39.8%	(87,400)	-36.0%
INSURANCE	**1,363,000**	1,331,900	1,233,401	1,234,700	(97,200)	-7.3%	31,100	2.3%
EQUIPMENT MAINTENANCE	**5,000**	27,000	675	27,000	0	0.0%	(22,000)	-81.5%
EQUIPMENT RENTS & LEASES	**50,000**	40,000	19,986	40,000	0	0.0%	10,000	25.0%
BUILDING COSTS	**7,900,000**	7,695,000	3,244,147	6,235,000	(1,460,000)	-19.0%	205,000	2.7%
PROFESSIONAL & SPEC. SRVCS.	**655,000**	646,000	343,553	624,000	(22,000)	-3.4%	9,000	1.4%
EDUCATIONAL EXPENSES	**95,500**	49,200	4,706	26,800	(22,400)	-45.5%	46,300	94.1%
MISCELLANEOUS	**19,000**	12,000	11,115	12,000	0	0.0%	7,000	58.3%
TOTAL	**$10,789,900**	**$10,536,400**	**$5,399,390**	**$8,789,900**	**($1,746,500)**	**-16.6%**	**$253,500**	**2.4%**

*All amounts rounded to the nearest dollar.

ADMINISTRATIVE SERVICES

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

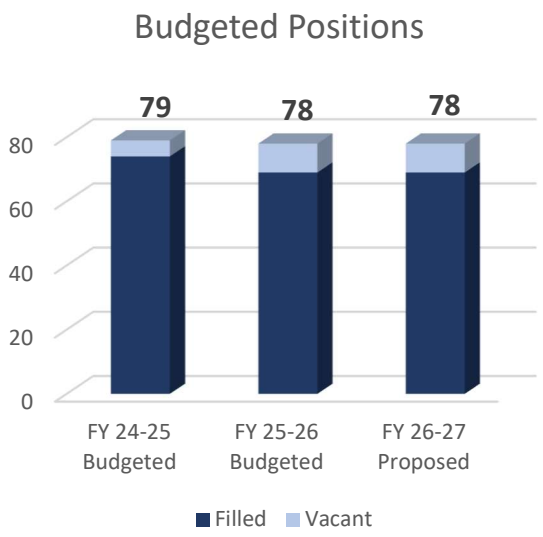
	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$3,293,363	$2,756,263	$3,586,967	$2,900,000	$3,653,724
Total Agency Temp Salaries	412,400	416,407	350,900	550,000	276,500
Employee Benefits (Variable)	1,928,832	1,543,325	2,024,610	1,598,000	2,154,356
Employee Benefits (Other)	208,726	207,488	212,039	210,000	242,642
OPEB Contribution	135,659	144,294	159,308	159,200	181,316
Additional OPEB Contribution	0	135,659	0	0	0
Stipends	0	0	0	0	0
Overtime	47,300	31,099	54,500	40,000	54,800
Bilingual Bonus	0	0	0	0	0
Pay in Lieu of Salary Reduction	0	6	0	0	0
Sick Leave Buyback	7,300	6,682	7,300	7,000	7,300
Rideshare Allowance	6,900	3,755	6,900	3,800	6,900
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Auto Expenses	33,000	1,149	34,000	11,200	108,500
Transportation & Travel	31,600	13,564	47,400	22,000	47,400
Postage	410,000	410,000	410,000	410,000	390,000
Stationery & Forms	1,000	3,771	1,000	1,000	1,000
Office Supplies & Equipment	280,500	161,800	242,900	146,200	155,500
Insurance	1,440,200	1,232,368	1,331,900	1,234,700	1,363,000
Equipment Maintenance	3,300	900	27,000	27,000	5,000
Equipment Rents & Leases	260,000	147,562	40,000	40,000	50,000
Building Costs	7,663,500	6,177,965	7,695,000	6,235,000	7,900,000
Professional & Specialized Services	583,000	428,130	646,000	624,000	655,000
Educational Expenses	49,200	24,935	49,200	26,800	95,500
Miscellaneous	14,000	11,624	12,000	12,000	19,000
TOTAL OPERATING BUDGET	**$16,809,779**	**$13,858,745**	**$16,938,924**	**$14,257,900**	**$17,367,437**

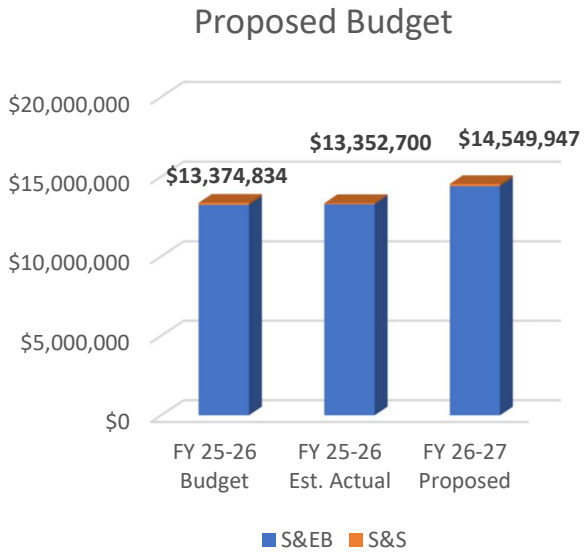
*All amounts rounded to the nearest dollar.

Benefits Division

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Benefits Division is responsible for accurately and consistently calculating members' promised pension benefits, collecting the required contributions to fund those benefits, and safeguarding, and protecting, the members' accounts. This work is done in compliance with CERL, PEPRA, Board of Retirement regulations, and organizational policies and values. The Benefits Division is made up of four sections to perform this mission-critical work: Core Benefits Services, Special Benefits Services, Account Integrity Services, and the Process Management Group (PMG).





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Three RBS II to RBS III Position Upgrades	$298,585	$356,580	$57,995
Agency Temporary	$0	$280,600	$280,600

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

- Guide and provide consultation regarding the automation of Temporary Time purchases (in progress)
- Guide and provide consultation regarding the automated calculation of Final Average Compensation (FAC) for PEPRA members (complete)
- Work with Systems to automate the Supplemental Disability process (in progress)
- Work with Systems to create a process where staff can generate all letters through Workspace without the use of the Excel templates (in progress)
- Implement automation to improve the efficiency of the Benefits payroll process (complete)
- Implement automation to improve the efficiency of Active and Retired Death processes (in progress)
- Coordinate the implementation of retiree payments through a prepaid Mastercard (complete)
- Calculate and distribute additional COLA payments due to members and third-party payees (in progress)
- Collaborate with the Exceptions Unit to find and implement opportunities to create efficiency through automation (in progress)

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

As LACERA moves toward automation, self-service, and the continued onboarding of hybrid Retirement Benefits Specialists, we need to consider the development of current staff for LACERA's future needs. We must do this while also addressing the present needs of our members.

The Advanced Payroll Unit (APU) and Death Legal Unit (DLU) are specialized units within the Special Benefits Services section of the Benefits Division. For many years, the Advanced Payroll Unit has operated at a deficit, using overtime to address the increasing workload. To help increase efficiency, LACERA has invested in Sol, our case management system. Sol has been beneficial, providing us with a 30 percent reduction in processing time for the First Payment process. However, the team still needs additional staffing to assist with the increasing workload, particularly for the Disability Payment process, which has seen a 32 percent increase since 2021. Prior to 2021, the team was already working overtime to maintain the service level expectation and ensure timely service to our members. For clarification, the 30 percent gain we enjoy from Sol applies only to the First Payment portion of the process, not the complex analysis and counseling also performed by the team.

Similarly, the Death Legal Unit has experienced challenges of its own, also having to work overtime to maintain our service level expectations. One of the areas includes the additional complexity in analyzing the Power of Attorney document. In order to address the additional time and effort needed, we worked with the Legal Office and experienced staff to develop training and rigorous procedures that allowed us to onboarded and train an agency temp to cover this process. In an ideal environment, we would be able to operate without the agency temp and reduce, and eventually eliminate, overtime.

Rather than expand the number of staff in either unit, we can use this as an opportunity to develop current staff into the type of specialist that will be required in the future. For example, in the future, we will begin formally auditing the work of the advanced teams. Right now, advanced work is reviewed by a supervisor. LACERA will need project managers to work with Legal and Systems to add automation to these processes. We will also need to analyze the processes in depth to find the best ways to create efficiencies while remaining in compliance with CERL, Probate, and IRS Regulations. With deep knowledge of all aspects of Benefits, these specialists will be ready to serve the future LACERA.

To do this, we are requesting three (3) Retirement Benefits Specialists III (RBS III) who will learn the work of both APU and DLU. As a result, they will be capable of taking on Executive Referrals and special projects from beginning to end. The rest of the time, they will be assisting these teams wherever they are needed.

Rather than add to the number of Benefits staff, we would like to open this opportunity to existing RBS II staff who demonstrate the aptitude for analytical tasks as well as

strong oral and written communication. As staff are selected to this team, we would then close the vacated RBS II position, keeping the number of staff in Benefits the same.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

Core Benefits Services: Reduction of three RBS II positions

Exceptions Unit: Increase of three RBS III positions

As discussed under the Strategic Goals and Objectives, we would like to upgrade three RBS II positions under Core Benefit Services to RBS III positions under the Exceptions Unit. This team of specialists will assist the existing DLU and APU teams performing work at the level of RBS III. Having this team will ensure that we provide a Superior Member Experience to our members at an advanced level while we discover and implement efficiency opportunities.

Temporary Staffing

Two PMG analysts were reassigned or promoted during 2025. Although budgeted for six staff, PMG is down to two full-time staff in addition to the Acting Section Head. Filling these positions is temporarily on hold as PMG is part of an organizational study expected to be completed in FY 2026-27 to determine the appropriate placement within the Member Operations Group and the appropriate classifications. However, while the study is ongoing their important work must continue. As a result, we brought on two agency temps to assist the team. We would like to extend their time at LACERA into 2027.

Overtime Needs

We are not requesting any change in the overtime budget. A total of 8,400 hours is requested to support the following areas: 1) Advanced Payroll Unit, 2) Death Legal Unit, 3) Account Maintenance Unit, and 4) Core Benefits Services in anticipation of an increase in retirement elections beginning January 2027.

Interns

The Benefits Division does not anticipate any use of interns in FY 2026-27.

Rehired Retirees

The Benefits Division does not anticipate any use of rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

The Benefits Division has no anticipated one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

Travel

This year, we will continue to offer opportunities for staff to network and gain industry knowledge by attending outside training and conferences.

Supervisors will be invited to represent LACERA at industry events. In addition to SACRS and CALAPRS Benefits Roundtables, leaders and staff will attend the International Foundation of Employee Benefit Plans (IFEBP) annual conference and the Association of Certified Fraud Examiners (ACFE) global conference.

The total budget for training and conferences is $10,800 for the following:

- SACRS – Fall and Spring Conferences
- CALAPRS Roundtable (3x / year)
- Fraud (ACFE)
- IFEBP

Below is a summary of the costs associated with travel and lodging for these events.

Event	Staff	Total Travel	Total Lodging	Total
SACRS – Fall 2026	2	$200	$2,400	$2,600
SACRS – Spring 2027	2	$800	$2,400	$3,200
ACFE	2	$1600	$2,000	$3,600
CALAPRS Roundtables	4	$0	$0	$0
IFEBP	1	$500	$900	$1,400
Total				**$10,800**

The SACRS Fall 2026 Conference will be held in Rancho Mirage and will only require ground transportation. The SACRS Spring 2027 Conference will be held in Monterey and will require air travel in addition to ground transportation. The ACFE Fraud Conference will be held in Boston, MA, and will require both air travel and ground transportation. IFEBP will be held in New Orleans, LA, and will require both air travel and ground transportation. The CALAPRS Roundtables this year will be held virtually.

Outside Consultant

This year, we would like an outside consultant to help Benefits managers and supervisors build cohesive and collaborative teams and work with the entire division to foster a culture of trust and accountability. This program will also focus on communication, decision-making, and succession planning. The $42,000 budgeted for this training is being housed in the HR Division's budget.

BENEFITS DIVISION

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 78.0
2025-2026 Hiring Plan: 78.0

2026-2027 Bud. Pos.: 78.0
2026-2027 Hiring Plan: 78.0

1.0 Division Manager
Louis Gittens

1.0 Sr. Administrative Assistant

ACCOUNT INTEGRITY SVCS.

1.0 Section Head
Sylvia Botros

ACCOUNT MAINTENANCE UNIT

1.0 Sr. Ret. Bfts. Spec.
1.0 Senior Typist Clerk
3.0 Intermediate Typist Clerk

BENEFIT PROTECTION UNIT

1.0 Sr. Ret. Bfts. Spec.
2.0 Ret. Bfts. Spec. III

PROCESS MANAGEMENT

1.0 Section Head
Vacant

PROCESS ANALYSIS

5.0 Sr. Ret. Bfts. Spec.
1.0 Ret. Bfts Spec. III

CORE BENEFITS SVCS.

1.0 Section Head
Dmitriy Khaytovich

ACCOUNT SETTLEMENT UNIT

1.0 Sr. Ret. Bfts. Spec.
1.0 Ret. Bfts Spec. III
5.0 Ret. Bfts. Spec. II

CORE TEAM 1

1.0 Sr. Ret. Bfts. Spec.
6.0 Ret. Bfts. Spec. II
~~1.0 Ret. Bfts. Spec. II~~

CORE TEAM 2

1.0 Sr. Ret. Bfts. Spec.
6.0 Ret. Bfts. Spec. II
~~1.0 Ret. Bfts. Spec. II~~

CORE TEAM 3

1.0 Sr. Ret. Bfts. Spec.
5.0 Ret. Bfts. Spec. II
~~1.0 Ret. Bfts. Spec. II~~

CORE TEAM 4

1.0 Sr. Ret. Bfts. Spec.
5.0 Ret. Bfts. Spec. II

SPEC. BENEFITS SVCS.

1.0 Section Head
Theodore King

1.0 Admin. Asst.

DEATH LEGAL UNIT

1.0 Sr. Ret. Bfts Spec.
7.0 Ret. Bfts. Spec. III

EXCEPTIONS

1.0 Sr. Ret. Bfts. Spec.
5.0 Ret. Bfts. Spec. III
+ 3.0 Ret. Bfts. Spec. III

ADVANCED PAYROLL TEAM 1

2.0 Sr. Ret. Bfts. Spec.
5.0 Ret. Bfts Spec. III

+ Added position
– Deleted position

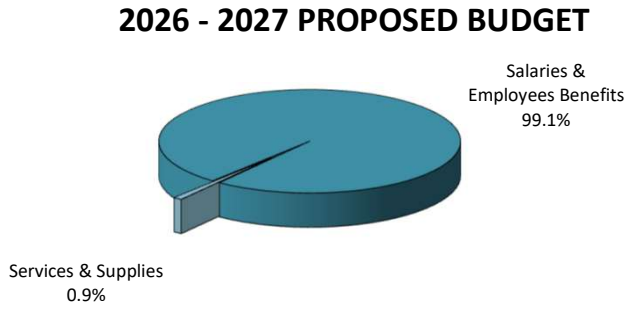
LACERA

FISCAL YEAR 2026-2027

BUDGET SUMMARY

BENEFITS DIVISION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$14,414,347**	$13,237,934	$6,602,114	$13,279,500	$41,566	0.3%	$1,176,412	8.9%
Services & Supplies	**135,600**	136,900	29,250	73,200	(63,700)	-46.5%	(1,300)	-0.9%
OPERATING BUDGET	**$14,549,947**	$13,374,834	$6,631,363	$13,352,700	($22,134)	-0.2%	$1,175,112	8.8%



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

BENEFITS DIVISION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$8,038,525**	$7,565,746	$3,806,852	$7,500,000	($65,746)	-0.9%	$472,779	6.2%
Total Agency Temp Salaries	**280,600**	0	107,657	195,000	195,000	0.0%	280,600	0.0%
Employee Benefits (Variable)	**4,513,676**	4,254,339	1,988,032	3,987,400	(266,939)	-6.3%	259,337	6.1%
Employee Benefits (Other)	**533,835**	447,236	217,088	442,800	(4,436)	-1.0%	86,598	19.4%
OPEB Contribution	**398,912**	336,014	171,825	335,700	(314)	-0.1%	62,898	18.7%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**593,900**	579,700	280,502	780,000	200,300	34.6%	14,200	2.4%
Bilingual Bonus	**3,600**	3,600	1,950	3,600	0	0.0%	0	0.0%
Sick Leave Buyback	**35,000**	35,000	28,209	35,000	0	0.0%	0	0.0%
Rideshare Allowance	**16,300**	16,300	0	0	(16,300)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$14,414,347**	$13,237,934	$6,602,114	$13,279,500	$41,566	0.3%	$1,176,412	8.9%
Salary Differential	**-**	-	-	-	-		-	
TOTAL S&EB	**$14,414,347**	$13,237,934	$6,602,114	$13,279,500	$41,566	0.3%	$1,176,412	8.9%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

BENEFITS DIVISION

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0773	DIVISION MANAGER, LACERA	1	LS12
0772	SECTION HEAD, LACERA	3	LS09
1312	SENIOR RETIREMENT BENEFITS SPECIALIST	9	106C
1311	RETIREMENT BENEFITS SPECIALIST III	23	100J
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
1310	RETIREMENT BENEFITS SPECIALIST II	27	094C
0438	ADMINISTRATIVE ASSISTANT, LACERA	1	088L
0446	SENIOR TYPIST-CLERK, LACERA	1	083K
0445	INTERMEDIATE TYPIST-CLERK, LACERA	3	079L
	Total Filled Positions =	**69**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0772	SECTION HEAD, LACERA	1	LS09
1312	SENIOR RETIREMENT BENEFITS SPECIALIST	6	106C
1311	RETIREMENT BENEFITS SPECIALIST III	2	100J
	Total Vacant Positions =	**9**	

TOTAL POSITIONS = **78**

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

BENEFITS DIVISION

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$12,900**	$14,700	$7,703	$14,600	($100)	-0.7%	($1,800)	-12.2%
OFFICE SUPPLIES & EQUIPMENT	**3,400**	3,400	65	200	(3,200)	-94.1%	0	0.0%
PROFESSIONAL & SPEC. SRVCS.	**65,200**	65,200	20,019	52,500	(12,700)	-19.5%	0	0.0%
EDUCATIONAL EXPENSES	**52,100**	51,600	1,442	3,900	(47,700)	-92.4%	500	1.0%
MISCELLANEOUS	**2,000**	2,000	20	2,000	0	0.0%	0	0.0%
TOTAL	**$135,600**	**$136,900**	**$29,250**	**$73,200**	**($63,700)**	**-46.5%**	**($1,300)**	**-0.9%**

*All amounts rounded to the nearest dollar.

BENEFITS DIVISION

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$7,118,357	$7,440,390	$7,565,746	$7,500,000	$8,038,525
Total Agency Temp Salaries	57,900	9,122	0	195,000	280,600
Employee Benefits (Variable)	4,292,096	3,993,127	4,254,339	3,987,400	4,513,676
Employee Benefits (Other)	433,766	437,514	447,236	442,800	533,835
OPEB Contribution	281,922	299,869	336,014	335,700	398,912
Additional OPEB Contribution	0	281,922	0	0	0
Stipends	0	0	0	0	0
Overtime	562,900	766,157	579,700	780,000	593,900
Bilingual Bonus	3,600	3,600	3,600	3,600	3,600
Sick Leave Buyback	12,000	34,389	35,000	35,000	35,000
Rideshare Allowance	16,300	0	16,300	0	16,300
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	14,700	16,813	14,700	14,600	12,900
Office Supplies & Equipment	3,400	175	3,400	200	3,400
Professional & Spec. Srvcs.	65,200	36,191	65,200	52,500	65,200
Educational Expenses	51,600	2,860	51,600	3,900	52,100
Miscellaneous	1,600	1,328	2,000	2,000	2,000
TOTAL OPERATING BUDGET	**$12,915,341**	**$13,323,458**	**$13,374,834**	**$13,352,700**	**$14,549,947**

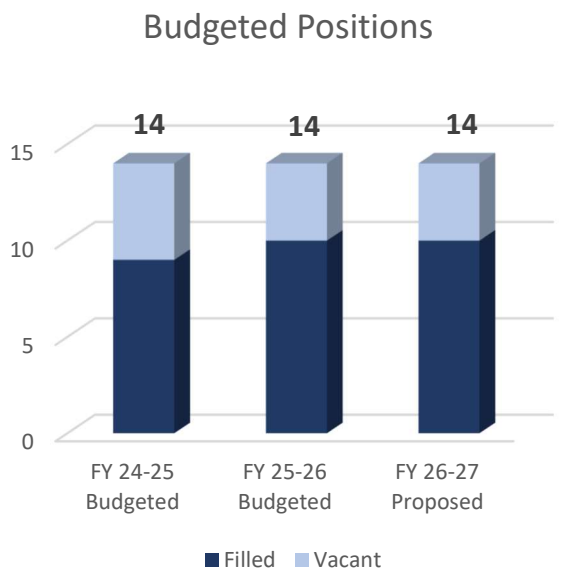
*All amounts rounded to the nearest dollar.

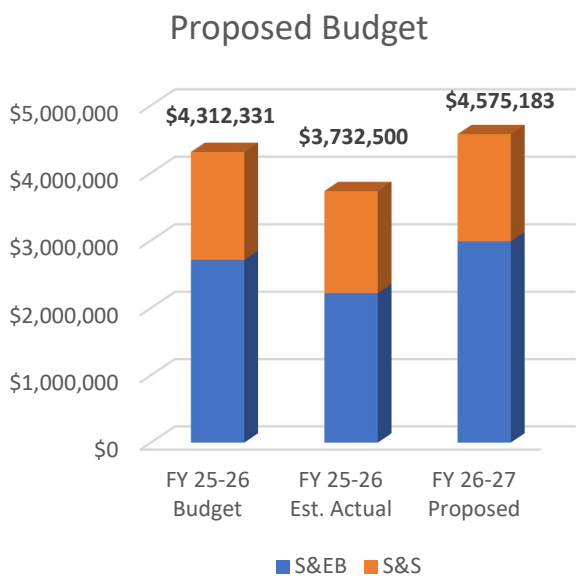
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Communications

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

Communications Division's mission is to strategically envision, create, and distribute essential information, educational resources, and high-quality products for our members, stakeholders, and internal audiences, while consistently advancing our technological tools and outreach methods.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Miscellaneous Brochures	$0	$25,000	$25,000
Pre-Retirement Guide	$35,000	$15,000	($20,000)
Survey	$12,000	$0	($12,000)
Unanticipated Projects	$40,000	$50,000	$10,000
Q&A Brochures	$10,000	$0	($10,000)
Retirement University	$85,000	$60,000	($25,000)
Miscellaneous Video Production	$50,000	$60,000	$10,000

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

In FY 2025–26, the Communications Division successfully advanced several initiatives aligned with LACERA's 2023–2028 Strategic Plan:

- **Omnichannel Member Experience (Objective 1.1)**
  - Redesigned the Retirement Guide (now the Service Retirement Guide) and launched the *Steps to Prepare* campaign.
  - Completed production on the revised *My LACERA* and *Online Retirement Application* videos and began production on the *Online Disability Retirement Application* video.
  - Managed correspondence to members regarding the Way2Go Prepaid Mastercard campaign.
  - Began production of the *Retirement University* video series (12 videos).
  - Began production of the *Go to Webinar* campaign creating "Roadmaps" for New Hire, Mid-Career, and Pre-Retirement webinars.
- **Enhance Member Educational Content (Objective 1.2)**
  - Expanded LACERA's social media presence on LinkedIn and Facebook, supporting digital engagement goals.
- **Develop, Implement, and Deploy Digital Strategy (Objective 1.3)**
  - Updated lacera.gov to meet WCAG 2.1 Level AA Standards (ADA Compliance Requirements).
- **Retiree Healthcare (Objective 1.4)**
  - Produced RHC medical/dental forms walkthrough videos.
  - Developing plan summary charts with RHC for LACERA newsletters.

- **Investing in People, Develop and Implement a Framework—DEI (Objective 3.1)**
  - Assisted with the launch of the IDEA Statement of Commitment campaign.
- **Compliance and Enterprise Risk Management (Objective 4.1)**
  - Assisted Internal Audit with the *Speak Up* campaign.
  - Assisted with the redesign of the *Code of Ethical Conduct* brochure.
  - Supported public domain migration from lacera.com to lacera.gov.
- **Investing in People, Improve and Simplify Hiring Process (Objective 3.3)**
  - Supported HR initiatives including LACERA Connect webpage development and NeoGov Attract enhancements.

These efforts strengthened LACERA's ability to deliver clear, accessible, and timely information to members and stakeholders across multiple channels.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

Building on prior successes, the Communications Division will focus on the following priorities for FY 2026–27:

- **Enhance Member Experience (Strategic Initiative 1.1)**
  - Update all collateral materials to reflect updated journey language, as needed.
  - Expand educational and journey-specific videos including the completion of the Retirement University series.
  - Improve email templates and automation for member communications.
  - Create and manage various targeted member communication campaigns.
  - Increase social media engagement through targeted campaigns and promotional materials.
- **Strategic Outreach & Education (Strategic Initiative 1.3)**
  - Refresh content on lacera.gov.
  - Implement Board Elections campaign to inform members and continue production of Board Education materials.
  - Support investment communications through publishing quarterly reports, whitepapers, and website updates.
- **Support Retiree Healthcare (Objective 1.4)**
  - Produce quarterly RHC newsletters and comparison charts for plan options.
  - Assist with member survey distribution.
- **Compliance and Ethics Program (Objective 4.1)**
  - Finalize and distribute the *Code of Ethical Conduct*, including mandatory training and attestation campaigns.
  - Develop explanatory videos for hotline and privacy policies and maintain ongoing ethics messaging.

Additional major projects managed or supported:
- Annual Benefits Statement (ABS) redesign and launch
- Update LACERA Plan Books

- Assist QA with creating a central repository for internal and public-facing pay codes

Training and development goals: Educational enrichment is instrumental for staff members to improve and modernize their skillsets as well as maintain enthusiasm for their craft. For FY 2026-27, the budget reflects Communications' goals to:

- Have supervisors continue to participate in the L.A. County Learning Academy to complete the remaining recommended courses;
- Provide training programs for staff members focusing on job-specific skills as well as team building and collaboration;
- Participate in the California Association of Public Information Officials (CAPIO), including CAPIO training webinars and the annual conference (two staff members);
- Participate in the National Conference on Public Employee Retirement Systems (NCPERS) Pension Communications Summit (one staff member); and
- Participate in two to four courses of NN/g Virtual Training UX Experience (Nielson Norman Group).

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

No proposed changes are requested for this fiscal year. We will continue to work with HR to fill the vacant positions for one Public Information Officer, two Senior Media Artists, and two Writer IIs.

Temporary Staffing

We are requesting the continuation of two agency temporary staff members: one Writer II and one Social Media Specialist. The Writer II is needed to backfill a vacant position to assist with work overflow. The Social Media Specialist is needed to underfill the PIO position and to continue to fully develop a comprehensive and consistent social media campaign along with internal management resources.

Overtime Needs

Communications is requesting overtime for various staff positions to be available when urgent requests arise that require the staff member to work beyond scheduled hours to complete a task. Overtime may also be needed throughout the year when multiple major and unanticipated projects have the same deadline and the staff member needs additional hours to complete the project(s).

Interns

Communications is not requesting interns in FY 2026-27.

Rehired Retirees

Communications is not requesting rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

Communications does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

A few of our immediate goals, objectives, and/or one-time projects for FY 2026-27 are listed below, outlining specific **summary of significant changes** and the justifications for budget allocations in detail.

- **Misc. Brochures:** In an effort to condense and refine the Communication Budget, we are requesting the addition of Misc. Brochures. With this addition, Communications will delete/remove Survivor Brochure, Direct Deposit, Q&A Brochures, and Transfer Brochures and will budget under Misc. Brochures.
- **Increased, New Member Welcome Package:** The increase in cost for the New Member Welcome Package aligns with Strategic Initiative 1.1: Superior Member Experience, which emphasizes delivering an omnichannel approach and enhancing engagement from the very first point of contact. The welcome package serves as a critical onboarding tool, providing new members with clear, comprehensive, and accessible information about their benefits and resources. To support this initiative, we propose a budget increase of $5,000 from $20,000 in the prior year for a total amount of $25,000 for this fiscal year.

  Services and Supplies Adjustments, not outlined above:

  Pre-Retirement Guide
  Reduced budget amount by $20,000 based on actual expenditure, which decreased the budget from $35,000 to $15,000.

Retirees Inserts
Increase budget by $2,000 for Way2Go Prepaid Mastercard campaign insert. This increased the budget from $14,000 to $16,000.

Survey
Deleted ($12,000). Costs will be accounted for under Campaigns or Strategic Planning.

Unanticipated Projects
Increase budget by $10,000. This increased the budget from $40,000 to $50,000.

Retirement University
Reduced budget amount by $25,000 based on actual expenditure, which decreased from $85,000 to $60,000.

Community Property Guide
Reduced budget amount by $5,000 based on actual expenditure, which decreased from $10,000 to $5,000.

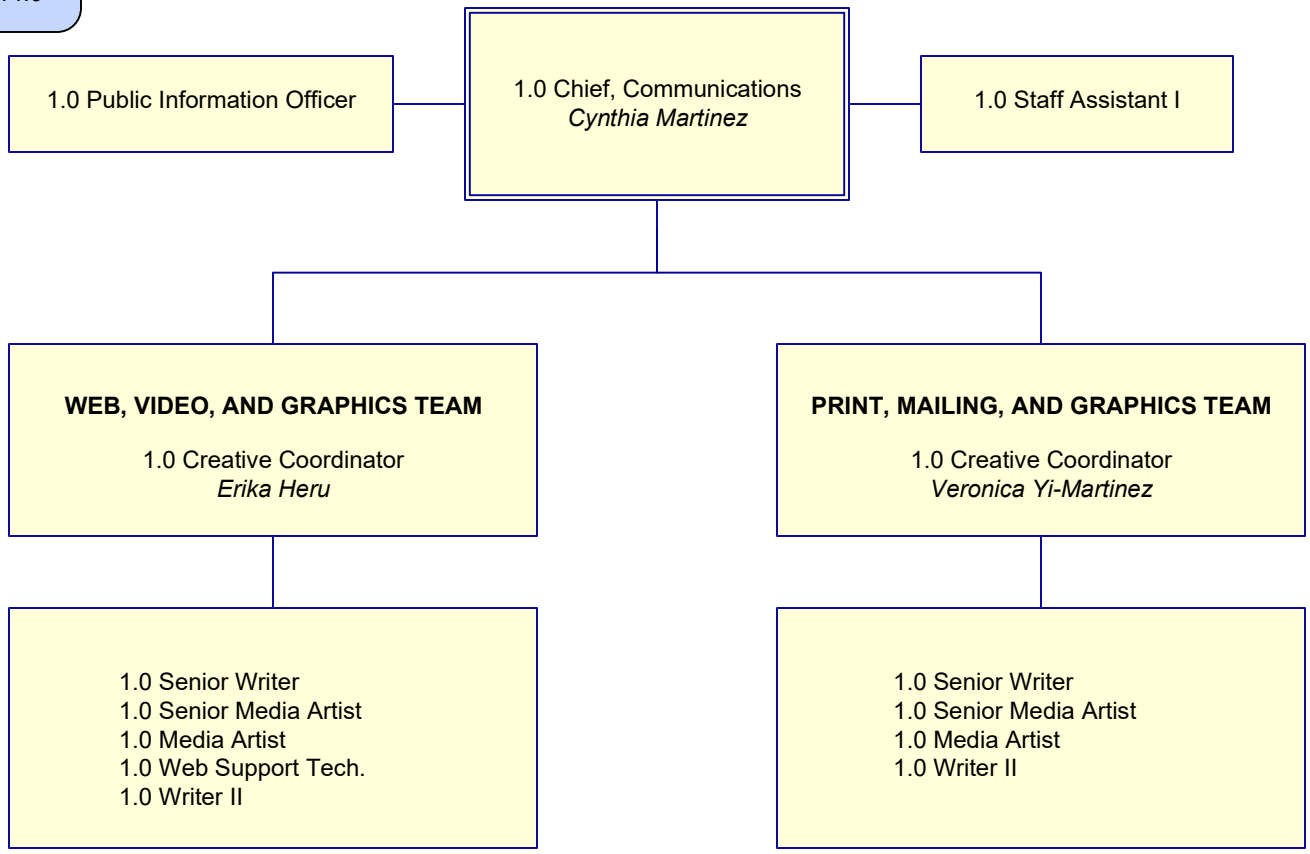
Education Materials
Reduced budget amount by $1,000 based on actual expenditure, which decreased from $2,000 to $1,000.

COMMUNICATIONS

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 14.0
2025-2026 Hiring Plan: 14.0

2026-2027 Bud. Pos.: 14.0
2026-2027 Hiring Plan: 14.0



LACERA

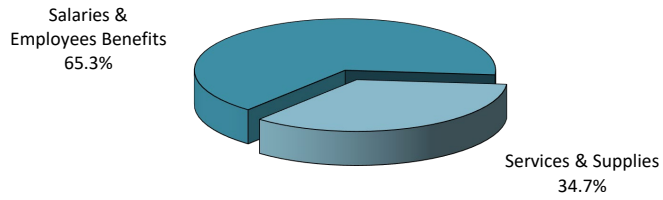
FISCAL YEAR 2026-2027

BUDGET SUMMARY

COMMUNICATIONS

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$2,987,583**	$2,713,931	$1,199,493	$2,219,700	($494,231)	-18.2%	$273,652	10.1%
Services & Supplies	**1,587,600**	1,598,400	714,879	1,512,800	(85,600)	-5.4%	(10,800)	-0.7%
OPERATING BUDGET	**$4,575,183**	$4,312,331	$1,914,372	$3,732,500	($579,831)	-13.4%	$262,852	6.1%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES & EMPLOYEE BENEFITS SUMMARY

COMMUNICATIONS

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$1,641,927**	$1,402,621	$628,828	$1,200,000	($202,621)	-14.4%	$239,307	17.1%
Total Agency Temp Salaries	**271,500**	400,100	160,673	276,000	(124,100)	-31.0%	(128,600)	-32.1%
LACERA Intern Program	**0**	0	0	0	0	0.0%	0	0.0%
Employee Benefits (Variable)	**874,236**	756,903	335,916	594,000	(162,903)	-21.5%	117,333	15.5%
Employee Benefits (Other)	**109,040**	82,914	40,043	82,100	(814)	-1.0%	26,126	31.5%
OPEB Contribution	**81,481**	62,294	31,855	62,300	6	0.0%	19,186	30.8%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**4,900**	4,600	859	2,300	(2,300)	-50.0%	300	6.5%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**3,500**	3,500	1,319	3,000	(500)	-14.3%	0	0.0%
Rideshare Allowance	**1,000**	1,000	0	0	(1,000)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$2,987,583**	$2,713,931	$1,199,493	$2,219,700	($494,231)	-18.2%	$273,652	10.1%
Salary Differential	**-**	-	-	-	-		-	
TOTAL S&EB	**$2,987,583**	$2,713,931	$1,199,493	$2,219,700	($494,231)	-18.2%	$273,652	10.1%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

COMMUNICATIONS

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0794	CHIEF, COMMUNICATIONS, LACERA	1	LS10
0779	CREATIVE COORDINATOR, LACERA	2	112B
0784	SENIOR WRITER, LACERA	2	110A
0807	SENIOR MEDIA ARTIST, LACERA	1	107K
0789	MEDIA ARTIST, LACERA	2	104E
0787	WEB SUPPORT TECHNICIAN, LACERA	1	100G
0426	STAFF ASSISTANT I, LACERA	1	090B
	Total Filled Positions =	10	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0465	PUBLIC INFORMATION OFFICER, LACERA	1	110A
0807	SENIOR MEDIA ARTIST, LACERA	1	107K
0786	WRITER II, LACERA	2	100G
	Total Vacant Positions =	4	
	TOTAL POSITIONS =	14	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES AND SUPPLIES

COMMUNICATIONS

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$17,600**	$17,600	$297	$15,500	($2,100)	-11.9%	$0	0.0%
POSTAGE	**409,000**	409,000	235,034	487,000	78,000	19.1%	0	0.0%
STATIONERY & FORMS	**910,500**	947,000	422,325	830,100	(116,900)	-12.3%	(36,500)	-3.9%
OFFICE SUPPLIES & EQUIPMENT	**10,000**	10,000	5,170	10,000	0	0.0%	0	0.0%
PROFESSIONAL & SPEC. SRVCS.	**211,000**	185,000	50,756	161,100	(23,900)	-12.9%	26,000	14.1%
EDUCATIONAL EXPENSES	**28,000**	29,000	1,026	8,300	(20,700)	-71.4%	(1,000)	-3.4%
MISCELLANEOUS	**1,500**	800	270	800	0	0.0%	700	87.5%
TOTAL	**$1,587,600**	**$1,598,400**	**$714,879**	**$1,512,800**	**($85,600)**	**-5.4%**	**($10,800)**	**-0.7%**

*All amounts rounded to the nearest dollar.

COMMUNICATIONS

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$1,078,612	$1,048,425	$1,402,621	$1,200,000	$1,641,927
Total Agency Temp Salaries	276,400	163,058	400,100	276,000	271,500
Employee Benefits (Variable)	646,418	558,296	756,903	594,000	874,236
Employee Benefits (Other)	65,726	65,138	82,914	82,100	109,040
OPEB Contribution	42,718	45,437	62,294	62,300	81,481
Additional OPEB Contribution	0	42,718	0	0	0
Stipends	0	0	0	0	0
Overtime	4,500	1,279	4,600	2,300	4,900
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	3,500	2,600	3,500	3,000	3,500
Rideshare Allowance	1,000	0	1,000	0	1,000
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	17,600	2,257	17,600	15,500	17,600
Postage	379,000	370,650	409,000	487,000	409,000
Stationery & Forms	1,021,500	628,989	947,000	830,100	910,500
Office Supplies & Equipment	10,000	7,861	10,000	10,000	10,000
Professional & Specialized Services	175,000	96,004	185,000	161,100	211,000
Educational Expenses	29,900	7,979	29,000	8,300	28,000
Miscellaneous	600	592	800	800	1,500
TOTAL OPERATING BUDGET	**$3,752,475**	**$3,041,283**	**$4,312,331**	**$3,732,500**	**$4,575,183**

*All amounts rounded to the nearest dollar.

LACERA
Los Angeles County Employees Retirement Association

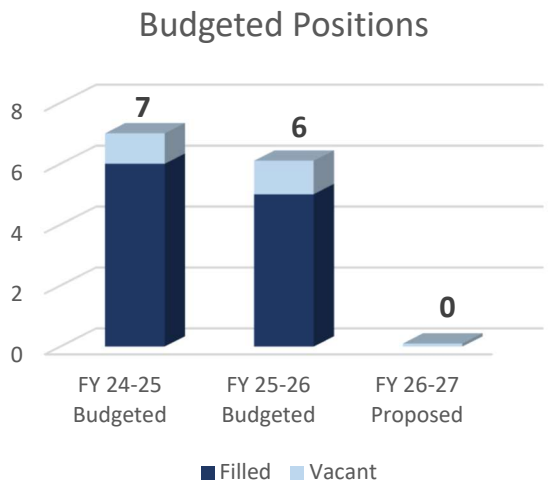
Disability Litigation

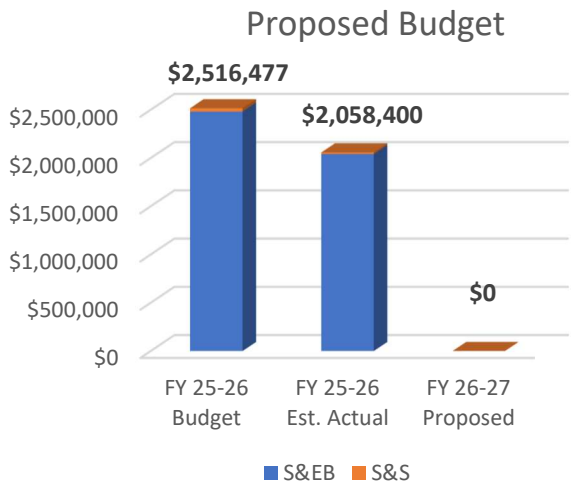
FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Disability Litigation Office (DLO) is a distinct legal division, separate and independent from the Legal Services, that represents LACERA at the administrative level in disputed applications for disability retirement pensions, applications for service-connected survivors' allowances, and felony forfeitures.

The DLO is composed of five staff: Two Senior Staff Counsels, and three Senior Legal Secretaries.

*Note: The Disability Litigation Office FY 2026-27 budget request will be consolidated into Legal Services.





Summary of Significant Changes

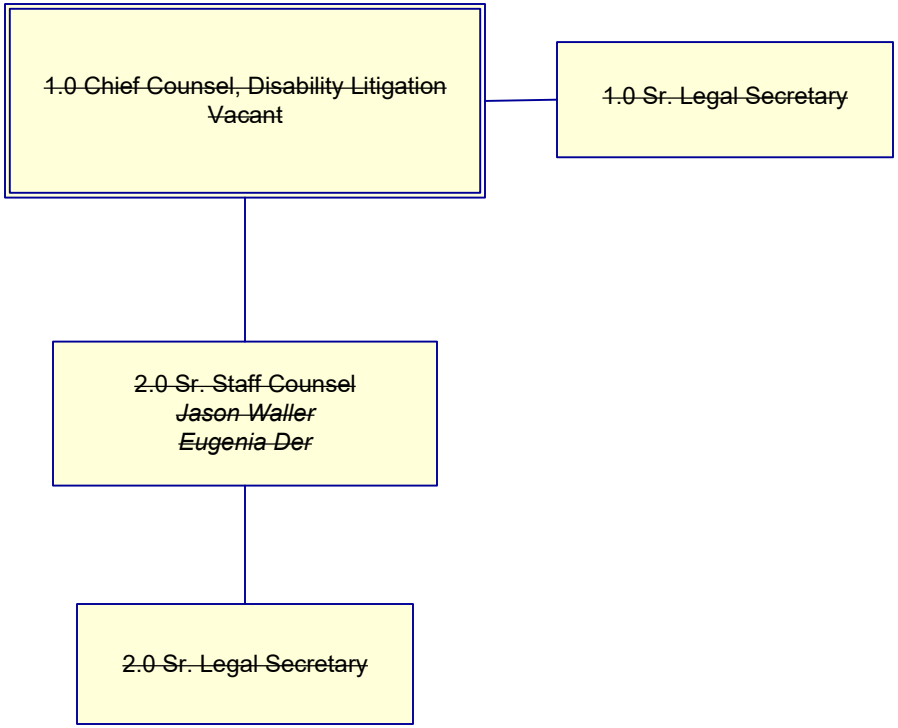
Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
DLO FY 2026-27 Total Operating Budget	$2,516,477	$0	($2,516,477)

DISABILITY LITIGATION

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 6.0
2025-2026 Hiring Plan: 6.0

2026-2027 Bud. Pos.: 0.0
2026-2027 Hiring Plan: 0.0



*Note: Effective April 1, 2026, the Disability Litigation Office was transferred to Legal Services.

– Deleted position

LACERA

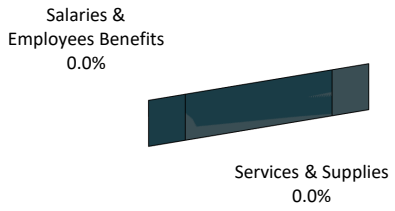
FISCAL YEAR 2026-2027

BUDGET SUMMARY

DISABILITY LITIGATION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$0**	$2,481,377	$1,096,821	$2,041,600	($439,777)	-17.72%	($2,481,377)	-100.0%
Services & Supplies	**0**	35,100	6,157	16,800	(18,300)	-52.1%	(35,100)	-100.0%
OPERATING BUDGET	**$0**	$2,516,477	$1,102,978	$2,058,400	($458,077)	-18.2%	($2,516,477)	-100.0%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

DISABILITY LITIGATION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$0**	$1,485,700	$655,022	$1,200,000	($285,700)	-19.2%	($1,485,700)	-100.0%
Total Agency Temp Salaries	**0**	0	0	0	0	0.0%	0	0.0%
Employee Benefits (Variable)	**0**	837,967	365,421	688,200	(149,767)	-17.9%	(837,967)	-100.0%
Employee Benefits (Other)	**0**	87,825	42,415	87,000	(825)	-0.9%	(87,825)	-100.0%
OPEB Contribution	**0**	65,984	33,742	66,000	16	0.0%	(65,984)	-100.0%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**0**	3,000	222	400	(2,600)	-86.7%	(3,000)	-100.0%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**0**	900	0	0	(900)	-100.0%	(900)	-100.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$0**	$2,481,377	$1,096,821	$2,041,600	($439,777)	-17.72%	($2,481,377)	-100.0%
Salary Differential	**-**	-	-	-			-	
TOTAL S&EB	**$0**	$2,481,377	$1,096,821	$2,041,600	($439,777)	-17.72%	($2,481,377)	-100.0%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

DISABILITY LITIGATION

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
9213	SENIOR STAFF COUNSEL, LACERA	0	LS16
0441	SENIOR LEGAL SECRETARY, LACERA	0	103K
	Total Filled Positions =	**0**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
	Total Vacant Positions =	**0**	
	TOTAL POSITIONS =	**0**	

Non-Represented positions shown in black.

Represented positions shown in blue.

Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

DISABILITY LITIGATION

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
AUTO EXPENSE	**$0**	$2,400	$601	$2,000	($400)	-16.7%	($2,400)	-100.0%
TRANSPORTATION & TRAVEL	**0**	7,300	50	200	(7,100)	-97.3%	(7,300)	-100.0%
OFFICE SUPPLIES & EQUIPMENT	**0**	1,300	29	100	(1,200)	-92.3%	(1,300)	-100.0%
PROFESSIONAL AND SPECIALIZED SERVICES	**0**	300	0	0	(300)	-100.0%	(300)	-100.0%
LEGAL FEES & SERVICES	**0**	3,000	0	0	(3,000)	-100.0%	(3,000)	-100.0%
EDUCATIONAL EXPENSES	**0**	20,500	5,477	14,500	(6,000)	-29.3%	(20,500)	-100.0%
MISCELLANEOUS	**0**	300	0	0	(300)	-100.0%	(300)	-100.0%
TOTAL	**$0**	**$35,100**	**$6,157**	**$16,800**	**($18,300)**	**-52.1%**	**($35,100)**	**-100.0%**

*All amounts rounded to the nearest dollar.

DISABILITY LITIGATION

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$1,467,993	$1,254,141	$1,485,700	$1,200,000	$0
Total Agency Temp Salaries	0	0	0	0	0
Employee Benefits (Variable)	831,822	674,014	837,967	688,200	0
Employee Benefits (Other)	89,455	88,653	87,825	87,000	0
OPEB Contribution	58,141	61,842	65,984	66,000	0
Additional OPEB Contribution	0	58,141	0	0	0
Stipends	0	0	0	0	0
Overtime	2,900	134	3,000	400	0
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	900	0	900	0	0
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Auto Expenses	2,400	2,107	2,400	2,000	0
Transportation & Travel	7,300	0	7,300	200	0
Office Supplies & Equipment	1,500	52	1,300	100	0
Professional and Specialized Services	0	0	300	0	0
Legal Fees & Services	3,000	0	3,000	0	0
Educational Expenses	39,000	12,008	20,500	14,500	0
Miscellaneous	300	0	300	0	0
TOTAL OPERATING BUDGET	**$2,504,711**	**$2,151,092**	**$2,516,477**	**$2,058,400**	**$0**

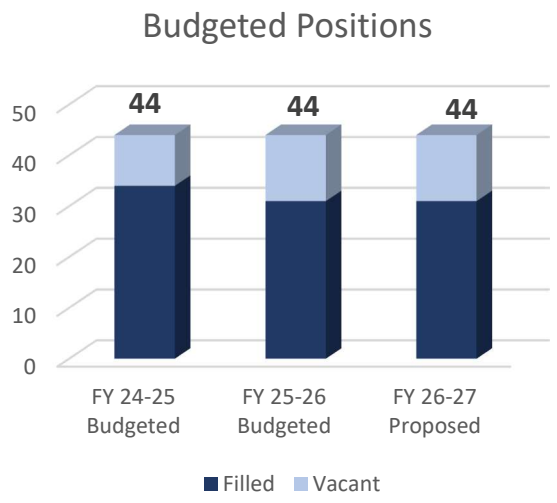
*All amounts rounded to the nearest dollar.

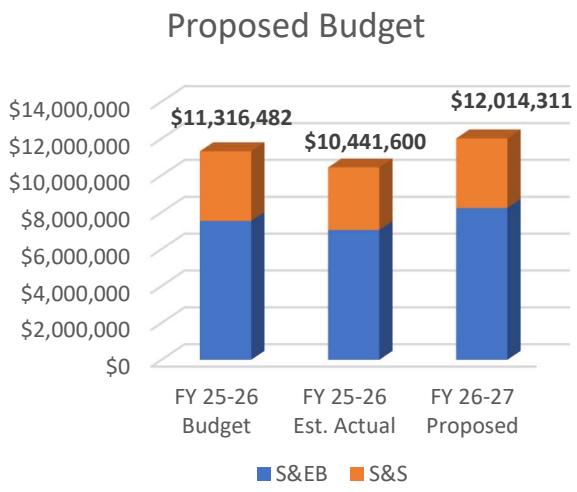
LACERA
Los Angeles County Employees Retirement Association

Disability Retirement Services

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Disability Retirement Services Division (DRS) evaluates and investigates disability retirement applications submitted by active, retired, and deferred LACERA members; survivors; and County departments. Staff presents recommendations to the Board of Retirement, the governing board responsible for adjudicating disability retirement applications. Staff also facilitates the administration of the disability appeals process and serves as the Clerk of the Board and Custodian of Record for all disability retirement files. Other operational responsibilities and functions of the DRS include contracting professional services for the investigation and appeals processes, including panel physicians, referees, copy services, court reporters, job analysts, investigative services, and outside legal counsel.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$420,000	$340,500	($79,500)
Overtime	$59,400	$99,500	$40,100

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

Innovation Through Technology

Since the launch of the Sol case management system on September 23, 2023, we have been actively working within the system to drive ongoing updates and enhancements. Continuous improvements have helped increase visibility into case data, streamline key workflows, and promote more efficient communication across teams. These advancements in case management support greater data accuracy, more robust consolidation of information, and enhanced supervisory oversight, all of which have contributed to notable gains in operational efficiency and effectiveness. Our commitment to refining the Sol system ensures it remains a flexible, powerful tool, one that empowers staff to resolve disability retirement cases with increased precision, speed, and transparency, ultimately improving the service we deliver to our members. These efforts directly align with our strategic initiative of Innovation Through Technology, as we leverage advanced solutions to optimize our operations. We continue to evaluate and pursue additional technologies that can further enhance our processes and support our mission of delivering exceptional service.

Investing in People

In alignment with our strategic initiative of Investing in People, this past fiscal year marked significant progress in staff development and advancement. We successfully promoted three staff members who participated in a specialized training program, enabling administrative staff to process disability retirement cases and gain hands-on experience necessary for future recruitment as Disability Retirement Specialists. Additionally, we promoted one internal staff member and welcomed three new hires, each contributing their expertise and professionalism to the team. All individuals have completed comprehensive training and are now managing active caseloads—impressively, within just three months, they were able to submit cases for adjudication. These achievements underscore our ongoing commitment to cultivating talent from within and ensuring our workforce is equipped with the skills and knowledge required to deliver exceptional service to our members.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

Operational Efficiency

Disability Retirement Services Division will continue its strong commitment to improving disability case processing times while preserving the integrity of the investigative process—an ongoing priority in recent years. For FY 2026–27, we are positioned to advance these efforts through two key enhancements: the addition of new staff and the anticipated implementation of advanced technology to automate labor-intensive tasks such as indexing. These improvements will enable us to leverage increased capacity and innovative tools to accelerate case resolution and deliver a superior member experience. We will also strengthen productivity monitoring by tracking cases processed per specialist, using this data to inform decisions and maintain high performance standards. Rather than adopting external benchmarks that may not reflect our unique processes, we will focus on service standards that add real value, ensuring our efforts drive meaningful improvements. Process enhancements and automation will streamline workflows, reduce manual work, and boost overall operational effectiveness.

Member Education and Engagement

In addition to operational improvements, Disability Retirement Services Division is expanding member education by enhancing written materials and developing video content to provide clear, accessible information about disability benefits and processes. This initiative underscores our dedication to transparency and member engagement, ensuring members have the resources they need to make informed decisions.

Training and Development

Disability Retirement Services Division will continue to build a training curriculum tailored to the diverse needs of our team, offering ongoing development opportunities to strengthen skills and efficiency. Succession planning will include a review of staff competencies and goals to ensure investments align with our Strategic Plan’s priority of investing in people.

Organizational Alignment

These initiatives represent a deliberate evolution of our ongoing work, executed with focus and precision. By integrating people, processes, and technology, we aim to achieve measurable gains in timeliness, consistency, and service quality, all in support of organizational goals of operational excellence and member satisfaction. Every interaction will reflect our commitment to our mission, vision, and I-ACT values.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

No additional permanent staffing is requested in FY 2026-27.

Temporary Staffing

For FY 2026–27, the Disability Retirement Services Division requests funding for six temporary Disability Retirement Support Specialist (DRSS) positions for six months. This ensures continued administrative support to cover staff vacancies due to recent promotions and staff on extended medical leave.

Overtime Needs

The Disability Retirement Services Division's overtime allocation increases from 700 hours in FY 2025–26 to 1,160 hours in FY 2026–27, representing an increase of 460 hours. This increase reflects the Division's need to support expanded operational requirements, including additional after-hours work associated with system and process modernization initiatives, aging case management, and the timely completion of priority projects, while maintaining continuity of operations and service levels.

Interns

Disability Retirement Services Division does not anticipate employing any interns in FY 2026-27.

Rehired Retirees

Disability Retirement Services Division does not anticipate employing any rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

Disability Retirement Services Division does not have one-time expenditures that need to be removed in FY 2026-27.

Services and Supplies Adjustments

Special Orders/Minor Equipment

After reviewing the expenditures of previous years and analyzing historical spending patterns, we propose a reduction from $1,500 to $800.

Investigative Services

After reviewing the expenditures of previous years and analyzing historical spending patterns, we propose a reduction from $15,000 to $10,000.

Registration Fees

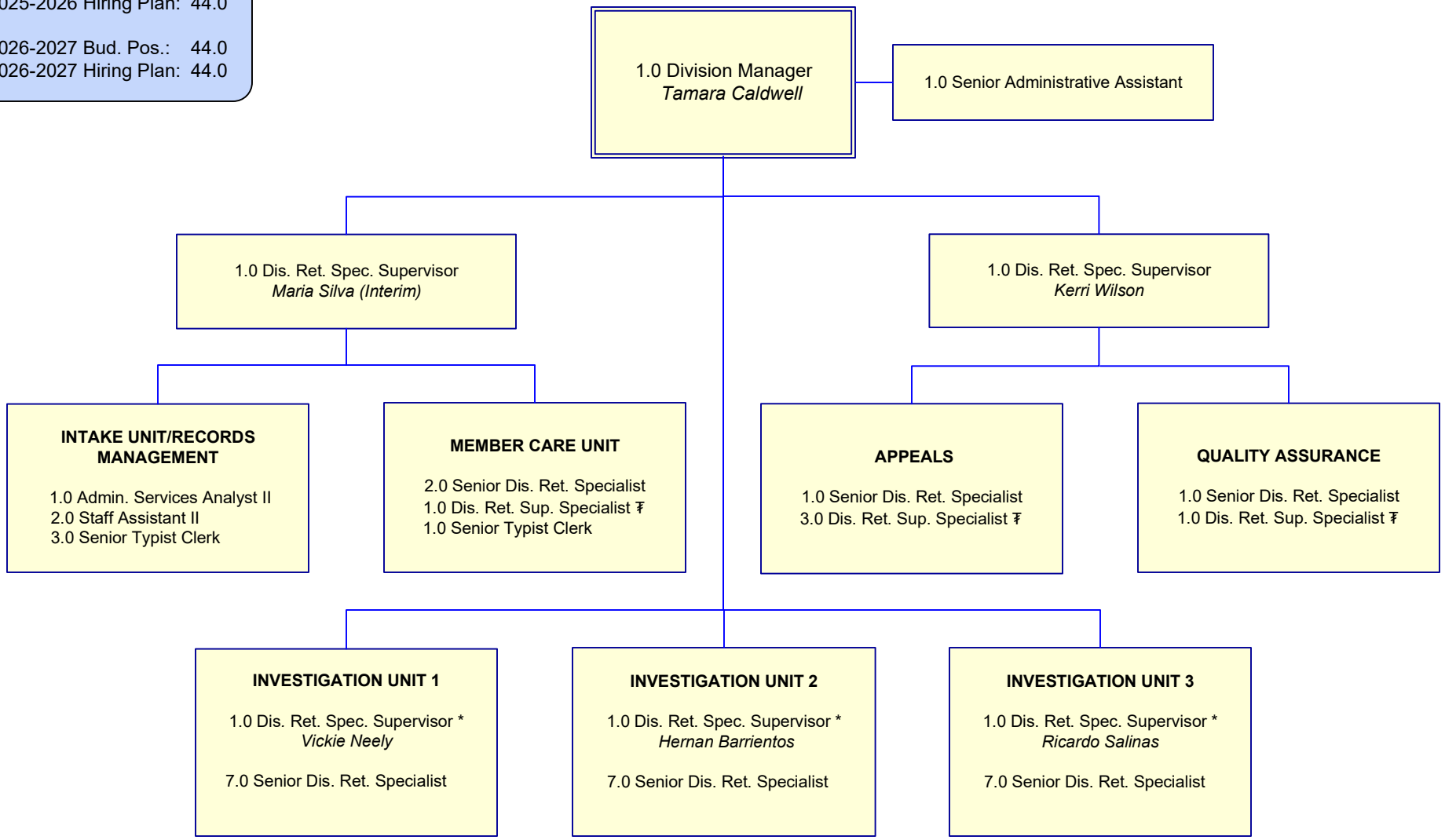
After reviewing the expenditures of previous years and analyzing historical spending patterns, we propose a reduction from $20,000 to $15,000.

DISABILITY RETIREMENT

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 44.0
2025-2026 Hiring Plan: 44.0

2026-2027 Bud. Pos.: 44.0
2026-2027 Hiring Plan: 44.0



* Classification and/or compensation study requested.

₮ Title changed from "Staff Assistant II" to "Disability Retirement Support Specialist" due to result of a classification study. LACERA Board of Retirement approved on September 6, 2023, Board Investments approved on September 13, 2023, and Board of Supervisors adopted on February 18, 2025.

LACERA

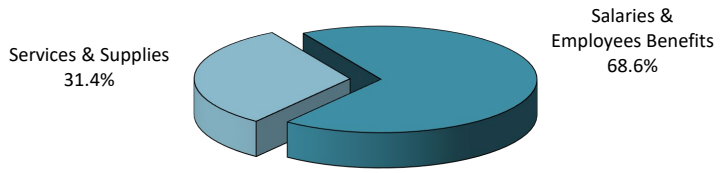
FISCAL YEAR 2026-2027

BUDGET SUMMARY

DISABILITY RETIREMENT

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$8,242,111**	$7,533,582	$3,786,147	$7,044,400	($489,182)	-6.49%	$708,529	9.4%
Services & Supplies	**3,772,200**	3,782,900	1,539,897	3,397,200	(385,700)	-10.2%	(10,700)	-0.3%
OPERATING BUDGET	**$12,014,311**	$11,316,482	$5,326,045	$10,441,600	($874,882)	-7.7%	$697,829	6.2%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

DISABILITY RETIREMENT

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$4,591,779**	$4,110,752	$2,005,361	$3,750,000	($360,752)	-8.8%	$481,027	11.7%
Total Agency Temp Salaries	**340,500**	420,000	291,619	580,000	160,000	38.1%	(79,500)	-18.9%
Employee Benefits (Variable)	**2,667,023**	2,507,357	1,199,039	2,167,400	(339,957)	-13.6%	159,666	6.4%
Employee Benefits (Other)	**304,941**	243,003	117,555	240,600	(2,403)	-1.0%	61,938	25.5%
OPEB Contribution	**227,869**	182,571	93,359	182,400	(171)	-0.1%	45,298	24.8%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**99,500**	59,400	77,283	120,000	60,600	102.0%	40,100	67.5%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**6,000**	6,000	1,933	4,000	(2,000)	-33.3%	0	0.0%
Rideshare Allowance	**4,500**	4,500	0	0	(4,500)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$8,242,111**	$7,533,582	$3,786,147	$7,044,400	($489,182)	-6.5%	$708,529	9.4%
Salary Differential	**-**	-	-	-	-		-	
TOTAL S&EB	**$8,242,111**	$7,533,582	$3,786,147	$7,044,400	($489,182)	-6.5%	$708,529	9.4%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26 with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

DISABILITY RETIREMENT

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0773	DIVISION MANAGER, LACERA	1	LS12
1643	DISABILITY RETIREMENT SPECIALIST SUPERVISOR, LACERA	4	111C
1632	SENIOR DISABILITY RETIREMENT SPECIALIST, LACERA	18	107C
0420	ADMINISTRATIVE SERVICES ANALYST II	1	098E
790A	DISABILITY RETIRE. SUPPORT SPEC., LACERA	2	097B
0427	STAFF ASSISTANT II, LACERA	2	097B
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
0446	SENIOR TYPIST-CLERK, LACERA	2	083K
	Total Filled Positions =	**31**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
1643	DISABILITY RETIREMENT SPECIALIST SUPERVISOR, LACERA	1	111C
1632	SENIOR DISABILITY RETIREMENT SPECIALIST, LACERA	7	107C
790A	DISABILITY RETIRE. SUPPORT SPEC., LACERA	3	097B
0446	SENIOR TYPIST-CLERK, LACERA	2	083K
	Total Vacant Positions =	**13**	
	TOTAL POSITIONS =	**44**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

DISABILITY RETIREMENT

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$8,000**	$8,000	$4,752	$8,000	$0	0.0%	$0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**800**	1,500	387	1,000	(500)	-33.3%	(700)	-46.7%
PROFESSIONAL & SPEC. SRVCS.	**280,000**	280,000	62,611	182,000	(98,000)	-35.0%	0	0.0%
LEGAL FEES & SERVICES	**130,000**	130,000	31,687	60,000	(70,000)	-53.8%	0	0.0%
DISABILITY FEES & SERVICES	**3,335,200**	3,340,200	1,436,360	3,131,300	(208,900)	-6.3%	(5,000)	-0.1%
EDUCATIONAL EXPENSES	**15,700**	20,700	3,900	14,100	(6,600)	-31.9%	(5,000)	-24.2%
MISCELLANEOUS	**2,500**	2,500	200	800	(1,700)	-68.0%	0	0.0%
TOTAL	**$3,772,200**	$3,782,900	$1,539,897	$3,397,200	($385,700)	-10.2%	($10,700)	-0.3%

*All amounts rounded to the nearest dollar.

DISABILITY RETIREMENT

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$4,545,563	$3,663,042	$4,110,752	$3,750,000	$4,591,779
Total Agency Temp Salaries	407,300	363,391	420,000	580,000	340,500
Employee Benefits (Variable)	2,679,885	2,159,261	2,507,357	2,167,400	2,667,023
Employee Benefits (Other)	276,995	276,416	243,003	240,600	304,941
OPEB Contribution	180,030	191,487	182,571	182,400	227,869
Additional OPEB Contribution	0	180,030	0	0	0
Stipends	0	0	0	0	0
Overtime	140,800	102,279	59,400	120,000	99,500
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	6,000	3,871	6,000	4,000	6,000
Rideshare Allowance	4,500	0	4,500	0	4,500
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	7,700	9,708	8,000	8,000	8,000
Office Supplies & Equipment	5,000	867	1,500	1,000	800
Professional & Specialized Services	235,000	153,244	280,000	182,000	280,000
Legal Fees & Services	20,000	42,271	130,000	60,000	130,000
Disability Fees & Services	3,090,300	2,636,915	3,340,200	3,131,300	3,335,200
Educational Expenses	20,700	13,789	20,700	14,100	15,700
Miscellaneous	500	514	2,500	800	2,500
TOTAL OPERATING BUDGET	**$11,620,273**	**$9,797,084**	**$11,316,482**	**$10,441,600**	**$12,014,311**

*All amounts rounded to the nearest dollar.

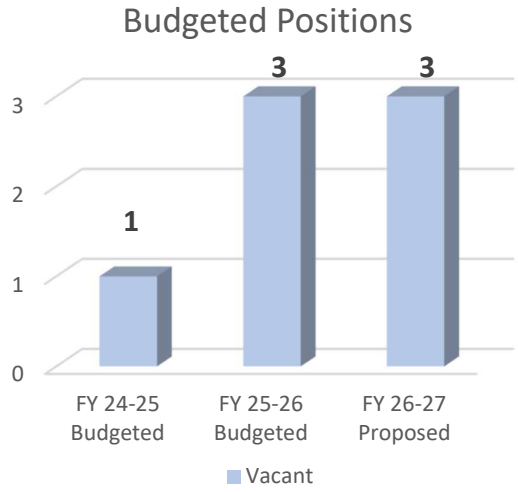
LACERA
Los Angeles County Employees Retirement Association

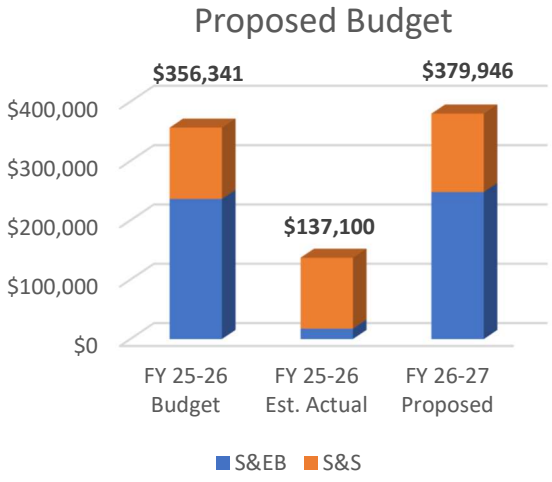
Ethics and Compliance Office

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Ethics and Compliance Office builds and strengthens LACERA's ethical culture and provides dedicated resources to support compliance with laws, regulations, policies, and procedures. It also offers risk assessment, monitoring, investigation, education and training, and other services that increase awareness and help reduce ethics and compliance risks across the organization.

The Office will continue the move from foundational planning to program implementation in FY 2026-27, with the hiring of the first full-time, permanent staff for the Office.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Travel	$8,000	$15,000	$7,000
Ethics & Comp. Consulting	$35,000	$0	($35,000)
Registration Fees	$7,500	$12,500	$5,000
Educational Materials	$30,000	$65,000	$35,000

REPORTING STRUCTURE

Under the Board-approved Ethics and Compliance Program Charter, the Chief Ethics and Compliance Officer (CECO) will oversee the program and report functionally to the Audit, Compliance, Risk, and Ethics (ACRE) Committee, the Board of Retirement and Board of Investments, and the Chief Executive Officer (CEO).The CEO is the CECO's appointing authority, with the approval of the ACRE Committee and Boards. The program supports and will further the fiduciary duty of the ACRE Committee, Boards, and the CEO to provide oversight of ethics and compliance risk management and respond to red flags in these areas.

In December 2024, the ACRE Committee approved and recommended the Chief Ethics and Compliance Officer (CECO) class description and salary; in March 2025, the ACRE Committee approved and recommended a Deputy Chief Ethics and Compliance Officer (DCECO) class description and salary, with two ordinance positions, to assist the CECO by providing subject-matter expertise in particular areas of LACERA's operations. At its April 2025 meeting, the Joint Organizational Governance Committee (JOGC) approved both class descriptions and salaries, which was followed by approval by both Boards at their May 2025 meetings. In October 2025, the Board of Supervisors adopted amendments to County Ordinances including the classifications and salaries.

The Ethics and Compliance Office administratively reports to the Chief Counsel, with the independent functional reporting lines described above, and maintains a separate divisional budget.

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

The Ethics and Compliance Program is a goal in the Board of Retirement's 2023-28 Strategic Plan, and substantial progress is being made to implement the program.

The Ethics and Compliance Program Charter was approved by the Audit Committee and Boards in October 2024. The Audit Committee was renamed the ACRE Committee, and a new Committee Charter was approved to reflect its increased scope of risk oversight responsibilities (also in October 2024).

Pursuant to the new program and ACRE Committee Charters, a foundational work plan was approved (October 2024) and has been actively implemented, consisting of activities that enhance LACERA's readiness to implement the full program upon arrival of the CECO. In addition to obtaining approval for the CECO and DCECO classifications and salaries (discussed above), the foundational work plan, which continues to be implemented on an ongoing basis, has included:

1. Ethics and Compliance Education: Education has included orientation for the ACRE Committee on the basics of ethics and compliance under the U.S. Sentencing Guidelines and the guidance contained in the U.S. Department of Justice "Evaluation of Corporate Compliance Programs." ACRE Committee orientation was also provided on the importance of organizational culture to ethics, compliance, and risk management. At the staff level, many staff members have taken external training from the Society of Corporate Compliance and Ethics (SCCE). Several members of the Ethics and Compliance Committee (ECC) and other staff have invested in education and testing to receive Certified Compliance & Ethics Professional (CCEP) certification. The ECC has also received Messages of the Quarter on Risk Management and Ethics, which ECC members have shared with their own divisions and reported back, leading to a feedback loop of discussion and action regarding these subjects. Similar quarterly messages will be an ongoing form of education.

2. Policy Management: Policy management is a critical element of mitigating ethics and compliance risk. The ECC's Ethics and Compliance Policy Subcommittee reviews and provides initial input on all organizational policies, followed by review by the full ECC before being submitted for approval by the governing authority. Staff implemented *Compass: LACERA's Policy Library* on LACERA's internal intranet in 2025, which continued to be maintained, updated, and expanded throughout FY 2025-26. *Compass* ensures that every LACERA staff member is able to readily locate, apply, and adhere to policies and procedures as they perform their day-to-day operations in compliance with the law and regulations. *Compass* will continue to be refined to further improve its functionality and value. Training on policy development and management is under development.

3. Baseline Ethics and Compliance Risk Assessment: The Ethics and Compliance team joined Internal Audit in its 2025 risk assessment, including meetings with all

divisions, to collect information on organizational ethics and compliance risks. The information gathered is being organized and will be presented to the ACRE Committee.

4. Baseline Ethics and Compliance Culture Survey: LACERA conducted an all-staff Culture Survey, which yielded a 67 percent response rate. Focus groups followed the survey to drill deeper and enhance understanding of the survey's results. A Management Offsite was held to discuss the results and explore ideas for an action plan. The action plan is under development. The results of the survey were reported to all staff and will be summarized for the Boards. The Boards and ACRE Committee will also be informed of the action plan.

5. Update of LACERA's Code of Ethical Conduct: Throughout 2025, staff worked to update the Code. The Code has been expanded and reformatted in alignment with LACERA's Values to be more complete and effective in its role as an important LACERA standard-setting document. This effort is nearing completion, with the Code brought to the ACRE Committee and the Boards in the first few months of 2026 for final approval. Staff has developed a rollout plan, which includes training for all trustees and staff, and ongoing efforts into the future to keep the Code top of mind.

To assist in these efforts, ethics and compliance counsel and additional consulting services from Gartner were utilized to provide professional expertise.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

The first priority for the new fiscal year will be to complete the hiring and integration of the CECO and then consider filling the first Deputy CECO position and a Senior Administrative Assistant, to provide dedicated program leadership and support staff. In the interim, foundational steps will continue, including:

- Taking action to address the 2025-26 risk assessment and culture survey results;
- Ongoing ethics and compliance risk assessments;
- Follow-up ethical culture assessment during FY 2026-27 based on LACERA's Values and behaviors;
- Evaluation of additional Governance, Risk, and Compliance (GRC) software for compliance, ethics, and privacy;
- Development of processes to support LACERA's Values, ethics and compliance, and organizational culture; and
- Additional and enhanced education and training on ethics and compliance and additional staff CCEP certifications.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

In September 2025, the Board of Supervisors gave initial approval to the Chief Ethics and Compliance Officer and Deputy Chief Ethics and Compliance Officer classifications. This action permits LACERA to begin recruiting. The Chief position will be recruited first, which is expected to begin in the fourth quarter of FY 2025-26 and to be completed early in the first quarter of FY 2026-27. The Senior Administrative Assistant is an existing classification and will begin recruitment shortly after the Chief is hired. It is expected that later in FY 2026-27, the Chief will oversee recruitment of the first Deputy, to be completed by the end of the third quarter of the fiscal year.

Funding is included to reflect nine months of funding for the CECO, six months of funding for the Senior Administrative Assistant, and three months of funding for the DCECO. However, this amount is subject to change based on the actual salary authorized and the date of onboarding.

Temporary Staffing

Temporary staffing is not anticipated for this program in FY 2026-27.

Overtime Needs

Overtime is not anticipated for this program in FY 2026-27.

Interns

No interns are requested for this program in FY 2026-27.

Rehired Retirees

The Ethics and Compliance Office is not requesting any rehired retiree assistance in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES – SERVICES & SUPPLIES (S&S)

The budget is refreshed from FY 2025-26 last year, in anticipation of the hiring of the CECO and other Ethics and Compliance Office staff during FY 2026-27, and to continue the momentum developed in implementing the ACRE Committee- and Board-approved foundational work plan.

Removal of One-Time Expenditures

The Ethics and Compliance Office does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

The following services and supplies are proposed in support of this program in FY 2026-27. Once there is permanent staff in the Ethics and Compliance Office, some of these amounts may be subject to change:

Transportation

Funding totaling $3,500 is requested to support anticipated auto mileage associated with the Chief Ethics and Compliance Officer, the Deputy Chief Ethics and Compliance Officer, and other staff involved in the program, for business meetings and attendance at training and other events.

Travel

Funding totaling $15,000 is requested to support all trainings, conferences, and travel-related expenses that relate to Ethics and Compliance. Such expenses for the Ethics and Compliance Office and all other staff will be charged and allocated to the Ethics and Compliance Office.

Special Orders/Minor Equip

Funding totaling $1,200 is requested for new and developing office special supplies.

Outside Legal Counsel

Funding totaling $27,000 is requested for outside ethics and compliance counsel to support the development and implementation of LACERA's Ethics and Compliance Program.

Memberships

Funding totaling $8,000 is requested for memberships to support the Chief Ethics and Compliance Officer's professional development and participation in ethics and compliance-related organizations.

Registration Fees

Funding totaling $12,500 is requested to the level of Ethics and Compliance training expected of the new Ethics and Compliance Office personnel and other staff.

Educational Materials

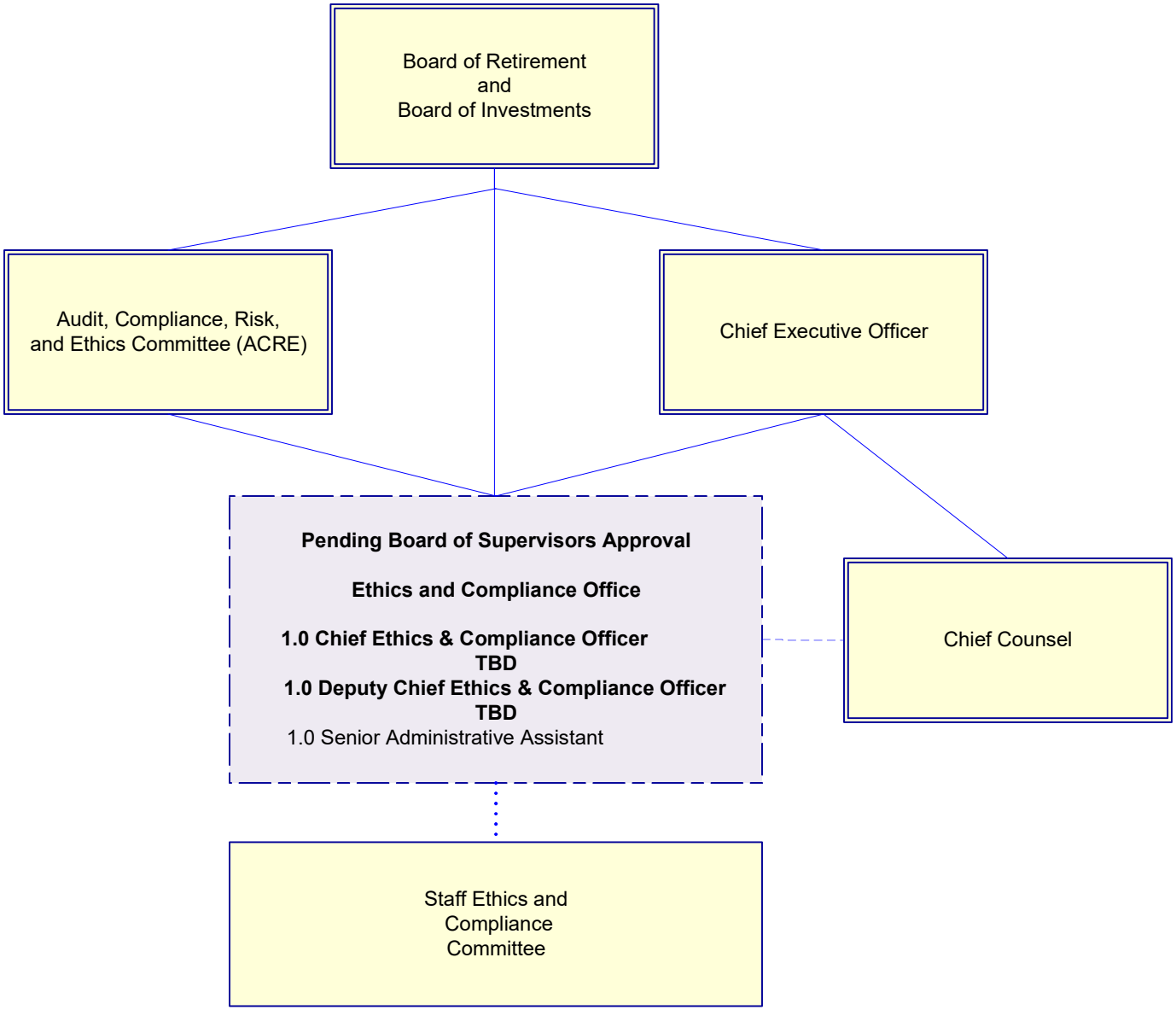
Funding totaling $65,000 is requested to ensure the program has the educational and professional materials and subscriptions needed to successfully implement LACERA's Ethics and Compliance Program.

ETHICS AND COMPLIANCE OFFICE

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 3.0
2025-2026 Hiring Plan: 3.0

2026-2027 Bud. Pos.: 3.0
2026-2027 Hiring Plan: 3.0



— — — Administrative
——— Functional
..... Advisory

LACERA

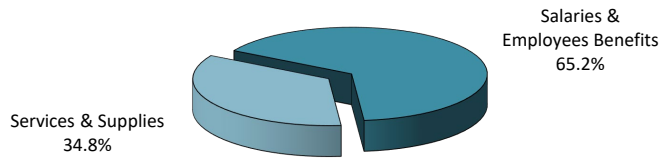
FISCAL YEAR 2026-2027

BUDGET SUMMARY

ETHICS AND COMPLIANCE OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$247,746**	$236,141	$8,860	$17,500	($218,641)	-92.6%	$11,606	4.9%
Services & Supplies	**132,200**	120,200	88,512	119,600	(600)	-0.5%	12,000	10.0%
OPERATING BUDGET	**$379,946**	$356,341	$97,372	$137,100	($219,241)	-61.5%	$23,606	6.6%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

ETHICS AND COMPLIANCE OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$179,457**	$172,614	$0	$0	($172,614)	-100.0%	$6,843	4.0%
Total Agency Temp Salaries	**0**	0	0	0	0	0.0%	0	0.0%
Employee Benefits (Variable)	**47,466**	45,656	11	100	(45,556)	-99.8%	1,810	4.0%
Employee Benefits (Other)	**11,918**	10,204	4,928	9,900	(304)	-3.0%	1,714	16.8%
OPEB Contribution	**8,906**	7,666	3,921	7,500	(166)	-2.2%	1,239	16.2%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**0**	0	0	0	0	0.0%	0	0.0%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**0**	0	0	0	0	0.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$247,746**	$236,141	$8,860	$17,500	($218,641)	-92.6%	$11,606	4.9%
Salary Differential	**-**	-	-	-	-	-	-	-
TOTAL S&EB	**$247,746**	$236,141	$8,860	$17,500	($218,641)	-92.6%	$11,606	4.9%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

ETHICS AND COMPLIANCE OFFICE

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
	Total Filled Positions =	**0**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
99999A	CHIEF, ETHICS & COMPLIANCE OFFICER	1	LS12
99999A	DEPUTY CHIEF, ETHICS & COMPLIANCE OFFICER	1	118J
0439	SENIOR ADMINISTRATIVE ASSISTANT	1	095C
	Total Vacant Positions =	**3**	
	TOTAL POSITIONS =	**3**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

ETHICS AND COMPLIANCE OFFICE

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
TRANSPORTATION & TRAVEL	**$18,500**	$11,500	$2,176	$6,800	($4,700)	-40.9%	$7,000	60.9%
OFFICE SUPPLIES & EQUIPMENT	**1,200**	1,200	0	0	(1,200)	-100.0%	0	0.0%
PROFESSIONAL AND SPECIALIZED SERVICES	**0**	35,000	35,210	35,300	300	0.9%	(35,000)	-100.0%
LEGAL FEES & SERVICES	**27,000**	27,000	20,770	30,000	3,000	11.1%	0	0.0%
EDUCATIONAL EXPENSES	**85,500**	45,500	29,470	46,500	1,000	2.2%	40,000	87.9%
MISCELLANEOUS	**0**	0	886	1,000	1,000	0.0%	0	0.0%
TOTAL	**$132,200**	$120,200	$88,512	$119,600	($600)	-0.5%	$12,000	10.0%

*All amounts rounded to the nearest dollar.

ETHICS AND COMPLIANCE OFFICE

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$93,330	$830	$172,614	$0	$179,457
Total Agency Temp Salaries	0	0	0	0	0
Employee Benefits (Variable)	24,686	13	45,656	100	47,466
Employee Benefits (Other)	5,687	5,636	10,204	9,900	11,918
OPEB Contribution	3,696	3,932	7,666	7,500	8,906
Additional OPEB Contribution	0	3,696	0	0	0
Stipends	0	0	0	0	0
Overtime	0	0	0	0	0
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	0	0	0	0	0
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	11,500	4,629	11,500	6,800	18,500
Office Supplies & Equipment	0	0	1,200	0	1,200
Professional and Specialized Services	0	0	35,000	35,300	0
Legal Fees & Services	20,000	57,065	27,000	30,000	27,000
Educational Expenses	60,500	22,136	45,500	46,500	85,500
Miscellaneous	0	0	0	1,000	0
TOTAL OPERATING BUDGET	**$219,400**	**$97,938**	**$356,341**	**$137,100**	**$379,946**

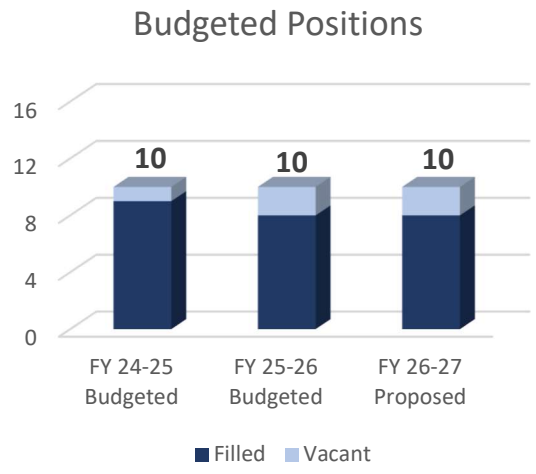
*All amounts rounded to the nearest dollar.

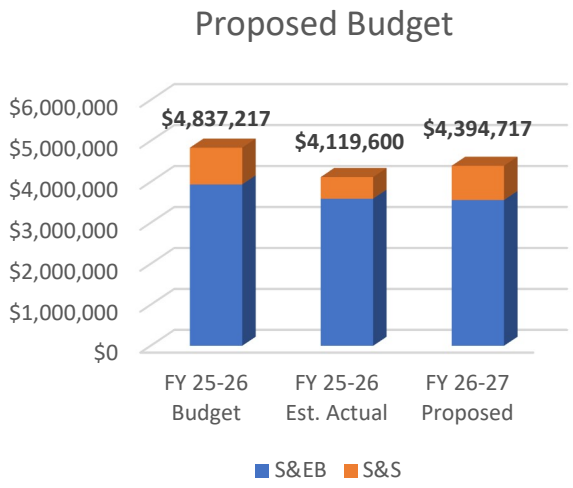
Executive Office

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Executive Office directs and coordinates the efforts of every LACERA organizational unit toward the effective realization of LACERA's mission, as articulated through policies adopted through the Boards of Retirement and Investments and through administrative policies and procedures under the purview of the Chief Executive Officer.

LACERA's Information Security Office is part of the Executive Office to maintain its independence from the Systems Division. The Information Security Officer reports to the Deputy Chief Executive Officer. Costs are reported separately for improved transparency. See the attached narrative and summary.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$141,200	$0	($141,200)

Unfund Vacant Position—Executive Board Assistant	$193,500	$0	($193,500)
Bi-Annual Economic Impact Report	$70,000	$0	($70,000)
Travel	$64,000	$32,000	($32,000)
LACERA Summit	$15,000	$53,500	$38,500
Management Offsite	$0	$25,000	$25,000

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

Throughout FY 2025-26, the Executive Office continued its focus on making incremental progress toward implementing the Board of Retirement's 2023-2028 Strategic Plan and supporting the implementation of the Board of Investment's Strategic Initiatives.

The Special Assistant position was onboarded and plays a crucial role in managing our progress and communicating the status of our progress to Trustees, staff, members, and stakeholders.

In FY 2025-26, the Executive Office focused on building the LACERA culture based on our shared I-ACT values of Inclusivity, Innovation, Integrity, Accountability, Collaboration and Transparency. Toward this end, we held our first annual LACERA Summit, the first opportunity for *all* LACERA team members to convene at the same time and focus on how our values look in action, not just on paper, and to acknowledge and appreciate our team members for their service to our members and Los Angeles County. We also launched a culture survey to help us understand where we are and what our ideal culture should look like. This initial survey serves as our baseline as we develop goals to continuously improve.

The Bi-Annual Economic Impact report, which helps communicate and promote the value that LACERA's pension payments have on our local economy, is scheduled to be completed.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

The Executive Office supports and is fundamentally responsible for implementing the Board of Retirement's Strategic Plan and supports the Investment Office in their implementation of the Board of Investments' Strategic Plan. The Executive Management Team sponsors the strategic priorities and monitors progress toward achieving our mission of producing, protecting, and providing the promised benefits to our members.

The team also works toward realizing our vision of empowering our members to enjoy a healthy and secure retirement, while modeling our values of accountability, collaboration, inclusivity, innovation, integrity, and transparency.

In FY 2026-27, the Executive Office will continue to focus on developing and improving our organizational culture with a focus on tone at the top and ensuring leadership acts in accordance with our I-ACT values.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

No changes to permanent staffing are requested for the Executive Office. One Board Secretary position will remain vacant and unfunded as we assess opportunities to more efficiently and effectively support the Board of Retirement and Board of Investments.

Temporary Staffing

Funds are removed for one temporary staff person at the level of Special Assistant/Public Information Officer. The project, which called for collaboration with LACERA's Chief of Communications on the LACERA Communication Plan, including the Social Media Plan, concluded in FY 2025-26.

Overtime Needs

Overtime funds are provided for the support staff within the Executive Office. Total hours are not changing from prior years.

Interns

The Executive Office does not anticipate the use of interns in FY 2026-27.

Rehired Retirees

The Executive Office does not anticipate any use of rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

The Executive Office eliminated one-time funding of $70,000 on Professional Services for the bi-annual economic impact report, which was included in the FY 2025-26 budget.

Services and Supplies Adjustments

Travel Expense

A 50 percent reduction in Travel Expense from $64,000 to $32,000 is provided to reflect the Executive Office's intention to focus on LACERA's internal culture and service effectiveness during FY 2026-27. Funding is included for representative participation in key industry conferences and travel for legislative advocacy on behalf of LACERA. A similar reduction is also made in Registration Fees.

Registration Fees

A 50 percent reduction in Registration Fees from $48,000 to $24,000 is provided to reflect the Executive Office's intention to focus on LACERA's internal culture and service effectiveness during FY 2026-27. Funding is included for representative participation in key industry conferences and education. A similar reduction is also made in Travel Expense.

LACERA Summit

Funds totaling $53,500 to support LACERA's annual all-hands staff development and appreciation meeting known as the LACERA Summit are consolidated into the Executive Office. Previously, the event was known as the Forum, and funding was split between the Executive Office for Food and Beverages ($15,000) and Human Resources for guest speakers, venue and furniture rental, and related expenses ($38,500).

Food/Beverages

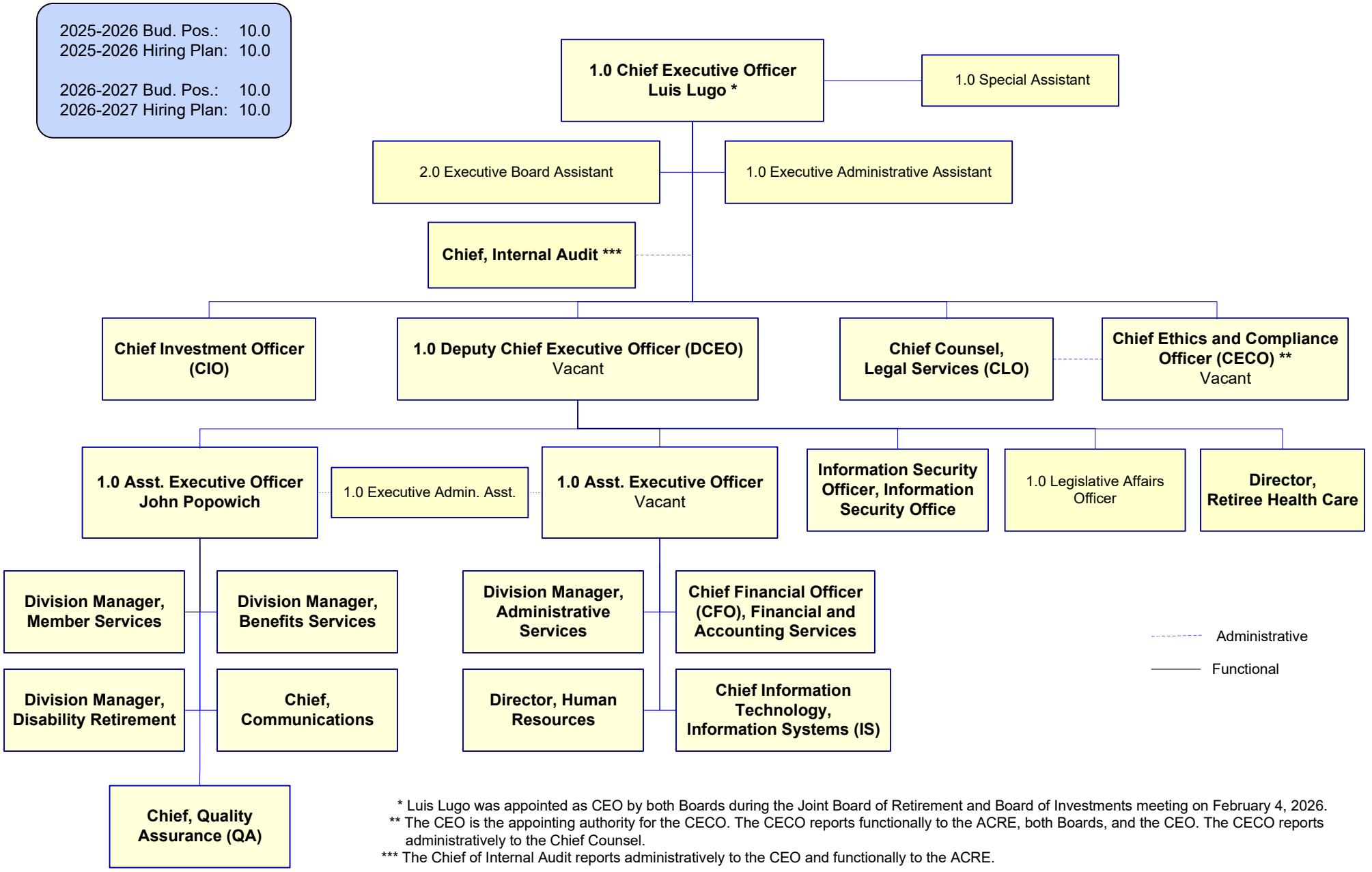
Funds previously designated for the all-hands staff development and appreciation meeting known as the LACERA Summit are transferred to a new line item and consolidated with other related expenses such as venue and furniture rental.

LACERA Management Offsite

The Management Offsite, led by the Executive Office, is designed to bring the leadership team together to reflect, align, and take action around organizational culture, leadership behaviors, and priorities. A total of $25,000 in funding for LACERA's annual Management Offsite is consolidated under the Executive Office. Previously, these costs were allocated in Human Resources.

EXECUTIVE OFFICE

FISCAL YEAR 2026-2027



* Luis Lugo was appointed as CEO by both Boards during the Joint Board of Retirement and Board of Investments meeting on February 4, 2026.
** The CEO is the appointing authority for the CECO. The CECO reports functionally to the ACRE, both Boards, and the CEO. The CECO reports administratively to the Chief Counsel.
*** The Chief of Internal Audit reports administratively to the CEO and functionally to the ACRE.

Note: Effective April 1, 2026, the Disability Litigation Office was transferred to Legal Services.

LACERA

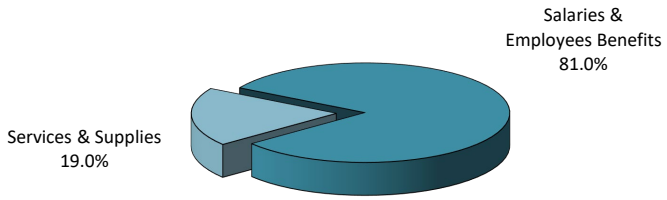
FISCAL YEAR 2026-2027

BUDGET SUMMARY

EXECUTIVE OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$3,557,617**	$3,939,117	$2,090,613	$3,591,300	($347,817)	-8.8%	($381,500)	-9.7%
Services & Supplies	**837,100**	898,100	365,321	528,300	(369,800)	-41.2%	(61,000)	-6.8%
OPERATING BUDGET	**$4,394,717**	$4,837,217	$2,455,934	$4,119,600	($717,617)	-14.8%	($442,500)	-9.1%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

EXECUTIVE OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$2,041,081**	$2,193,198	$1,243,068	$2,109,000	($84,198)	-3.8%	($152,117)	-6.9%
Total Agency Temp Salaries	**0**	141,200	5,791	5,800	(135,400)	-95.9%	(141,200)	-100.0%
Employee Benefits (Variable)	**1,138,198**	1,247,222	655,813	1,150,900	(96,322)	-7.7%	(109,024)	-8.7%
Employee Benefits (Other)	**165,548**	154,647	88,014	153,200	(1,447)	-0.9%	10,901	7.0%
OPEB Contribution	**101,289**	93,649	47,888	93,600	(49)	-0.1%	7,640	8.2%
Stipends	**65,000**	65,000	21,721	42,000	(23,000)	-35.4%	0	0.0%
Overtime	**30,700**	28,400	20,818	28,400	0	0.0%	2,300	8.1%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**1,400**	1,400	0	0	(1,400)	-100.0%	0	0.0%
Transportation Allowance	**14,400**	14,400	7,500	8,400	(6,000)	-41.7%	0	0.0%
ADJUSTED GROSS S&EB	**$3,557,617**	$3,939,117	$2,090,613	$3,591,300	($347,817)	-8.8%	($381,500)	-9.7%
Salary Differential	**-**	-	-	-	-		-	
TOTAL S&EB	**$3,557,617**	$3,939,117	$2,090,613	$3,591,300	($347,817)	-8.8%	($381,500)	-9.7%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

EXECUTIVE OFFICE

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0776	CHIEF EXECUTIVE OFFICER, LACERA	1	LR20
0792	ASSISTANT EXECUTIVE OFFICER, LACERA (UC)	2	LS16
0775	SPECIAL ASSISTANT, LACERA	1	LS12
0795	LEGISLATIVE AFFAIRS OFFICER, LACERA	1	117K
0475	EXECUTIVE BOARD ASSISTANT, LACERA	1	109G
0442	EXECUTIVE ADMINISTRATIVE ASSISTANT, LACERA	2	106D
	Total Filled Positions =	**8**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0770	DEPUTY CHIEF EXECUTIVE OFFICER, LACERA	1	LR18
0475	EXECUTIVE BOARD ASSISTANT, LACERA	1	109G
	Total Vacant Positions =	**2**	
	TOTAL POSITIONS =	**10**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

EXECUTIVE OFFICE

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
AUTO EXPENSE	**$10,500**	$10,500	$4,907	$10,300	($200)	-1.9%	$0	0.0%
TRANSPORTATION & TRAVEL	**36,100**	68,100	3,022	19,000	(49,100)	-72.1%	(32,000)	-47.0%
OFFICE SUPPLIES & EQUIPMENT	**3,000**	3,000	196	3,000	0	0.0%	0	0.0%
PROFESSIONAL & SPEC. SRVCS.	**635,000**	705,000	300,156	415,000	(290,000)	-41.1%	(70,000)	-9.9%
EDUCATIONAL EXPENSES	**112,500**	83,000	43,192	55,000	(28,000)	-33.7%	29,500	35.5%
MISCELLANEOUS	**40,000**	28,500	13,847	26,000	(2,500)	-8.8%	11,500	40.4%
TOTAL	**$837,100**	$898,100	$365,321	$528,300	($369,800)	-41.2%	($61,000)	-6.8%

*All amounts rounded to the nearest dollar.

EXECUTIVE OFFICE

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

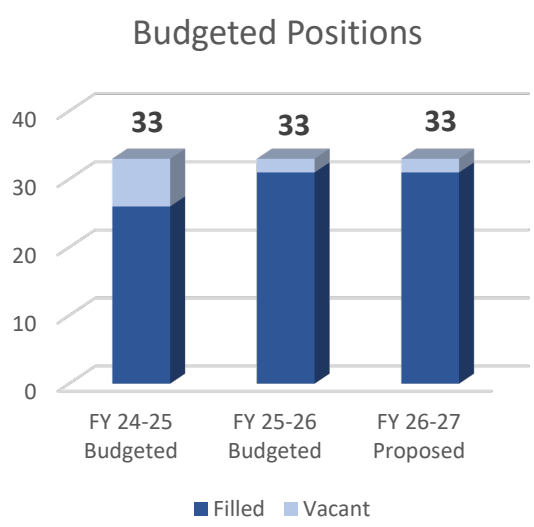
	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$1,678,887	$2,063,300	$2,193,198	$2,109,000	$2,041,081
Total Agency Temp Salaries	161,000	20,376	141,200	5,800	0
Employee Benefits (Variable)	1,062,942	1,121,605	1,247,222	1,150,900	1,138,198
Employee Benefits (Other)	140,837	137,660	154,647	153,200	165,548
OPEB Contribution	72,038	76,623	93,649	93,600	101,289
Additional OPEB Contribution	0	72,038	0	0	0
Stipends	65,000	41,076	65,000	42,000	65,000
Overtime	28,400	26,068	28,400	28,400	30,700
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	1,400	0	1,400	0	1,400
Transportation Allowance	14,400	14,400	14,400	8,400	14,400
SERVICES & SUPPLIES					
Auto Expenses	10,500	8,483	10,500	10,300	10,500
Transportation & Travel	68,100	12,339	68,100	19,000	36,100
Office Supplies & Equipment	3,000	3,020	3,000	3,000	3,000
Professional & Specialized Services	635,000	390,807	705,000	415,000	635,000
Educational Expenses	83,000	18,764	83,000	55,000	112,500
Miscellaneous	15,000	9,050	28,500	26,000	40,000
TOTAL OPERATING BUDGET	**$4,039,504**	**$4,015,608**	**$4,837,217**	**$4,119,600**	**$4,394,717**

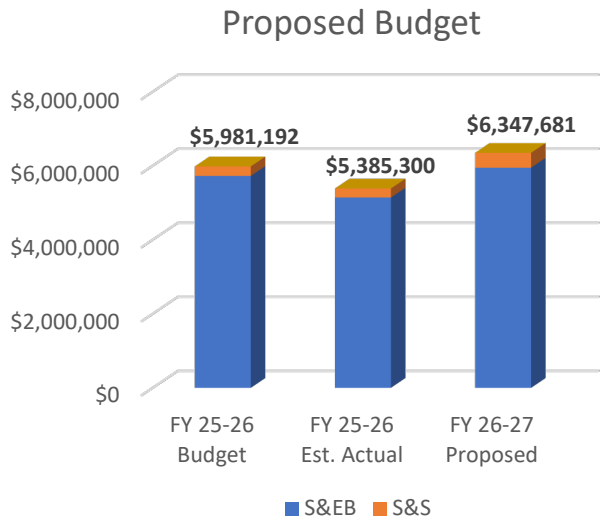
*All amounts rounded to the nearest dollar.

Financial and Accounting Services

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Financial and Accounting Services Division (FASD) is responsible for conducting LACERA's organizational and investment financial transactions, financial reporting, and coordinating actuarial consulting and reporting in compliance with regulatory and statutory mandates. FASD's guardianship of LACERA's assets and timely, accurate financial reporting support LACERA's mission, vision, and values.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$526,500	$334,700	($191,800)
Educational Materials	$6,000	$132,000	$126,000

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

The Financial and Accounting Services Division (FASD) serves as a cornerstone of LACERA's fiscal integrity and durability. Our foremost responsibilities include executing all financial transactions with precision, producing comprehensive annual financial statements, and delivering timely, accurate financial and actuarial reports in strict compliance with statutory deadlines. Beyond these core mandates, FASD plays a pivotal role in advancing enterprise-wide objectives by leading and collaborating on strategic initiatives and high-impact projects that strengthen LACERA's operational resilience and long-term sustainability.

The following is a status of non-routine projects that have been completed or are in progress and expected to be completed during FY 2025-26.

Project Summary	Project Status
Prepaid MasterCard (PMC): Members began enrolling in October 2025, and members received their first payment to the PMC with the November 2025 retiree payroll.	**Completed**
External Financial Statement Audit Services RFP: Internal Audit partnered with FASD on a Request for Proposal (RFP) for LACERA's external financial statement auditor relationship. Due to an expiring contract, staff issued the request, conducted a proposal review, and selected Clifton, Larson, Allen, LLP (CLA) as LACERA's new external auditor beginning FYE 2026.	**Completed**
Corporate Credit Card (CCC) Policy: Based on an audit recommendation issued by Internal Audit, FASD updated the CCC Policy and obtained approval from LACERA's internal policy committee. In addition, FASD reviewed CCC Policy related forms and procedures, and provided training to internal staff.	**Completed**
Staff Travel Policy: Based on an audit recommendation issued by an external consultant, FASD updated the Staff Travel Policy and obtained approval from the internal policy committee. In addition, FASD refreshed travel-related authorization forms and procedures and provided training to internal staff.	**Completed**
Emburse Professional Implementation: FASD partnered with the Systems division to implement Emburse Professional for Certify Travel and Expense reporting and Certify Accounts Payable (AP), enabling automated travel approvals and online reimbursement submissions. FASD innovated processes to provide paperless workflow, electronic approvals, and direct deposit payments for staff and trustee expenses.	**Completed**
Cash Manager to Payment Hub Migration: FASD completed this project in August 2025. Payment Hub is a next-generation payment portal developed by State Street Bank that replaced Cash Manager. FASD staff primarily use Payment Hub to process investment management fees, healthcare premiums, and inter-fund wire transfers.	**Completed**

Actuarial Funding Policy and Interest Crediting Policy: Based on Strategic Plan Objective 5.2, LACERA staff created a cross-functional team, including external consultants, to develop a revised Actuarial Funding Policy and a separate Interest Crediting Policy. The Board of Investments adopted the two new Policies at their October 2024 meeting. FASD implemented the Interest Crediting Policy for the December 2024 and June 2025 interest crediting cycles.	**Completed**
Financial Statement Audit Readiness Assessment: Since obtaining a new external financial statement auditor, LACERA began to undergo a "pre-audit" assessment in the months prior to the fiscal year-end 2026 financial audit. This review, which is still ongoing, ensures that LACERA's internal controls for financial reporting are current and documented, while this evaluation supplements the traditional financial statement audit process.	**In Progress**
RHC Medical Loss Ratio (MLR) and Low-Income Subsidy (LIS) Payment Automation: In November 2025, RHC, Systems, and FASD worked with the Dynamics GP consultant to automate vendor setup, voucher entry, and payment release (including ACH), for approximately two thousand MLR payments to members. The first payment is expected in January 2026, and more payments could occur in future years. Automation will also be applied to expedite several hundred LIS payments, which are currently handled manually on a semi-annually basis.	**In Progress**
Transition IRS e-Filing Systems: Due to the IRS retiring the Filing Information Returns Electronically (FIRE) system after 2025 tax year submissions in early 2026, FASD will coordinate with Systems on the transition to the Information Returns Intake System (IRIS) system required for the 2026 tax year submission in early 2027. We will establish designated personnel roles with the IRS, submit an application for a new taxpayer control code, and test new files and formats for submission of informational tax returns such as 1099R.	**In Progress**
Accounts Payable Policy: Since the inaugural AP Policy was issued June 30, 2023, with a mandatory review of three years, FASD will submit an updated AP Policy for approval by LACERA's internal policy committee. FASD will focus on separating procedural steps from policy language and update each with any changes since the implementation of the automated system, Certify AP, several years ago.	**In Progress**
Retiree Healthcare (RHC) Administrative Fee Study: The RHC Administrative Fee Study will assess the full cost of administering the Retiree Health Care (RHC) program and evaluate whether current administrative fees accurately reflect the resources required to support ongoing operations. This project will analyze staffing, systems, workflows, and cost drivers to identify gaps and ensure the fee structure is equitable, transparent, and aligned with actual service levels. By developing a more accurate and sustainable fee model, the study will strengthen financial stewardship, improve compliance with cost-allocation standards, and provide a defensible framework for future budgeting.	**In Progress**

The following is a status of routine annual projects that have been completed or are in progress during FY 2025-26.

Routine Annual Projects (required by law or accounting standards)	Anticipated Completion
2025 Annual Audit and Financial Statements Preparation	Oct. 2025 – Completed
2025 Financial Reports	
• Annual Comprehensive Financial Report (ACFR)	Dec. 2025 – Completed
• Popular Annual Financial Report (PAFR)	Dec. 2025 – Completed
2025 OPEB Trust, Employer Statement of Fiduciary Net Position	January 2026 – Completed
2025 Pension Experience Study Report	March 2026
2025 Pension Valuation Report	March 2026
2025 OPEB Valuation Report	April 2026
2025 GASB 68 Pension, Employer Financial Statement Reporting	April 2026
2025 GASB 75 OPEB, Employer Financial Statement Reporting	May 2026
2026 Employer and Employee Contribution Rate Approval	May 2026
2026 Pension Risk Assessment Report	June 2026
2025 Regulatory Reports, federal and state	Quarterly & Calendar Year-End

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

Project Goals and Objectives

In addition to FASD's required annual projects referenced above, the non-routine projects listed below align with LACERA's Strategic Priority 5.1 – Fiscal Durability, to exercise care and prudence in managing our resources and fund assets.

Objective 5.1 states that LACERA will develop organizational tools to support enterprise-wide fiscal responsibility. FASD, as part of a cross-functional team, has begun working on designing and developing financial training for LACERA staff.

A summary of all non-routine projects is outlined below:

Non-Routine Projects	Anticipated Completion
Enterprise Resource Planning (ERP) Finance Module: The ERP Finance Module project will modernize and integrate LACERA's financial functions including general ledger, accounts payable, procurement, budgeting, and reporting, into a single consolidated system. By replacing fragmented legacy processes with standardized, automated workflows, the module will strengthen internal controls, improve data accuracy, and provide real-time financial visibility. This integration will reduce manual workloads, accelerate processing times, and create a reliable single source of truth (SST) that supports more data-driven and informed decision-making as well as provide for future scalability. This integration will reduce manual workloads, accelerate processing times, and create a reliable single source of truth-making.	June 2028
Financial Database Development: The financial database development project will establish a centralized, structured data environment that consolidates multiple financial data sources into a single, governed repository. This foundation will significantly improve the accuracy and speed of financial reporting, support advanced analytics and forecasting, and strengthen compliance through consistent, high-quality data. By reducing the manual effort currently required to gather and reconcile information, the database will increase operational efficiency and allow staff to focus on higher value analysis and strategic decision support. By reducing the manual effort currently required to gather and reconcile information, the database will increase operational efficiency and allow staff to focus on higher-value analysis and strategic decision support.	June 2027
Centralized Project Tracking (Project Management Tool): This initiative will implement a centralized project management tool that standardizes how projects are planned, tracked, and reported across the division. The tool will enhance visibility into timelines, deliverables, and risks, enabling better coordination and more predictable outcomes. By improving transparency and accountability, it will streamline project reporting, support more efficient resource allocation, and alleviate staff workload pressures, reducing the potential for bottlenecks or burnout while improving the overall quality and timeliness of project execution.	December 2026

Training Goals and Objectives

Budgeted funds allocated to staff training and development align with LACERA's Strategic Priority 3: Investing in People, to recruit, motivate, hire, and retain a highly engaged and skilled workforce. LACERA is committed to providing staff with training to meet the requirements for those with certifications and to enhance the skills and knowledge of staff.

FASD managers and supervisors continuously evaluate and define staff training needs. Currently, ten FASD staff members hold a Certified Public Accountant (CPA) license while two are currently pursuing this professional credential. CPAs must attend qualifying training courses to meet the California State Board of Accountancy continuing professional education (CPE) reporting requirements of 80 hours over a two-year period.

All other staff are encouraged to obtain accounting-related training annually to keep current with changes in the accounting profession. Staff may attend relevant courses that cover topics such as: pension funding financial reporting, Governmental Accounting Standards Board (GASB) pronouncements, government accounting, other financial accounting courses, ethics and fraud, or other financial related training. In addition, FASD management recommends new and recently promoted staff members to attend important classes such as supervisory training.

LACERA offers a variety of training and collaboration resources, including webinars and online workshops; one or multi-day in-person local conferences; memberships to local and national professional associations; and some educational and networking conferences that require travel outside of the Los Angeles area.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Permanent Staffing

FASD will not have any adjustments to permanent staffing for FY 2026-27.

Temporary Staffing

The Financial and Accounting Services Division (FASD) currently has two vacant Accountant I positions within the Investment Accounting Section. To ensure continuity of operations and timely completion of critical investment accounting functions, the Division relies on temporary staffing to address workload demands while retaining flexibility to manage vacancies, attrition, and other staffing uncertainties. For FY 2026–27, the request will be reduced to agency temporary support from five (5) to three (3) temporary Accountant positions to support non-routine workload, special projects, and implementation activities associated with the classification study. The reduction of

$191,800 is mainly due to FASD filling vacancies and implementing the Classification Study.

Overtime Needs

Additional overtime hours are anticipated due to new external auditors performing audit preparation and special projects requiring additional resources for project management and coordination with contractors. Budgeted overtime hours are expected to increase compared to prior year due to ACFR production and special project demands. The overtime budget request for this year of $68,500 reflects an increase of $6,200 due to higher salary and employee benefit costs.

Overtime is used every year to manage the additional workload related to the annual financial statement preparation and external audit process, which is the basis for preparing LACERA's Annual Comprehensive Financial Report (ACFR) and Popular Annual Financial Report (PAFR). In addition, staff incur overtime when preparing memos and materials to meet Board deadlines for presenting statutorily required actuarial and financial reports. We anticipate additional overtime needs as initiatives that are in progress such as potential changes to retirement benefits, modifying accounting processes to accommodate changes to County funding streams, and updates and changes to the annual financial statements. The overtime budget also allows for additional workload due to unforeseen special projects.

Interns

FASD does not anticipate any use of interns in FY 2026-27.

Rehired Retirees

FASD does not anticipate any use of rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

FASD does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

Travel & Transportation

FASD is requesting an increase in funding from $29,000 to $42,000 to support staff participation in offsite conferences and networking events nationwide. This funding covers airfare, hotel accommodations, per diem, and ground transportation. The requested amount reflects a $13,000 increase in strategic investment over the prior year, which is justified by several factors:

- Growth in CPA-certified staff: The number of FASD employees holding CPA licenses has increased, resulting in greater demand for professional development opportunities that may require travel to stay current with industry best practices and that foster professional networks benefiting LACERA's financial operations.
- Rising costs: Registration fees, airfare, lodging, and mileage have all risen due to inflation and increased demand for industry conferences and CPEs.

Membership & Registration Fees

Requesting additional funding from $14,000 to $19,000 for continued investment in staff development, including CPA continuing professional education (CPE), registration fees for offsite training, conferences to keep staff's knowledge base updated, and professional organizational memberships for focused education and networking. This is a modest increase of $5,000 in spending on materials to support updates to accounting and auditing publications. Staff purchased annual continuing professional education subscriptions where they can attend unlimited training events for the year. This aligns with LACERA's commitment to training and professional growth.

FASD leverage training and registration funding provided for represented staff via the negotiated Memorandum of Understanding (MOU). We are maintaining a budget of $10,000 for training and registration, which includes funding for a CPA review course (including course materials) for any staff member who is studying for the CPA exam.

This investment ensures FASD staff remain well-trained, informed, and connected, directly supporting LACERA's commitment to fiscal integrity and operational excellence.

Educational Materials

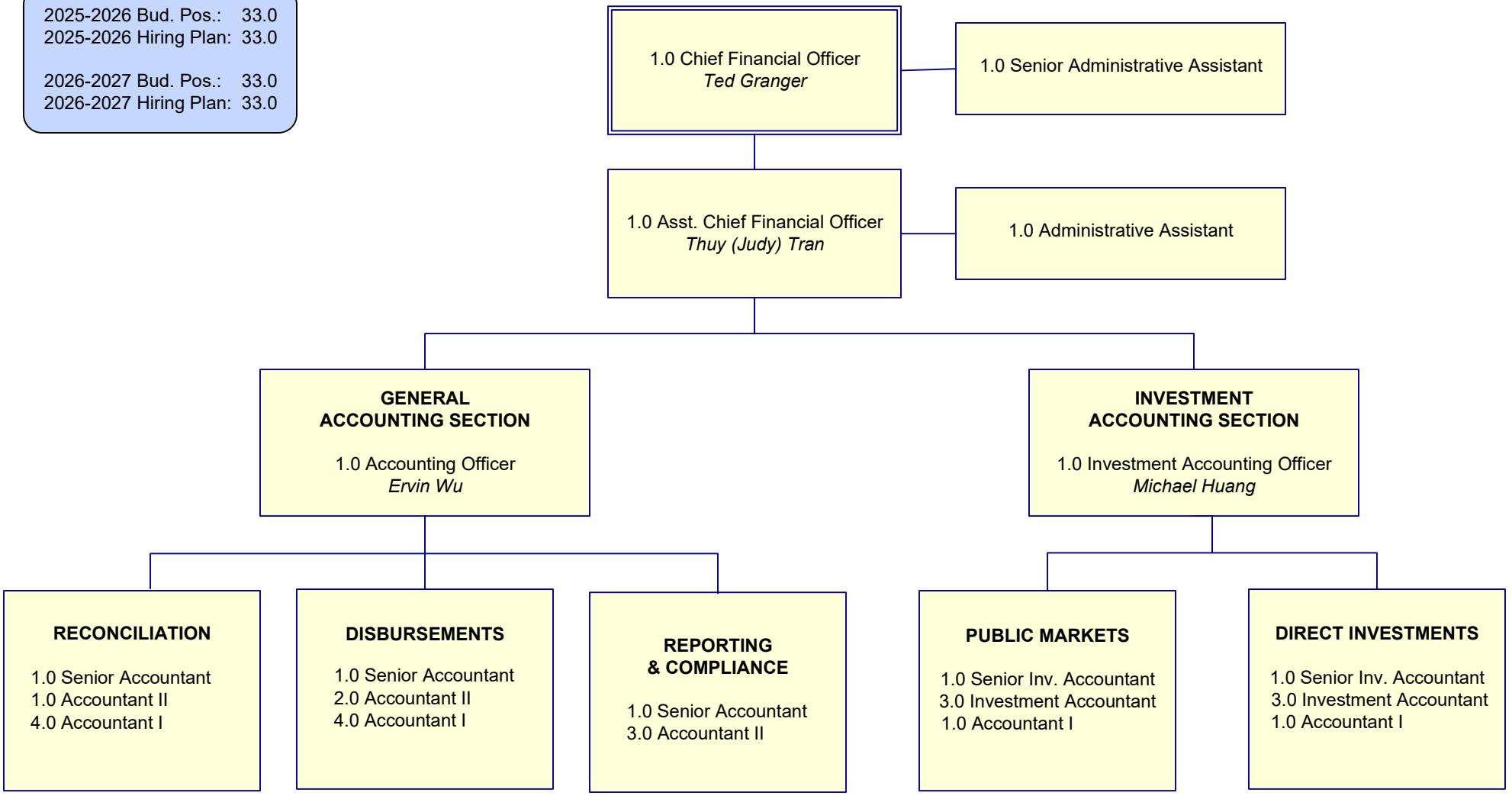
For FY 2026-27, we increased expenditures for Educational Materials to be consistent with LACERA's focus on modernization, operational excellence, and long-term fiscal durability, and at the recommendation of the Executive Office. FASD is requesting an increase from $6,000 to $132,000 to engage Gartner for Finance advisory services. This additional investment of $126,000 will support strategic planning for a Finance Organization Transformation Roadmap, building on prior Board-supported efforts to strengthen finance talent, enhance data and analytics capabilities, and leverage financial and artificial intelligence technology.

FINANCIAL AND ACCOUNTING SERVICES DIVISION

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 33.0
2025-2026 Hiring Plan: 33.0

2026-2027 Bud. Pos.: 33.0
2026-2027 Hiring Plan: 33.0



LACERA

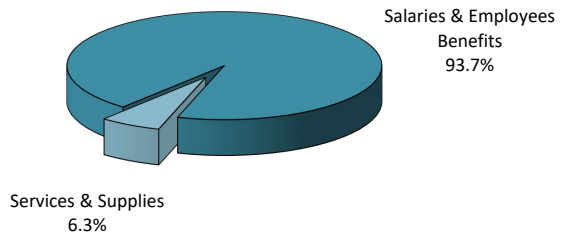
FISCAL YEAR 2026-2027

BUDGET SUMMARY

FINANCIAL AND ACCOUNTING SERVICES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$5,946,681**	$5,724,192	$2,952,778	$5,141,300	($582,892)	-10.2%	$222,489	3.9%
Services & Supplies	**401,000**	257,000	124,423	244,000	(13,000)	-5.1%	144,000	56.0%
OPERATING BUDGET	**$6,347,681**	$5,981,192	$3,077,201	$5,385,300	($595,892)	-10.0%	$366,489	6.1%

2026 -2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

FINANCIAL AND ACCOUNTING SERVICES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$3,440,512**	$3,166,408	$1,678,674	$2,750,000	($416,408)	-13.2%	$274,104	8.7%
Total Agency Temp Salaries	**334,700**	526,500	212,684	526,500	0	0.0%	(191,800)	-36.4%
Employee Benefits (Variable)	**1,684,252**	1,621,678	851,646	1,479,400	(142,278)	-8.8%	62,574	3.9%
Employee Benefits (Other)	**228,482**	187,177	90,795	185,400	(1,777)	-0.9%	41,305	22.1%
OPEB Contribution	**170,734**	140,628	71,912	140,500	(128)	-0.1%	30,106	21.4%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**68,500**	62,300	37,887	50,000	(12,300)	-19.7%	6,200	10.0%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**12,000**	12,000	8,700	8,500	(3,500)	-29.2%	0	0.0%
Rideshare Allowance	**7,500**	7,500	480	1,000	(6,500)	-86.7%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$5,946,681**	$5,724,192	$2,952,778	$5,141,300	($582,892)	-10.2%	$222,489	3.9%
Salary Differential	**-**	-	-	-	-	-	-	-
TOTAL S&EB	**$5,946,681**	$5,724,192	$2,952,778	$5,141,300	($582,892)	-10.2%	$222,489	3.9%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

FINANCIAL AND ACCOUNTING SERVICES

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0800	CHIEF FINANCIAL OFFICER, LACERA	1	LS12
0799	ASSISTANT CHIEF FINANCIAL OFFICER, LACERA	1	LS10
0474	INVESTMENT ACCOUNTING OFFICER, LACERA	1	117C
0470	ACCOUNTING OFFICER, LACERA	1	114B
0477	SENIOR INVESTMENT ACCOUNTANT, LACERA	2	108K
0416	SENIOR ACCOUNTANT, LACERA	3	101L
0476	INVESTMENT ACCOUNTANT, LACERA	6	101K
0473	ACCOUNTANT II, LACERA	6	099D
0415	ACCOUNTANT I, LACERA	8	097J
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
0438	ADMINISTRATIVE ASSISTANT, LACERA	1	088L
	Total Filled Positions =	**31**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0415	ACCOUNTANT I, LACERA	2	097J
	Total Vacant Positions =	**2**	
	TOTAL POSITIONS =	**33**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

FINANCIAL AND ACCOUNTING SERVICES

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$42,000**	$29,000	$7,518	$25,000	($4,000)	-13.8%	$13,000	44.8%
OFFICE SUPPLIES & EQUIPMENT	**6,000**	6,000	549	1,000	(5,000)	-83.3%	0	0.0%
BANK SERVICES	**200,000**	200,000	109,595	200,000	0	0.0%	0	0.0%
EDUCATIONAL EXPENSES	**151,000**	20,000	5,874	16,500	(3,500)	-17.5%	131,000	655.0%
MISCELLANEOUS	**2,000**	2,000	887	1,500	(500)	-25.0%	0	0.0%
TOTAL	**$401,000**	**$257,000**	**$124,423**	**$244,000**	**($13,000)**	**-5.1%**	**$144,000**	**56.0%**

*All amounts rounded to the nearest dollar.

FINANCIAL AND ACCOUNTING SERVICES

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$3,017,068	$2,714,853	$3,166,408	$2,750,000	$3,440,512
Total Agency Temp Salaries	482,500	524,955	526,500	526,500	334,700
Employee Benefits (Variable)	1,527,291	1,453,142	1,621,678	1,479,400	1,684,252
Employee Benefits (Other)	179,562	179,997	187,177	185,400	228,482
OPEB Contribution	116,704	124,132	140,628	140,500	170,734
Additional OPEB Contribution	0	116,704	0	0	0
Stipends	0	0	0	0	0
Overtime	62,800	47,405	62,300	50,000	68,500
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	12,000	7,573	12,000	8,500	12,000
Rideshare Allowance	7,500	240	7,500	1,000	7,500
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	29,000	14,790	29,000	25,000	42,000
Office Supplies & Equipment	6,000	589	6,000	1,000	6,000
Bank Services	200,000	191,072	200,000	200,000	200,000
Educational Expenses	16,000	15,712	20,000	16,500	151,000
Miscellaneous	2,000	626	2,000	1,500	2,000
TOTAL OPERATING BUDGET	**$5,658,426**	**$5,391,790**	**$5,981,192**	**$5,385,300**	**$6,347,681**

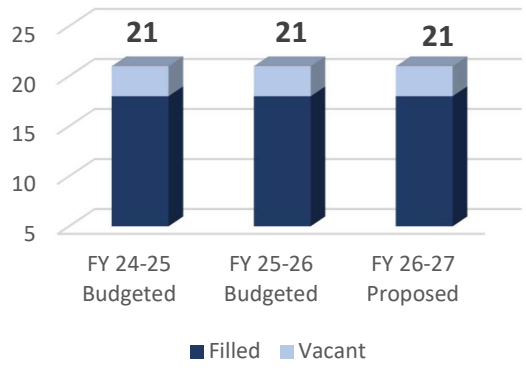
*All amounts rounded to the nearest dollar.

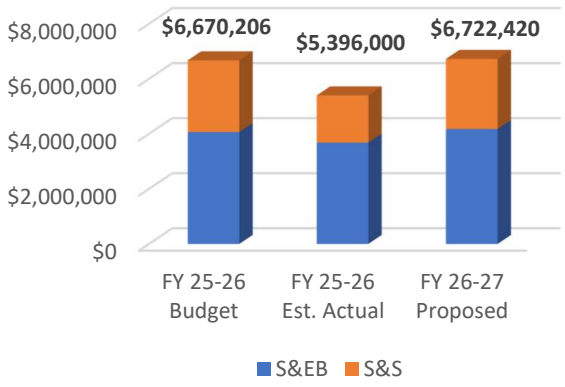
LACERA
Los Angeles County Employees Retirement Association

Human Resources

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Human Resources (HR) Division is responsible for providing impactful human resource programs and services to all LACERA employees, supervisors, and managers consistent with LACERA's values of accountability, collaboration, inclusivity, innovation, integrity, and transparency. Our work includes recruitment, selection, performance and workforce management, classification, compensation, employee and organizational development, employee payroll and benefits, employee relations, labor negotiations, workplace investigations, workers' compensation, career planning and development, leave management, and disability compliance management.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Forum/Summit	$38,500	$0	($38,500)
Management Offsite	$25,000	$0	($25,000)

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

Human Resources staff members execute various initiatives, programs, and projects to attract, motivate, hire, and retain a highly engaged and skilled workforce. In year three of LACERA's Strategic Plan, HR continues to fulfill the objectives outlined in Strategic Initiative 3.3 and created the workplan for Strategic Initiative 3.2.

HR staff members in the Employee and Organizational Development Unit and on the Impact Team participated in the cross-divisional team that administered the culture survey by supporting the collection, analysis, and communication of survey data. They will continue to participate as needed.

As part of Strategic Priority Goal 3 Investing in People, HR continues to work toward decreasing the vacancy rate. The immediate goal is to reduce the vacancy rate to 13 percent and, by executing the strategic plan, ultimately achieve a vacancy rate of 5 to 8 percent. The current vacancy rate is 17 percent, and attrition rate has remained relatively stable at 4.5 percent per year. In support of this strategic goal, from July 1, 2025 to February 28, 2026, HR promulgated 13 eligible lists/registers and processed 32 hiring actions—15 promotions and 17 new hires. It is anticipated that HR will process approximately 44 additional promotional/hiring actions from nine additional eligible lists/registers this fiscal year. By executing the hiring plan, HR directly supports all divisions in decreasing their individual vacancy rates. Additionally, the hiring and promotion of staff members encourage growth and retention.

HR continued to collaborate with the County of Los Angeles Human Resources team to process the creation of new classifications, update classifications, and make changes to the LACERA Ordinance. This work impacted six classifications. Planned and budgeted classification and compensation studies in Systems, Benefits, and Quality Assurance did not proceed as scheduled. Similarly, no consultant was contracted to perform revisions to the Retirement Benefits Specialist I job analysis and assessment. Work on these items will either commence in FY 2025-26 and continue through FY 2026-27, or will commence in FY 2026-27. Additional pending projects include the implementation of the Investment Office and Retiree Healthcare's job classification studies, and we will also be conducting a study in Human Resources. Funds for these projects were approved in the FY 2025-26 budget, and are included in the FY 2026-27 budget.

In September 2025, LACERA hosted the Employee Summit (formerly Forum), an all-staff event, for the first time in five years. The planning began in January, and the event was centered on staff members living LACERA's values.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

In addition to the sustained effort to decrease the organization's vacancy rate, HR will begin work on two long-term projects related to Objective 3.3: (1) identifying a replacement for our current job analysis tool and (2) developing a workforce plan to mitigate attrition. No additional funds are requested for these projects. It is anticipated that this will be completed via LACERA staff work or be absorbed in the existing budget.

The workplan associated with Objective 3.2 is primarily focused on programs and initiatives that encourage employee growth and development. The team will refine existing education tracks and develop new education tracks for all LACERA staff members, supervisors, and leadership to develop a set of core competencies. Approximately $50,000 will be earmarked for LACERA managers and leadership to participate in 360-degree evaluations and debrief the results. Based on the feedback from the culture survey and focus groups, this type of inclusive feedback will be impactful to the current culture-building efforts. It is anticipated that the $50,000 cost can be absorbed in the Department Training budget.

HR led the negotiation of a three-year contract with Service Employees International Union (SEIU) in 2025. From October 2025 through January 2026, LACERA engaged in the collective bargaining process with SEIU to negotiate successor agreements for bargaining units 850 and 851. This was a major undertaking that directly impacted approximately half of LACERA's staff members. As always, the goal was to agree on a clear and fair contract. Once the MOUs are approved by the Board of Retirement and Board of Investments, the MOUs will be forwarded to L.A. County for processing and placing the items on the Board of Supervisors' agenda for adoption.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

Human Resources is not requesting any adjustments to permanent staffing.

Temporary Staffing

Human Resources maintains a temporary staffing fund for one Sr. HR Assistant to serve in the event of an expected staff member absence. The current budget includes this request and no other changes.

Overtime Needs

HR requests overtime funds for overtime-earning staff members. These funds are in anticipation of completing time-sensitive functions related to payroll, assignment processing, onboarding, and tight deadlines for high-priority recruitments. The current budget includes the same number of overtime hours as the previous budget.

Interns

The HR budget includes the overall Intern budget. The Intern program provides students with paid, hands-on experience that increases their professional preparedness. It is part of LACERA's IDEA, TIDE, and succession planning programs—all parts of the "Investing in People" strategic priority. LACERA is requesting 14 Interns for use throughout the organization to work in Information Security, Investment Office, Legal Services, Member Services, and Systems Division.

Rehired Retirees

HR does not anticipate any use of retired rehires in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

HR does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

LACERA Summit

Previously, the event was known as the Forum. Funding was split between the Executive Office for Food and Beverages ($15,000) and Human Resources for guest speakers, venue and furniture rental, and related expenses ($38,500). Human Resources' portion of the budgeted expenses will be transferred to the Executive Office.

LACERA Management Offsite

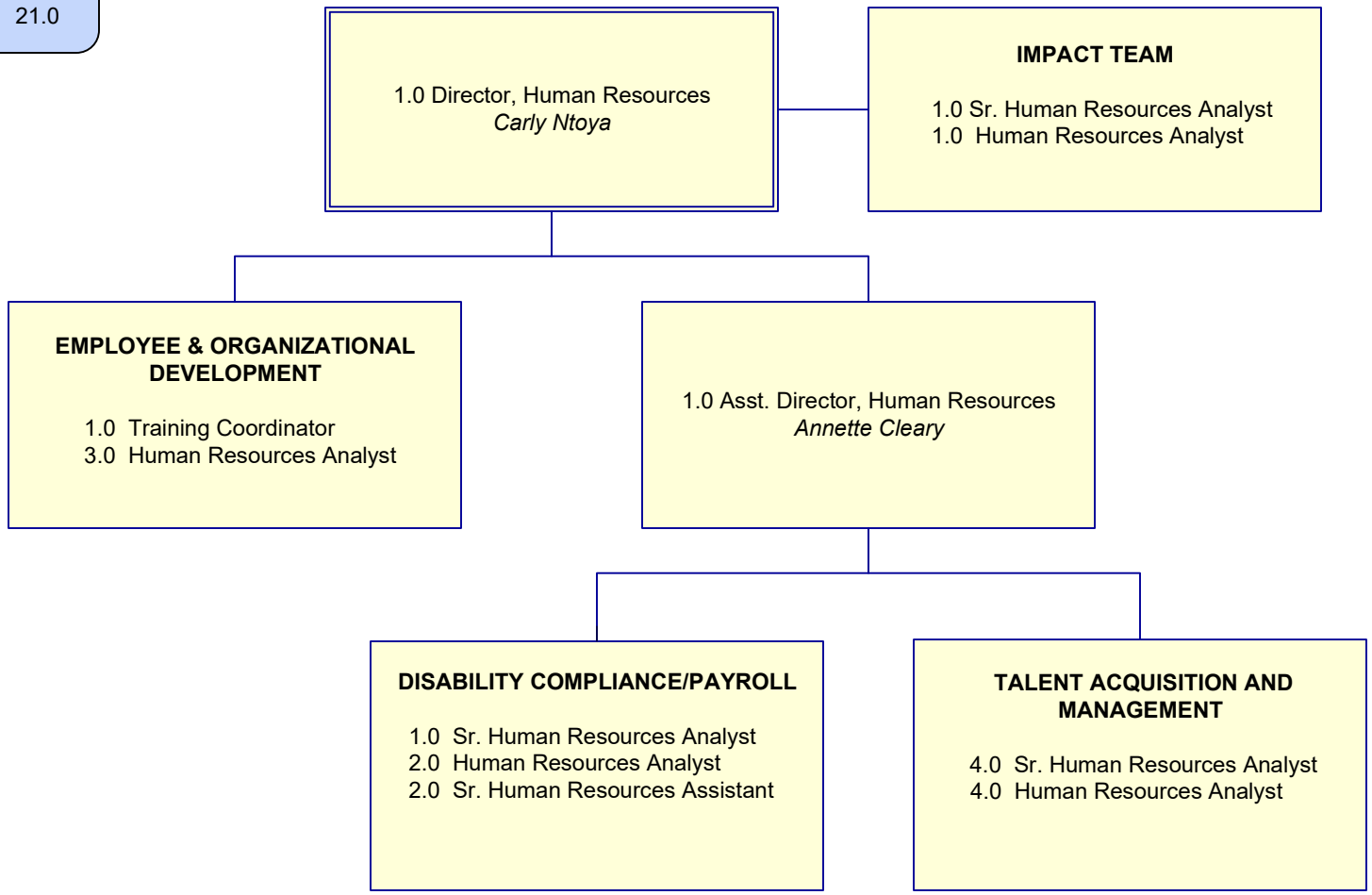
The Management Offsite is designed to bring the leadership team together to reflect, align, and take action around organizational culture, leadership behaviors, and priorities. It is led by the Executive Office. A total of $25,000 in funding for LACERA's annual Management Offsite is consolidated under the Executive Office. Previously, these costs were allocated in Human Resources.

HUMAN RESOURCES

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 21.0
2025-2026 Hiring Plan: 21.0

2026-2027 Bud. Pos.: 21.0
2026-2027 Hiring Plan: 21.0



LACERA

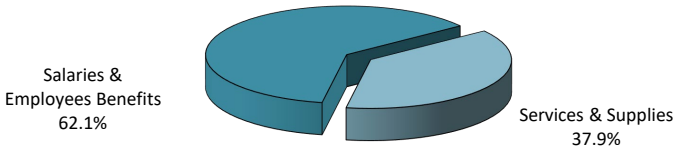
FISCAL YEAR 2026-2027

BUDGET SUMMARY

HUMAN RESOURCES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$4,176,520**	$4,064,506	$2,087,729	$3,683,100	($381,406)	-9.4%	$112,014	2.8%
Services & Supplies	**2,545,900**	2,605,700	762,032	1,712,900	(892,800)	-34.3%	(59,800)	-2.3%
OPERATING BUDGET	**$6,722,420**	$6,670,206	$2,849,761	$5,396,000	($1,274,206)	-19.1%	$52,214	0.8%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

HUMAN RESOURCES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$2,234,898**	$2,137,582	$1,029,663	$1,900,000	($237,582)	-11.1%	$97,317	4.6%
Total Agency Temp Salaries	**28,000**	28,000	0	20,000	(8,000)	-28.6%	0	0.0%
LACERA Intern Program	**288,000**	413,000	285,571	413,000	0	0.0%	(125,000)	-30.3%
Employee Benefits (Variable)	**1,357,496**	1,250,742	655,058	1,118,000	(132,742)	-10.6%	106,754	8.5%
Employee Benefits (Other)	**148,419**	129,493	62,537	128,200	(1,293)	-1.0%	18,926	14.6%
OPEB Contribution	**110,907**	97,290	49,750	97,200	(90)	-0.1%	13,617	14.0%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**7,100**	6,700	5,149	6,700	0	0.0%	400	6.0%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**1,700**	1,700	0	0	(1,700)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$4,176,520**	$4,064,506	$2,087,729	$3,683,100	($381,406)	-9.4%	$112,014	2.8%
Salary Differential	**-**	-	-	-	-	-	-	-
TOTAL S&EB	**$4,176,520**	$4,064,506	$2,087,729	$3,683,100	($381,406)	-9.4%	$112,014	2.8%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

HUMAN RESOURCES

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0425	DIRECTOR, HUMAN RESOURCES, LACERA	1	LS12
0437	ASSISTANT DIRECTOR, HUMAN RESOURCES, LACERA	1	LS10
0436	SENIOR HUMAN RESOURCES ANALYST, LACERA	4	107G
1886	TRAINING COORDINATOR, LACERA	1	107F
0434	HUMAN RESOURCES ANALYST, LACERA	9	103G
0435	SENIOR HUMAN RESOURCES ASSISTANT, LACERA	2	096J
	Total Filled Positions =	**18**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0436	SENIOR HUMAN RESOURCES ANALYST, LACERA	2	107G
0434	HUMAN RESOURCES ANALYST, LACERA	1	103G
	Total Vacant Positions =	**3**	
	TOTAL POSITIONS =	**21**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

HUMAN RESOURCES

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$18,200**	$18,200	$3,884	$13,000	($5,200)	-28.6%	$0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**3,000**	3,000	969	2,500	(500)	-16.7%	0	0.0%
PARKING FEES	**561,000**	561,000	325,677	560,000	(1,000)	-0.2%	0	0.0%
PROFESSIONAL & SPEC. SRVCS.	**840,800**	837,100	204,368	374,300	(462,800)	-55.3%	3,700	0.4%
COMPUTER SERVICES & SUPPORT	**150,000**	150,000	29,544	30,000	(120,000)	-80.0%	0	0.0%
EDUCATIONAL EXPENSES	**712,000**	750,500	125,519	455,300	(295,200)	-39.3%	(38,500)	-5.1%
MISCELLANEOUS	**260,900**	285,900	72,073	277,800	(8,100)	-2.8%	(25,000)	-8.7%
TOTAL	**$2,545,900**	$2,605,700	$762,032	$1,712,900	($892,800)	-34.3%	($59,800)	-2.3%

*All amounts rounded to the nearest dollar.

HUMAN RESOURCES

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

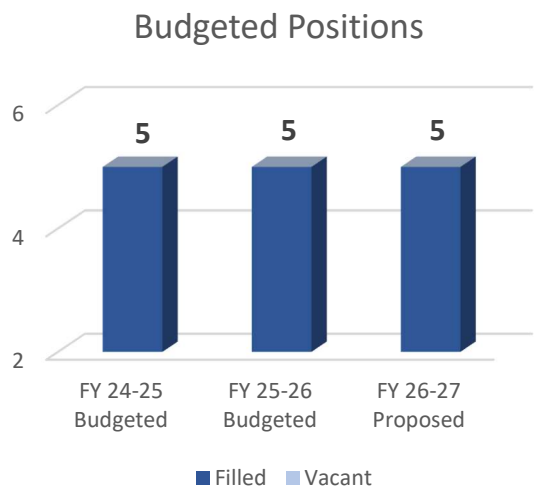
	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$2,267,708	$1,868,671	$2,137,582	$1,900,000	$2,234,898
Total Agency Temp Salaries	50,500	9,930	28,000	20,000	28,000
LACERA Intern Program	336,000	284,372	413,000	413,000	288,000
Employee Benefits (Variable)	1,315,694	1,076,756	1,250,742	1,118,000	1,357,496
Employee Benefits (Other)	138,187	136,947	129,493	128,200	148,419
OPEB Contribution	89,813	95,530	97,290	97,200	110,907
Additional OPEB Contribution	0	89,813	0	0	0
Stipends	0	0	0	0	0
Overtime	6,500	2,901	6,700	6,700	7,100
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	1,700	0	1,700	0	1,700
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	16,200	12,400	18,200	13,000	18,200
Office Supplies & Equipment	3,000	2,551	3,000	2,500	3,000
Parking Fees	517,000	552,228	561,000	560,000	561,000
Professional & Specialized Services	577,300	380,259	837,100	374,300	840,800
Computer Services & Support	150,000	81,311	150,000	30,000	150,000
Educational Expenses	719,000	369,062	750,500	455,300	712,000
Miscellaneous	281,500	298,546	285,900	277,800	260,900
TOTAL OPERATING BUDGET	**$6,470,103**	**$5,261,277**	**$6,670,206**	**$5,396,000**	**$6,722,420**

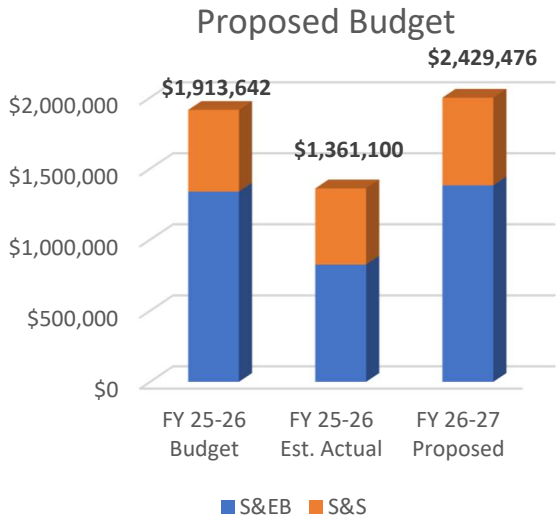
*All amounts rounded to the nearest dollar.

Information Security Office

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Information Security Office (ISO) is responsible for enterprise-wide cyber security, ensuring reasonable controls are in place to allow for both efficient and secure business operations in fulfillment of LACERA's mission. The ISO coordinates with the Systems Division but operates independently and is structurally part of the Executive Office to ensure appropriate checks and balances.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$213,000	$0	($213,000)
Software Subscriptions	$415,000	$884,000	$469,000

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

For this period, the ISO has worked on the following projects and initiatives:

- Continued establishing the framework for the Information Security Governance Program, with a focus on maturing the Information Security Committee (ISC). Incident response tabletop exercises were conducted to ensure the executive team received the required training.
- Completed Phase I of our plan to replace legacy technology for remote access with the implementation of Secure Access Service Edge (SASE). We have begun working on Phase II.
- Implemented an identity monitoring system. IT and departmental assessments are being planned.
- Fully deployed the Security Operations Center (SOC) and XDR (antivirus and malware solution) to protect LACERA and our members.
- The ISO is now fully staffed with permanent employees.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

The ISO's projects have been aligned with LACERA's strategic goals and objectives. The following is a list of objectives and the projects and goals to be achieved:

Governance of the Information Security Program

- Continue to mature and implement elements defined in the Written Information Security Program (WISP).
- Mature the monitoring technology and remote access solution that was implemented to ensure a modern Zero Trust framework.
- Implement a Continuous Security Compliance solution and technology; this will be one of the major project initiatives for this year.
- Continue maturing a robust supply-chain security mechanism to minimize impacts arising from emerging threats.
- Implementing a disaster-recovery program will be another major project to be initiated and completed.

Superior Member Experience

Objective 1.3: Digital Strategy. We are in the process of searching for and implementing a tool that provides a secure method for members to log in and, in addition, facilitate authentication for off-grid members.

Innovation Through Technology

Objective 2.1: Implement Enterprise Business Intelligence. We will complete the implementation of the SOC to ensure security is maintained 24/7 and will begin implementing automated ways to respond to events and incidents. We will also focus on AI for cybersecurity threat hunting and on putting the right mechanisms in place to support AI governance.

Investing in People

Objective 3.3: Improve and Simplify Hiring (Fill Vacancies). We will be working on continuing education, developing our permanent employees, and providing everyone on the team a career path within ISO.

Compliance and Enterprise Risk

Objective 4.1: Develop Enterprise Compliance & Ethics Program. We will be working to mature the Information Security Program and to implement the continuous security compliance solution.

Fiscal Durability

Objective 5.1: Develop Organizational Tools and Controls to Support Fiscal Responsibility. We will be helping to mature the Vendor Risk Management Program. In coordination with the Vendor Management Team, we conduct periodic information security reviews on vendors and fourth-party entities that house LACERA's data or are part of our business processes.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

Full-year funding is provided for five positions within the Information Security Office that were partially funded in FY 2025-26, with a corresponding reduction in Agency Temporary salaries. This trend will continue into FY 2026-27.

Temporary Staffing

The Information Security Office does not anticipate any temporary staff for FY 2026-27.

Overtime Needs

The Information Security Office does not anticipate any overtime for FY 2026-27.

Interns

Funding is included in the Human Resources budget for one intern position to work throughout the year in the Information Security Office. The intern will be working on the knowledge management and implementation of the information security program (IT GRC) projects.

Rehired Retirees

The Information Security Office does not anticipate any use of rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

The Information Security Office does not have any removal one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

Software Subscriptions

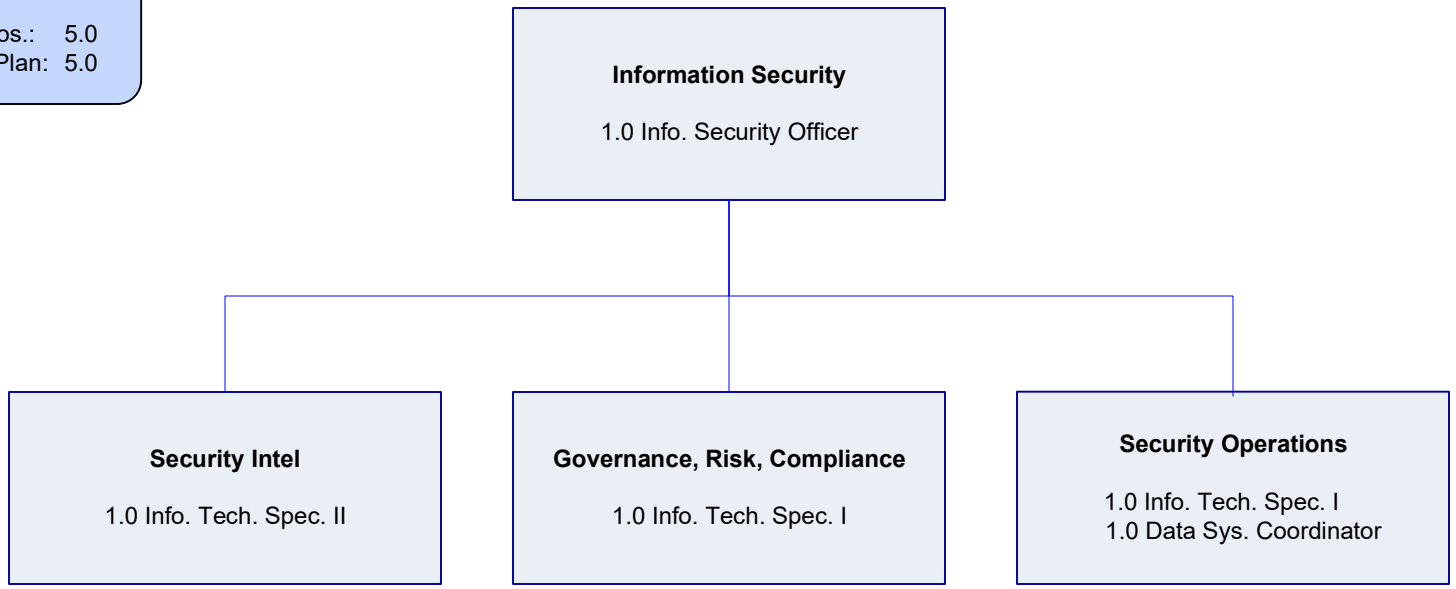
Funding totaling $884,000 is provided for the Information Security Office to protect LACERA. This amount reflects items that were originally part of the Systems budget that have now transitioned over to the ISO; namely, the SASE, XDR, SOC, and Continuous Security Compliance. These expenditures are in support of LACERA's Strategic Priority 4, Compliance and Enterprise Risk: Develop and Implement Enterprise Risk Management Framework.

INFORMATION SECURITY OFFICE

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 5.0
2025-2026 Hiring Plan: 5.0

2026-2027 Bud. Pos.: 5.0
2026-2027 Hiring Plan: 5.0



LACERA

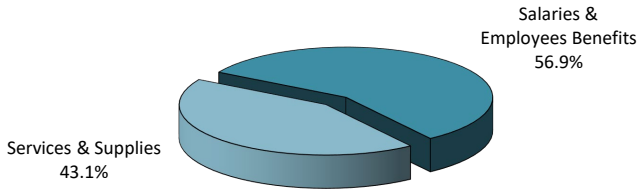
FISCAL YEAR 2026-2027

BUDGET SUMMARY

INFORMATION SECURITY OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$1,383,276**	$1,339,442	$354,884	$825,600	($513,842)	-38.4%	$43,834	3.3%
Services & Supplies	**1,046,200**	574,200	287,361	535,500	(38,700)	-6.7%	472,000	82.2%
OPERATING BUDGET	**$2,429,476**	$1,913,642	$642,246	$1,361,100	($552,542)	-28.9%	$515,834	27.0%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

INFORMATION SECURITY OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$854,384**	$789,039	$197,690	$550,000	($239,039)	-30.3%	$65,345	8.3%
Total Agency Temp Salaries	**0**	213,000	0	0	(213,000)	-100.0%	(213,000)	-100.0%
Employee Benefits (Variable)	**429,755**	255,716	116,749	194,300	(61,416)	-24.0%	174,039	68.1%
Employee Benefits (Other)	**56,739**	46,643	22,525	46,200	(443)	-1.0%	10,096	21.6%
OPEB Contribution	**42,398**	35,044	17,920	35,100	56	0.2%	7,355	21.0%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**0**	0	0	0	0	0.0%	0	0.0%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**0**	0	0	0	0	0.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$1,383,276**	$1,339,442	$354,884	$825,600	($513,842)	-38.4%	$43,834	3.3%
Less Salary Savings & Differential	**0**	0	-	-	-	-	-	-
TOTAL S&EB	**$1,383,276**	$1,339,442	$354,884	$825,600	($513,842)	-38.4%	$43,834	3.3%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

INFORMATION SECURITY OFFICE

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0806	INFORMATION SECURITY OFFICER, LACERA	1	LS12
0802	INFORMATION TECHNOLOGY SPECIALIST II, LACERA	1	128D
0801	INFORMATION TECHNOLOGY SPECIALIST I, LACERA	2	123B
0469	DATA SYSTEMS COORDINATOR, LACERA	1	115L
	Total Filled Positions =	**5**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
	Total Vacant Positions =	**0**	
	TOTAL POSITIONS =	**5**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

INFORMATION SECURITY OFFICE

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
TRANSPORTATION & TRAVEL	**$16,200**	$16,200	$0	$2,000	($14,200)	-87.7%	$0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**1,500**	0	0	0	0	0.0%	1,500	0.0%
PROFESSIONAL & SPEC. SRVCS.	**992,000**	523,000	287,226	523,000	0	0.0%	469,000	89.7%
EDUCATIONAL EXPENSES	**35,000**	35,000	135	10,500	(24,500)	-70.0%	0	0.0%
MISCELLANEOUS	**1,500**	0	0	0	0	0.0%	1,500	0.0%
TOTAL	**$1,046,200**	$574,200	$287,361	$535,500	($38,700)	-6.7%	$472,000	82.2%

*All amounts rounded to the nearest dollar.

INFORMATION SECURITY OFFICE

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$660,598	$361,140	$789,039	$550,000	$854,384
Total Agency Temp Salaries	302,000	388,228	213,000	0	0
Employee Benefits (Variable)	221,113	178,991	255,716	194,300	429,755
Employee Benefits (Other)	40,255	39,894	46,643	46,200	56,739
OPEB Contribution	26,163	27,829	35,044	35,100	42,398
Additional OPEB Contribution	0	26,163	0	0	0
Stipends	0	0	0	0	0
Overtime	0	0	0	0	0
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	0	0	0	0	0
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	16,200	85	16,200	2,000	16,200
Office Supplies & Equipment	0	0	0	0	1,500
Professional & Specialized Services	297,500	339,813	523,000	523,000	992,000
Educational Expenses	27,000	4,092	35,000	10,500	35,000
Miscellaneous	0	0	0	0	1,500
TOTAL OPERATING BUDGET	**$1,590,829**	**$1,366,235**	**$1,913,642**	**$1,361,100**	**$2,429,476**

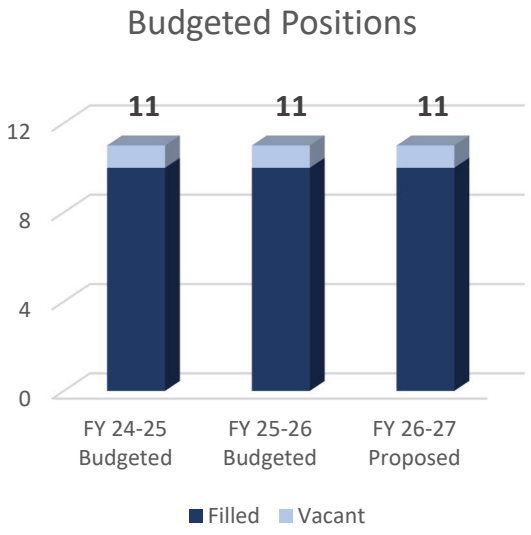
*All amounts rounded to the nearest dollar.

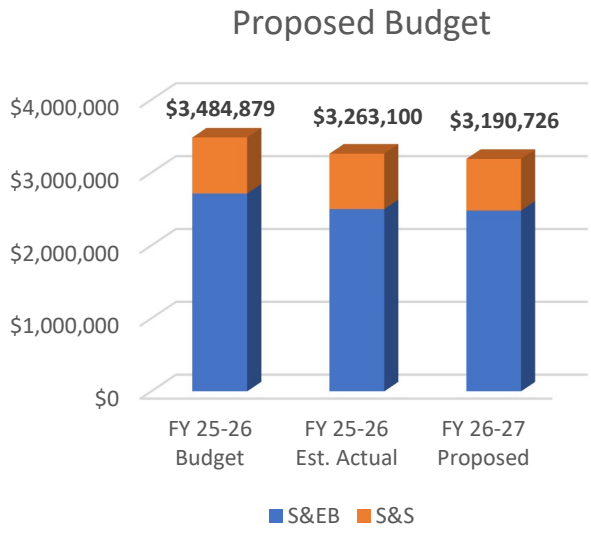
Internal Audit

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The purpose of Internal Audit is to strengthen LACERA's ability to produce, protect, and provide the promised benefits to LACERA's members by providing the Audit, Compliance, Risk, and Ethics (ACRE) Committee and management with independent, risk-based, and objective assurance and advisory services, designed to add value and improve LACERA's operations.

Internal Audit enhances LACERA's:
- Successful achievement of its objectives
- Governance, risk management, and control processes
- Decision-making and oversight
- Reputation and credibility with its stakeholders
- Ability to serve members





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Audits	$650,000	$550,000	($100,000)
Strategic Plan	$0	$50,000	$50,000
Registration Fees	$35,000	$25,000	($10,000)

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

In April 2025, the Audit, Compliance, Risk, and Ethics (ACRE) Committee approved Internal Audit's 2025–2028 Roadmap. The goal of the Roadmap is to continue advancing Internal Audit's maturity while supporting LACERA's strategic objectives and long-term success.

1. Enhance our processes to position Internal Audit as **Trusted Advisors** who add value and influence operational improvements.

    a. Execute a risk-based FY 2025-26 Audit Plan that aligns with LACERA's Mission and Strategic Plan.

    - Integrated Information Technology (IT) and Cybersecurity Risk Assessment – This integrated assessment provided a comprehensive view of LACERA's IT and cybersecurity posture, helped identify gaps, guided future investments, and ensured alignment with best practices and regulatory expectations.

    - Hiring of a New Financial Audit Firm and a Readiness Assessment – During the fiscal year, Internal Audit facilitated the selection and hiring of LACERA's new financial audit firm, CLA (CliftonLarsonAllen). To support a smooth transition following nine years with the previous firm, Internal Audit is facilitating a Readiness Assessment.

    - Provider Premium Calculations and Payments Audit – The purpose of the audit was to assess if retiree healthcare premium collections and payments were managed accurately, efficiently, and in compliance with both internal policies and regulatory requirements.

- Business Continuity Audit – Business continuity continues to be a high-priority focus across all industries. The objective of this audit was to assess LACERA's Business Continuity Program against best practice guidance to identify potential gaps and opportunities for enhancement.

- Public Disclosure Forms Audit – The purpose of the audit was to evaluate the adequacy and effectiveness of controls in place to ensure that the Public Disclosure Forms (i.e., Forms 700, 801, and 806) are collected, reviewed, and reported in a timely, accurate manner and ensure they are in compliance with applicable laws and LACERA policies.

- CEO Credit Card Audit – The audit provided an independent review of the CEO's credit card expenditures to ensure transparency, accountability, and compliance with LACERA's Corporate Card Policy.

- Oversight of Financial Audit, Actuarial Audit, and Systems and Organization Controls 1 (SOC-1) Type II Audit – These engagements provide external assurance regarding financial reporting, funding, and IT operational risks, which are critical to LACERA's mission and operations.

b. Enhance Internal Audit Operations through updates to our Internal Audit Operations guide, audit workflow process, and audit templates for the revised 2025 Institute of Internal Auditors' (IIA) Standards.

2. Develop **Continuous Learners** to build audit competencies and foster a culture of learning to deliver actionable insights.

    a. Continue to enhance Internal Audit's competencies and efficiencies through training and development requirements.

FY 2026-27 INTERNAL AUDIT INITIATIVES

Internal Audit will lead and execute the following initiatives to strengthen governance, enhance risk-based oversight, and support continuous organizational improvement:

1. Enhance our processes to position Internal Audit as **Trusted Advisors** who add value and influence operational improvements.

    a. Execute a risk-based FY 2026-27 Audit Plan that aligns with LACERA's Mission and Strategic Plan.

    b. Enhance Internal Audit's Annual Risk Assessment process.

2. Develop **Continuous Learners** to build audit competencies and foster a culture of learning to deliver actionable insights.

a. Develop and execute a 2027 Divisional Training Plan based on an assessment of Internal Audit's competencies.

3. Advance LACERA's risk awareness as **Risk Consultants** who develop strategies to strengthen organizational maturity and resilience.

    a. Provide risk management awareness to the organization.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

In addition to Internal Audit's initiatives, Internal Audit is working on LACERA's Strategic Objective 4.2, Implement a Comprehensive Enterprise Risk Management (ERM) Framework and Structure. Our goals for FY 2026-27 are to:

a. Assess the maturity of LACERA's current risk management structure.
b. Establish a baseline understanding of ERM with key stakeholders and determine an action plan to further maturity.
c. Develop risk awareness educational platforms.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026, through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

There are currently eleven budgeted full-time positions in Internal Audit. No additional staff positions are requested currently.

Temporary Staffing

Internal Audit does not anticipate the need to budget for temporary staffing for FY 2026-27.

Overtime Needs

Internal Audit requests 25 hours each of overtime for the Senior Administrative Assistant and Internal Auditor positions. The overtime is necessary for the timely completion of Audit Committee meeting materials.

Interns

Internal Audit does not anticipate any use of interns in FY 2026-27.

Rehired Retirees

Internal Audit does not anticipate any use of rehired retirees in FY 2026-27.

If unanticipated vacancies occur, Internal Audit will consider this option.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

Internal Audit does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

Auto Mileage

We are requesting a reduction from $2,000 to $1,500 to better align the budget with demonstrated need.

Special Orders/Minor Equip

We are requesting a reduction from $1,200 to $500 to better align the budget with demonstrated need.

External Audit

We are requesting a reduction in our budget for external audit providers of $100,000, reducing it from $650,000 in FY 2025-26 to $550,000 in FY 2026-27 to better align with actual expenditures in recent years. We will request a mid-year budget adjustment if we anticipate the need for additional budget in this area.

Strategic Initiative – ERM Consultant

We are requesting $50,000 to hire a consultant to assist us in the strategic goal related to enterprise risk management (ERM).

Registration Fees

We are requesting a decrease of $10,000 to registration fees from $35,000 to $25,000 to better reflect actual need.

Miscellaneous

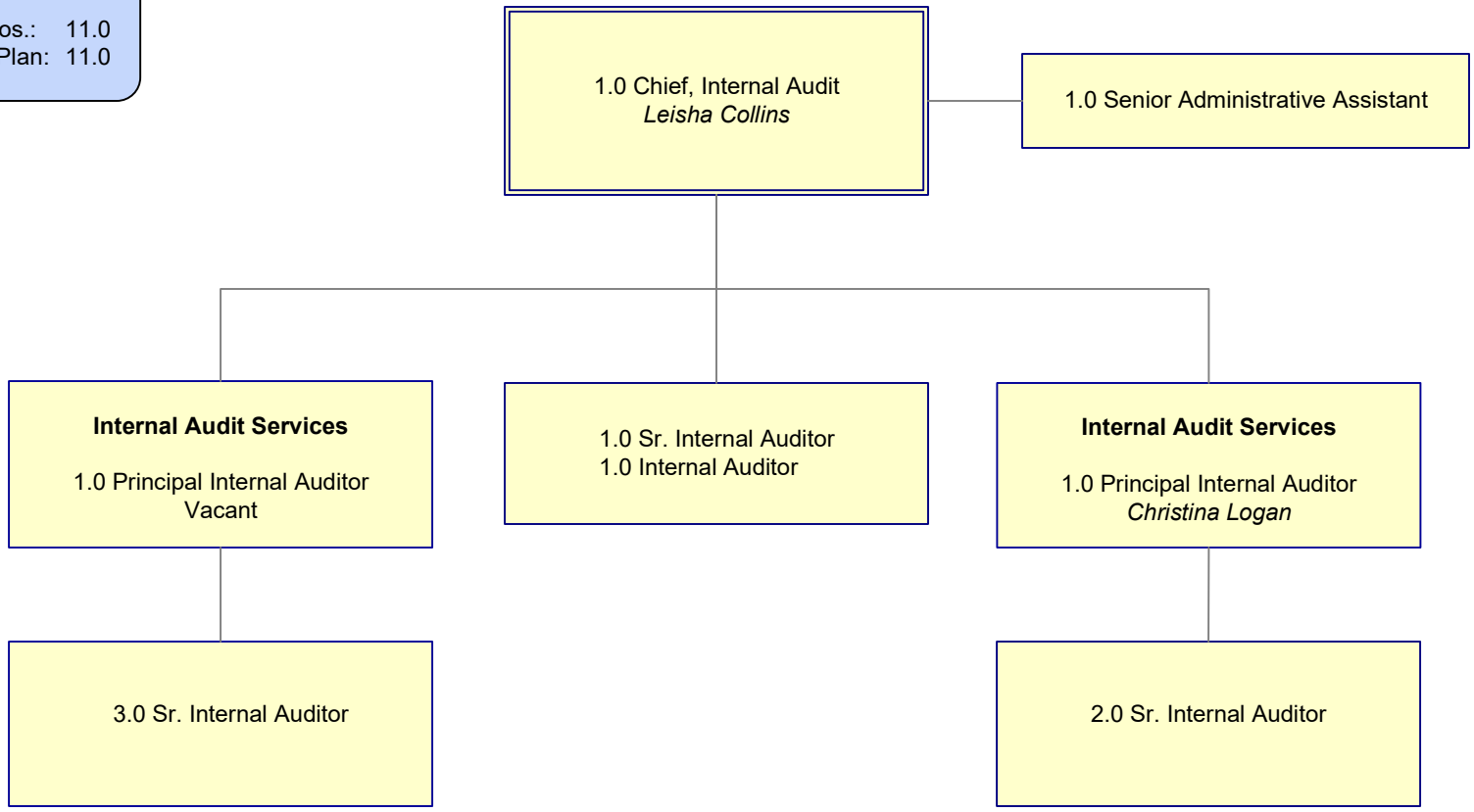
We are requesting an increase from $500 to $1,000 to better align with our anticipated need.

INTERNAL AUDIT

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 11.0
2025-2026 Hiring Plan: 11.0

2026-2027 Bud. Pos.: 11.0
2026-2027 Hiring Plan: 11.0



LACERA

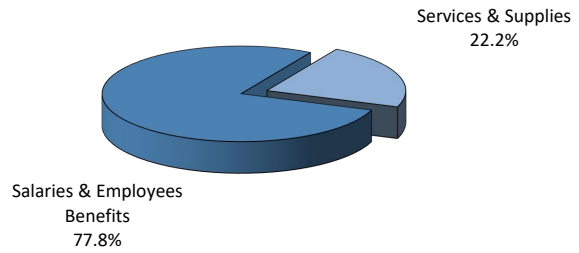
FISCAL YEAR 2026-2027

BUDGET SUMMARY

INTERNAL AUDIT

	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$2,482,226**	$2,715,679	$1,400,339	$2,502,200	($213,479)	-7.9%	($233,453)	-8.6%
Services & Supplies	**708,500**	769,200	295,589	760,900	($8,300)	-1.1%	(60,700)	-7.9%
OPERATING BUDGET	**$3,190,726**	$3,484,879	$1,695,928	$3,263,100	($221,779)	-6.4%	($294,153)	-8.4%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

INTERNAL AUDIT

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$1,467,346**	$1,685,619	$851,686	$1,495,000	($190,619)	-11.3%	($218,272)	-12.9%
Total Agency Temp Salaries	**0**	0	0	0	0	0.0%	0	0.0%
Employee Benefits (Variable)	**839,317**	848,354	461,461	834,200	(14,154)	-1.7%	(9,036)	-1.1%
Employee Benefits (Other)	**97,446**	99,644	48,122	97,000	(2,644)	-2.7%	(2,198)	-2.2%
OPEB Contribution	**72,817**	74,863	38,282	73,000	(1,863)	-2.5%	(2,046)	-2.7%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**3,800**	5,700	788	3,000	(2,700)	-47.4%	(1,900)	-33.3%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**1,500**	1,500	0	0	(1,500)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$2,482,226**	$2,715,679	$1,400,339	$2,502,200	($213,479)	-7.9%	($233,453)	-8.6%
Salary Differential	**-**	-	-	-	-	-	-	-
TOTAL S&EB	**$2,482,226**	$2,715,679	$1,400,339	$2,502,200	($213,479)	-7.9%	($233,453)	-8.6%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

INTERNAL AUDIT

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0774	CHIEF, INTERNAL AUDIT, LACERA	1	LS12
0762	PRINCIPAL INTERNAL AUDITOR, LACERA	1	119K
0763	SENIOR INTERNAL AUDITOR, LACERA	6	113G
0764	INTERNAL AUDITOR, LACERA	1	107D
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
	Total Filled Positions =	**10**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0762	PRINCIPAL INTERNAL AUDITOR, LACERA	1	119K
	Total Vacant Positions =	**1**	
	TOTAL POSITIONS =	**11**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCALY YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

INTERNAL AUDIT

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$16,500**	$17,000	$12,406	$23,500	$6,500	38.2%	($500)	-2.9%
OFFICE SUPPLIES & EQUIPMENT	**500**	1,200	125	400	(800)	-66.7%	(700)	-58.3%
PROFESSIONAL & SPEC. SRVCS.	**650,000**	700,000	268,084	690,000	(10,000)	-1.4%	(50,000)	-7.1%
EDUCATIONAL EXPENSES	**40,500**	50,500	14,974	46,500	(4,000)	-7.9%	(10,000)	-19.8%
MISCELLANEOUS	**1,000**	500	0	500	0	0.0%	500	100.0%
TOTAL	**$708,500**	$769,200	$295,589	$760,900	($8,300)	-1.1%	($60,700)	-7.9%

*All amounts rounded to the nearest dollar.

INTERNAL AUDIT

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

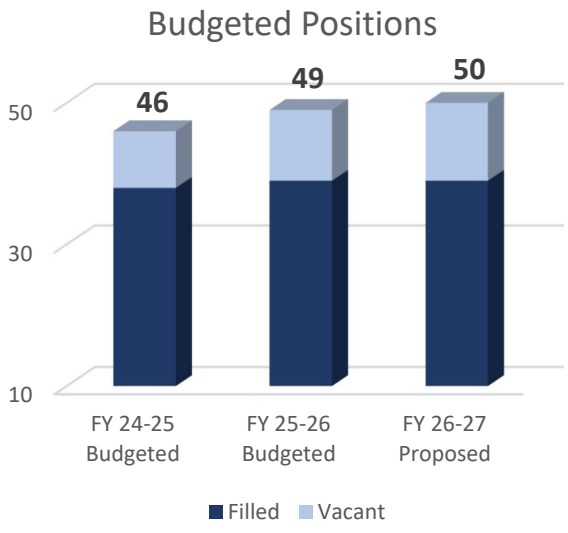
	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$1,557,081	$1,353,729	$1,685,619	$1,495,000	$1,467,346
Total Agency Temp Salaries	0	0	0	0	0
Employee Benefits (Variable)	824,465	702,802	848,354	834,200	839,317
Employee Benefits (Other)	94,884	94,033	99,644	97,000	97,446
OPEB Contribution	61,669	65,593	74,863	73,000	72,817
Additional OPEB Contribution	0	61,669	0	0	0
Stipends	0	0	0	0	0
Overtime	5,500	775	5,700	3,000	3,800
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	1,500	0	1,500	0	1,500
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	17,000	13,081	17,000	23,500	16,500
Office Supplies & Equipment	1,200	199	1,200	400	500
Professional & Spec. Srvcs.	700,000	293,324	700,000	690,000	650,000
Educational Expenses	30,500	25,428	50,500	46,500	40,500
Miscellaneous	500	512	500	500	1,000
TOTAL OPERATING BUDGET	**$3,294,298**	**$2,611,146**	**$3,484,879**	**$3,263,100**	**$3,190,726**

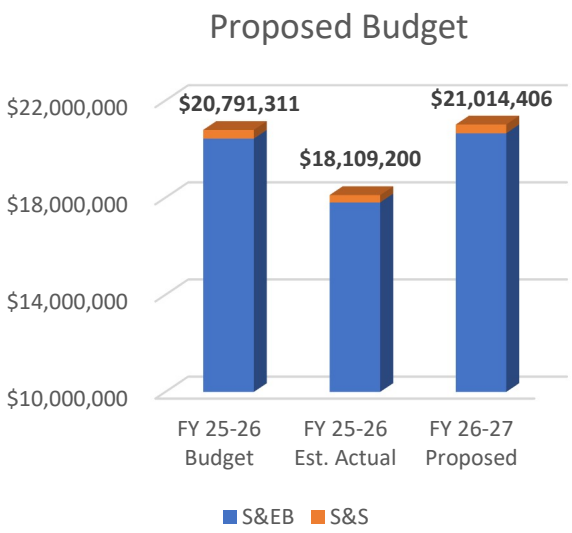
*All amounts rounded to the nearest dollar.

Investment Office

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Investment Office is responsible for prudently investing the trust assets to achieve the highest risk-adjusted return in accordance with the policies and decisions of the Board of Investments (BOI), hereafter referred to as the Board. This work includes developing and recommending prudent investment policies and risk management strategies to assist LACERA in achieving the return objectives established by the Board and implementing and monitoring Board-approved programs and policies, while balancing liquidity needs to ensure timely payment of promised benefits to our members.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Add Two Finance Analyst I	$0	$306,422	$306,422
Remove One Sen. Admin. Assist.	$102,258	$0	($102,258)
Remove One Prin. Invest. Officer	$491,214	$0	($491,214)
Add One Sen. Invest. Officer	$0	$395,408	$395,408

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

In the 2025-26 fiscal year, the division's major accomplishments included the successful ongoing implementation of LACERA's strategic asset allocation and the advancement of the Board’s strategic initiatives. This involved optimizing asset returns through structure reviews, monitoring of investments, and enhanced due diligence on new and existing mandates, including operational due diligence. The division continued to integrate Environment, Social, and Governance (ESG) and Diversity, Equity, and Inclusion (DEI) considerations into its total portfolio approach while managing risks to achieve optimal returns. Key initiatives executed included the continuing implementation of the 2024 strategic asset allocation, enhancement of emerging manager programs, and optimization of the OPEB Master Trust. The division also focused on improving risk and performance reporting and fostering cross-asset category collaboration to strengthen investment knowledge and adapt to the macroeconomic environment. The ongoing and future focus includes reviewing and implementing the strategic asset allocation, enhancing operational capabilities, optimizing the investment model, influencing fees, and improving outcomes through ESG and DEI efforts.

As we approach FYE 2026, it's important to highlight the consistent and stable approach adopted by the Investment Office. This period is characterized by a steadfast adherence to established financial strategies and operational methodologies, ensuring the continued success and sustainability of our investment objectives. Despite the dynamic nature of financial markets, our office remains committed to maintaining this steady course, ensuring that no significant changes are anticipated in our overall fiscal management and investment strategies for the upcoming year.

During the current fiscal year, the Human Resources division, collaborating with the Investment Office and the Executive Office, continued with a comprehensive compensation study that has taken place over the last two fiscal years. This initiative was undertaken with the support of a consultant, CBIZ Talent and Compensation Solutions,

as directed by the Board. The study had two main goals and phases: to assess how the Investment staff's pay compares with similar roles in the market, which was accomplished in early 2025, and to consider creating a performance-based compensation plan specifically for LACERA, with initial discussions about this held with the Board in late 2025.

The second phase of the project continues to focus on the development of a performance-based compensation plan. This plan is intended to align with the practices of peers, considering the size, growth, and breadth of LACERA's Fund. Given the complexity and long-term nature of this task, this phase is still under development. The findings and recommendations arising from this phase will be presented to the Board at a later date for their review.

This comprehensive approach underscores our commitment to ensuring that our compensation practices are both equitable and competitive, thereby attracting and retaining top talent within the investment industry.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

Through the Board of Investment's approved strategic plan, "2026 Strategic Framework and Initiatives: Towards Best-In-Class Investor," the Investment Office focuses on five key strategic initiatives to execute strategic asset allocation:

1) Optimize the Investment Model

2) Maximize Stewardship and Ownership Rights

3) Strengthen Influence on Fees and Cost of Capital

4) Promote T.I.D.E. (Towards Inclusion, Diversity, and Equity)

5) Enhance Operational Effectiveness

These initiatives aim to improve investment outcomes through careful asset allocation, risk mitigation, and liquidity optimization. The approach emphasizes a principle-based investment strategy, strong governance, effective operations, and the promotion of diversity, equity, and inclusion through LACERA T.I.D.E. This comprehensive strategy aims to safeguard and grow the assets of LACERA members, adapting to an evolving investment landscape by maintaining a dynamic investment program.

The Investment Office places a strong emphasis on training and employee development. This commitment is underscored by allocating an adequate budget for these initiatives. The goal is to ensure that employees have access to the necessary resources and opportunities to enhance their skills and competencies. This includes application training, industry conferences, industry designations, and executive coaching. This investment in staff development is pivotal for adapting to the evolving investment landscape and maintaining a high level of expertise within the team.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

The Investment Office plans to onboard two additional Finance Analyst I positions for the two-year rotating analyst program. Currently, the program includes two individuals, and with the planned additions, it will maintain a total of four analysts at all times. This initiative supports LACERA T.I.D.E. and the Board's 2026 Strategic Framework and Initiatives by fostering new talent and diversifying our workforce. The program is designed to attract entry-level candidates, providing them with exposure to the investment field. Integrating these analysts will nurture professional growth, introduce innovative perspectives, and enhance our strategic capabilities and long-term success.

To further strengthen our portfolio management, a Senior Investment Officer position will be added in the risk mitigation category. This role is essential for enhancing our risk oversight and developing strategies to safeguard assets, ensuring the portfolio remains resilient in evolving market conditions. The inclusion of this position aligns with our commitment to robust risk management practices and supports the achievement of our strategic objectives.

In pursuit of financial responsibility and organizational alignment, the Investment Office will remove one Senior Administrative Assistant and one Principal Investment Officer position. These changes are intended to optimize resource allocation and better match our staffing structure with the evolving needs of the portfolio. By streamlining roles, we aim to maintain operational efficiency while supporting the long-term goals of the organization.

For FY 2026-27, the Investment Office will continue to focus on filling current vacancies and refining the organizational structure to meet the objectives of the portfolio. With these staffing adjustments, including the onboarding of two Finance Analyst I positions and the addition and removal of key roles, the total number of budgeted positions will change from 49 to 50.

Temporary Staffing

The Investment Office does not anticipate any use of temporary agency staffing in FY 2026-27.

Overtime Needs

For FY 2026-27, the Investment Office has decided to retain the existing overtime budget allocation. This decision, despite the lack of necessity for overtime in the previous year, is a strategic measure to ensure preparedness for any unforeseen demands or urgent requirements that may arise. The dynamic nature of investment operations often presents unexpected scenarios requiring immediate attention. By maintaining our overtime budget, we equip ourselves with the flexibility to respond swiftly and effectively to any such exigencies, thereby safeguarding our operational efficiency and investment goals.

Interns

Funding for interns is provided in the Human Resources' budget. In alignment with the objectives of LACERA T.I.D.E., the Investment Office is committed to continuing its internship program to further our goals in diversity, equity, and inclusion, as well as recruitment. For FY 2026-27, the Investment Office will offer four internship positions. This will allow us to provide more students with valuable experience in areas such as performance attribution, market research, and investment analysis. Importantly, this year, the budgetary impact is mitigated, as two of these internships are generously sponsored by external organizations committed to diversity and inclusion, reflecting a collaborative effort towards our shared objectives.

Rehired Retirees

The Investment Office does not anticipate any use of rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

The Investment Office does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

The Investment Office's Services and Supplies budget request is based on actual expenditure trends. There are no significant changes.

INVESTMENT OFFICE

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.:	49.0
2025-2026 Hiring Plan:	49.0
2026-2027 Bud. Pos.:	50.0
2026-2027 Hiring Plan:	50.0

1.0 Chief Investment Officer
Jonathan Grabel

1.0 Deputy Chief Investment Officer
Jude Perez

1.0 Executive Administrative Assistant

REAL ASSETS AND INFLATION HEDGES

PIO for REAL ASSETS and INFLATION HEDGES

1.0 Principal Investment Officer

Vacant

2.0 Sr. Investment Officer
4.0 Finance Analyst III
3.0 Finance Analyst II
1.0 Finance Analyst I
1.0 Sr. Admin. Assist.

GROWTH ASSETS

PIO for GROWTH ASSETS

1.0 Principal Investment Officer

Christopher Wagner

2.0 Sr. Investment Officer
5.0 Finance Analyst III
4.0 Finance Analyst II
1.0 Sr. Admin. Assist.

CREDIT AND RISK MITIGATING STRATEGIES

PIO for CREDIT and RISK MITIGATING STRATEGIES

1.0 Principal Investment Officer

Vache Mahseredjian

1.0 Sr. Investment Officer
+ 1.0 Sr. Investment Officer
2.0 Finance Analyst III
2.0 Finance Analyst II
1.0 Finance Analyst I
~~1.0 Sr. Admin. Assist.~~

~~DIRECT INVESTMENT~~

~~PIO for DIRECT INVESTMENTS~~

~~1.0 Principal Investment Officer~~

~~*Vacant*~~

PORTFOLIO ANALYTICS

PIO for PORTFOLIO ANALYTICS

1.0 Principal Investment Officer

Esmeralda del Bosque

1.0 Sr. Investment Officer
2.0 Finance Analyst III
3.0 Finance Analyst II
2.0 Finance Analyst I
+ 2.0 Finance Analyst I

STEWARDSHIP AND CORPORATE GOVERNANCE

PIO for STEWARDSHIP and CORPORATE GOVERNANCE

1.0 Principal Investment Officer

Scott Zdrazil

2.0 Finance Analyst III

\+ Added position
– Deleted position

LACERA

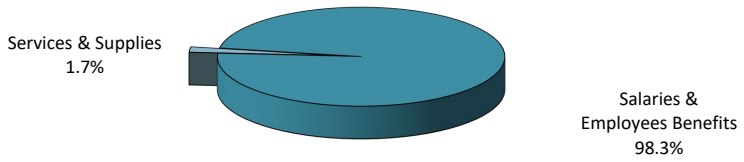
FISCAL YEAR 2026-2027

BUDGET SUMMARY

INVESTMENT OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$20,652,906**	$20,429,811	$8,751,679	$17,805,100	($2,624,711)	-12.8%	$223,094	1.1%
Services & Supplies	**361,500**	361,500	102,207	304,100	(57,400)	-15.9%	0	0.0%
OPERATING BUDGET	**$21,014,406**	$20,791,311	$8,853,886	$18,109,200	($2,682,111)	-12.9%	$223,094	1.1%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

INVESTMENT OFFICE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$12,719,045**	$12,628,744	$5,653,058	$11,000,000	($1,628,744)	-12.9%	$90,302	0.7%
Total Agency Temp Salaries	**0**	0	0	0	0	0.0%	0	0.0%
Employee Benefits (Variable)	**6,437,799**	6,473,464	2,443,430	5,491,200	(982,264)	-15.2%	(35,665)	-0.6%
Employee Benefits (Other)	**844,674**	746,528	360,527	739,100	(7,428)	-1.0%	98,145	13.1%
OPEB Contribution	**631,188**	560,876	286,864	560,400	(476)	-0.1%	70,313	12.5%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**800**	800	0	0	(800)	-100.0%	0	0.0%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**5,000**	5,000	0	0	(5,000)	-100.0%	0	0.0%
Transportation Allowance	**14,400**	14,400	7,800	14,400	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$20,652,906**	$20,429,811	$8,751,679	$17,805,100	($2,624,711)	-12.8%	$223,094	1.1%
Salary Differential	**-**	-	-	-			-	
TOTAL S&EB	**$20,652,906**	$20,429,811	$8,751,679	$17,805,100	($2,624,711)	-12.8%	$223,094	1.1%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

INVESTMENT OFFICE

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0493	CHIEF INVESTMENT OFFICER, LACERA (UC)	1	LR28
0494	DEPUTY, CHIEF INVESTMENT OFFICER, LACERA (UC)	1	LR24
0495	PRINCIPAL INVESTMENT OFFICER, LACERA	3	LR23
0496	PRINCIPAL INVESTMENT OFFICER, LACERA (UC)	1	LR23
0492	SENIOR INVESTMENT OFFICER, LACERA	6	LR20
0769	FINANCE ANALYST III, LACERA	10	LR16
0768	FINANCE ANALYST II, LACERA	11	LR12
0767	FINANCE ANALYST I, LACERA	4	110B
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	2	095C
	Total Filled Positions =	**39**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0495	PRINCIPAL INVESTMENT OFFICER, LACERA	1	LR23
0492	SENIOR INVESTMENT OFFICER, LACERA	1	LR20
0769	FINANCE ANALYST III, LACERA	5	LR16
0768	FINANCE ANALYST II, LACERA	1	LR12
0767	FINANCE ANALYST I, LACERA	2	110B
0442	EXECUTIVE ADMINISTRATIVE ASSISTANT, LACERA	1	106D
	Total Vacant Positions =	**11**	

TOTAL POSITIONS = **50**

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

INVESTMENT OFFICE

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**219,000**	219,000	53,708	175,000	(44,000)	-20.1%	0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**3,500**	3,500	0	100	(3,400)	-97.1%	0	0.0%
EDUCATIONAL EXPENSES	**135,000**	135,000	47,009	125,000	(10,000)	-7.4%	0	0.0%
MISCELLANEOUS	**4,000**	4,000	1,491	4,000	0	0.0%	0	0.0%
TOTAL	**$361,500**	$361,500	$102,207	$304,100	($57,400)	-15.9%	$0	0.0%

*All amounts rounded to the nearest dollar.

INVESTMENT OFFICE

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$11,643,125	$10,619,869	$12,628,744	$11,000,000	$12,719,045
Total Agency Temp Salaries	0	0	0	0	0
Employee Benefits (Variable)	6,193,834	4,991,213	6,473,464	5,491,200	6,437,799
Employee Benefits (Other)	709,489	703,125	746,528	739,100	844,674
OPEB Contribution	461,125	490,397	560,876	560,400	631,188
Additional OPEB Contribution	0	461,125	0	0	0
Stipends	0	0	0	0	0
Overtime	800	31	800	0	800
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	5,000	0	5,000	0	5,000
Transportation Allowance	14,400	14,400	14,400	14,400	14,400
SERVICES & SUPPLIES					
Transportation & Travel	219,000	152,898	219,000	175,000	219,000
Office Supplies & Equipment	3,500	17	3,500	100	3,500
Educational Expenses	125,000	137,730	135,000	125,000	135,000
Miscellaneous	2,000	3,487	4,000	4,000	4,000
TOTAL OPERATING BUDGET	**$19,377,272**	**$17,574,292**	**$20,791,311**	**$18,109,200**	**$21,014,406**

*All amounts rounded to the nearest dollar.

LACERA
Los Angeles County Employees Retirement Association

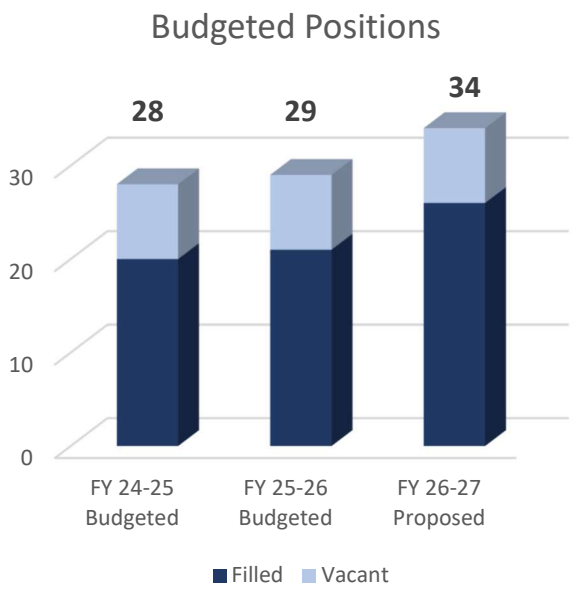
Legal Services

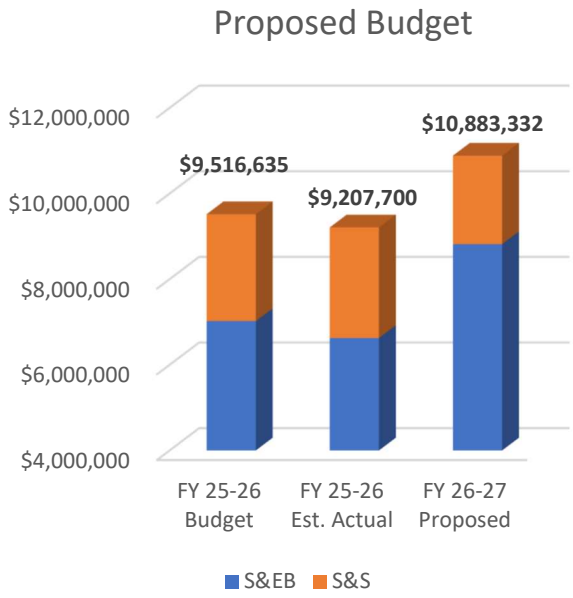
FISCAL YEAR 2026-2027 BUDGET NARRATIVE

Legal Services provides comprehensive legal services to LACERA and its Boards and staff. These services are provided through the Chief Counsel and the following integrated practice areas: Benefits, Disability, Disability Litigation, Investments and Commercial Contracts, and Litigation and Employment, as well as organizational governance and conflicts support.

Effective FY 2026–27, the Disability Litigation Office (DLO) is no longer presented as a separate, standalone division. Its functions and staff will fully be integrated into Legal Services, while maintaining an ethical wall between DLO's work in representing LACERA in administrative matters before the Board of Retirement and Legal Services' other disability work in advising LACERA's Boards.

Legal Services will also provide administrative support to the Ethics and Compliance Program that began operations in FY 2024-25, which maintains a separate divisional budget. (See Ethics and Compliance Office narrative.)





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Outside Legal Counsel	$2,200,000	$1,702,500	($497,500)
Memberships	$20,000	$30,000	$10,000
Registration Fees	$30,000	$45,000	$15,000
Educational Materials	$85,000	$125,000	$40,000

STAFFING AND ORGANIZATIONAL ALIGNMENT

With the consolidation of Disability Litigation Office (DLO) and Legal Services, Legal Services now encompasses the former DLO staff, consisting of:

- Two (2) Senior Staff Counsel
- Three (3) Senior Legal Secretaries

Reporting alignment is updated accordingly to reflect Disability Litigation as part of the Legal Services organizational structure. Within Legal Services, safeguards have been implemented to keep an ethical separation between DLO's administrative work representing LACERA in disability and felony forfeiture appeals before the Board of Retirement and Legal Services' other disability work in representing the Boards.

The realignment of all LACERA's in-house legal work is consolidated into Legal Services. This is expected to result in greater efficiencies and cohesive management in serving LACERA's organizational legal needs.

BUDGETARY IMPACT SUMMARY

Pursuant to the County Employees Retirement Law (CERL), the Boards' administrative budget is subject to a statutory appropriation limit equal to 0.21% of the system's accrued actuarial liability under Government Code section 31580.2. Legal services provided under section 31529.1 are subject to a separate statutory cap of 0.01% of system assets in any budget year, while investment-related legal expenses under section 31607 are not subject to this limitation. Accordingly, the Legal Office budget is calculated to ensure compliance with applicable CERL limits, with administrative, non-administrative, and other exempt legal costs identified and tracked separately.

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

Legal Services plays a crucial role in supporting the administrative, pension and healthcare benefits, and investment activities of LACERA. The following outlines significant projects and initiatives that the Office has engaged in during FY 2025-26:

- The Ethics and Compliance Program is a goal in the Board of Retirement's 2023-2028 Strategic Plan, and substantial progress has been made to document and implement the Program. Legal Services prepared the Ethics and Compliance Program Charter and took the lead in obtaining approval for the Charter from the ACRE Committee and the Boards; Legal Services also assisted in the change of the Audit Committee to the Audit, Compliance, Risk, and Ethics (ACRE) Committee and prepared the portions of the new Charter for the ACRE Committee relating to ethics and compliance roles and responsibilities. Legal Services assisted in providing training to the ACRE Committee, to the staff Ethics and Compliance Committee, and to other staff members. Legal Services developed and obtained ACRE Committee and Board approval for a foundational ethics and compliance work plan and has begun implementation of that plan. Legal Services worked with Human Resources to prepare the job descriptions and salary for the Chief Ethics and Compliance Officer and Deputy Chief Ethics and Compliance Officer positions. Education and training resources on ethics and compliance were purchased and are available to staff.
- Legal Services revised the Code of Ethical Conduct and developed a training plan.
- Legal Services worked with outside counsel in supporting the *LACERA v. County* lawsuit regarding the Boards' authority to set LACERA classifications and salaries. The Court of Appeal decided in favor of LACERA. The case now is under review before the California Supreme Court.
- Legal Services represented and assisted the Investment Office in negotiating and documenting fund investments.
- Legal Services continued to support outside counsel in the *FirstEnergy* securities litigation as a lead plaintiff for the putative class of investors.
- Legal Services supported the efforts of the Executive Office and the Retiree Healthcare Division to successfully obtain action by the Board of Supervisors to increase the Lifetime Maximum Benefits cap in certain RHC Program policies from $1.5 million to $2.25 million and lay the foundation for the potential further increase or elimination of the cap based on experience.
- Legal Services supports LACERA's Member Operations Group, Retiree Healthcare, and other staff in providing counsel on pension benefit and retiree healthcare issues.
- Legal Services advised the Board of Retirement and staff on disability applications and provided training to the Board on disability law and process.
- Legal Services advised LACERA's Human Resources Division, Executive Office, and other staff with regard to labor and employment matters.

- Recruitments are in progress to fill a needed Staff Counsel position in the Benefits Section and a vacancy in the Commercial Contracting Section of Legal Services. The addition of these new attorneys will continue to enhance Legal Services' ability to support Board initiatives as well as the Executive Office and other LACERA divisions. Recruitment is also underway to fill an Investment Legal Analyst position needed to support the Legal Service investment contracting and other investment support services.
- Legal Services continues to support the development and implementation of a case management system (Sol) to digitize and automate the disability litigation process.
- Legal Services staff, through the DLO team and others, participated in the planning and implementation of LACERA's Inclusion, Diversity, Equity, and Accessibility (IDEA) initiative.
- Legal Services converted all open disability litigation cases into digital files in Sol. Staff can actively manage the files, which includes documenting communications, reviewing digitized records, organizing exhibits electronically, and drafting letters/pleadings with auto-population of data from the Sol database.
- Legal Services staff in the DLO team supported LACERA's strategic goal of developing an enterprise knowledge management system by providing project leadership and other support.
- Legal Services oversees LACERA's compliance with Forms 700, 801, and 806 and other Fair Political Practice Commission (FPPC) requirements, and assists in resolving conflict of interest and ethical questions.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

The following outline provides planned activities of Legal Services in support of the Board of Retirement's and the Board of Investments' Strategic Plans:

- Implement a fully formed and effective Ethics and Compliance Program. Additional foundational steps will include: recruitment of candidates to fill the Chief Ethics and Compliance Officer and Deputy Chief Ethics and Compliance Officer positions during the fiscal year; ongoing education and training to the ACRE Committee, Boards, and staff regarding ethics and compliance; ongoing risk and ethical culture assessments, analysis of the results, and implementation of action plans to address the findings; development of processes to define, support, and sustain LACERA's organizational culture; and other foundational efforts to position the Ethics and Compliance Office for success and integrate it into LACERA's business.
- Continue to pursue recognition and implementation of the Boards' independent legal authority to determine needed classifications and salaries without interference by the County of Los Angeles by supporting outside counsel in proceedings in *LACERA v. County* now before the California Supreme Court, and follow up to the Supreme Court's decision.

- Eliminate the Lifetime Maximum Benefit, or an additional increase in the benefit, for affected retired members and assistance in implementation of the solution to the issue.
- Pursue implementation of LACERA's IDEA initiative through the DLO team and other divisional staff with respect to organizational diversity, equity, inclusion, accessibility, and belonging in all aspects of LACERA's business.
- Fill the remaining Legal Services vacancies, including attorney, Legal Analyst, Senior Legal Secretary, and Legal Secretary positions, as needed.
- Support the Investment Office and the Board of Investments with respect to the negotiation and documents of investments and other investment matters.
- Advise LACERA's divisions and the Board of Retirement on pension benefit and retiree healthcare issues.
- Advise LACERA in labor and employment matters.
- Represent LACERA and advise the Board of Retirement in disability applications and training.
- Represent LACERA in disability and felony forfeiture appeals separately through the DLO team.
- Continue to work with outside counsel on the *FirstEnergy* securities class action and monitor and review other securities litigation.
- Support the Executive Office in obtaining approval for a new organizational structure for Legal Services that takes into consideration appropriate spans of control, succession planning, opportunities for staff professional growth, and appropriate classification and compensation reflecting Legal Services' unique role in supporting LACERA as an investing organization as well as a provider of pension and healthcare benefits. This will include, but may not be limited to, assessing the management reporting structure to consider a new Deputy Chief Counsel in addition to the two Principal Staff Counsel positions currently pending approval from the Board of Supervisors. Currently, the Chief Counsel provides supervision and direction to seven Senior Staff Counsel positions and directly assists in handling high-level, complex legal and governance matters. The demand for the Chief Counsel's services has increased with the growing size of the organization and the complexity of the legal landscape and legal issues facing LACERA.
- Legal Services, through the DLO team and other Legal Services staff, will continue to work with its internal business partners in the ongoing move toward a fully electronic operation to make our business operations and processes more efficient and to enhance employee productivity. We will continue to serve as active participants and subject-matter experts in the development and implementation of Sol; and engage in LACERA-wide committees for the advancement of our organization as a whole.
- Legal Services, through the DLO team, will continue to lead efforts in the strategic direction in its objective for an Enterprise Knowledge Management System.

- LACERA Services will continue to oversee FPPC compliance and respond to conflict of interest and ethical concerns.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

With the consolidation of Disability Litigation Office (DLO) and Legal Services, Legal Services now encompasses the former DLO staff, consisting of:

- Two (2) Senior Staff Counsel
- Three (3) Senior Legal Secretaries

No other permanent staffing adjustments are requested.

Temporary Staffing

Temporary legal analyst staff will be maintained to meet the office's needs until vacancies can be permanently filled.

Overtime

Overtime is needed to complete important investments as required, assist in urgent needs in other sections of Legal Services, and address needs created by the attorney and legal analyst vacancies that we hope soon will be filled. There is a $6,000 increase in Overtime based on prior usage.

Interns

Funding for interns is provided in the Human Resources Division's budget. As requested in FY 2025-26, the Legal Services Office intends to have two law student interns in FY 2026-27. This program is important for recruiting purposes and also to introduce students to the importance of public pensions.

Rehired Retirees

Legal Services is requesting one rehired retiree's assistance in FY 2026-27 for an investment legal analyst position pending completion of the recruitment of a permanent replacement for this position and integration of the successful candidates in the pending recruitment for the position.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

Legal Services does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

Services and supplies are reduced overall this year against the amount for FY 2025-26, with the highlights detailed below.

Reduction in Outside Legal Counsel

With the expected conclusion of certain litigation, it is expected that Outside Legal Counsel expenses will be reduced by $497,500.

Increase in Memberships, Registration Fees, and Educational Materials

These expenses will support professional development for the additional attorneys and other personnel.

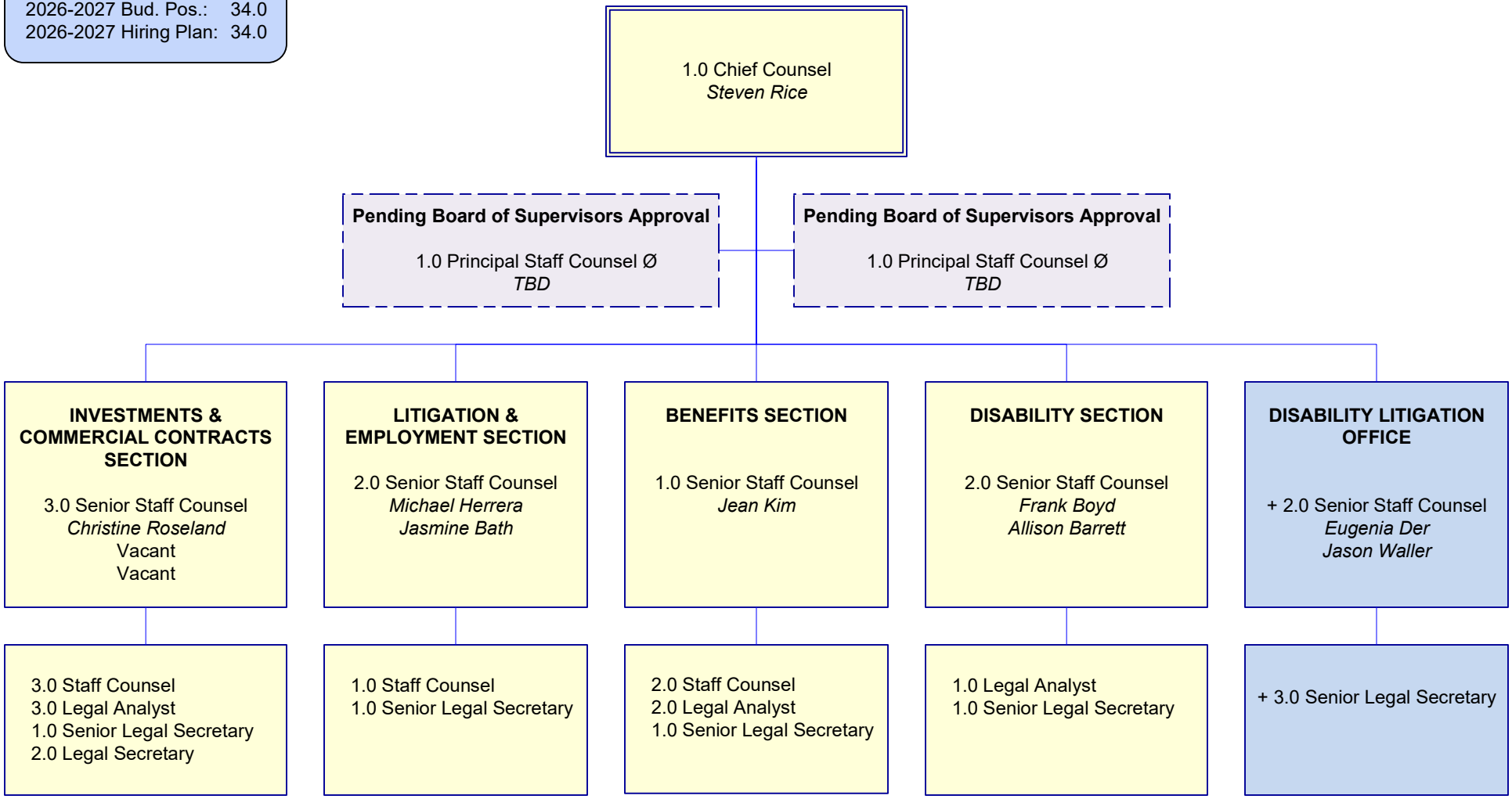
Increase in Miscellaneous

A $1,000 increase is Miscellaneous is anticipated due to the growth of the office.

LEGAL SERVICES

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.:	29.0
2025-2026 Hiring Plan:	29.0
2026-2027 Bud. Pos.:	34.0
2026-2027 Hiring Plan:	34.0



*Note: Effective April 1, 2026, the Disability Litigation Office was transferred to Legal Services.
+ Added position
Ø Not yet approved by Board of Supervisors (1.0 Principal Staff Counsel in Investments & Litigation Team and 1.0 Principal Staff Counsel in Benefits & Disability Team in Legal Services)

LACERA

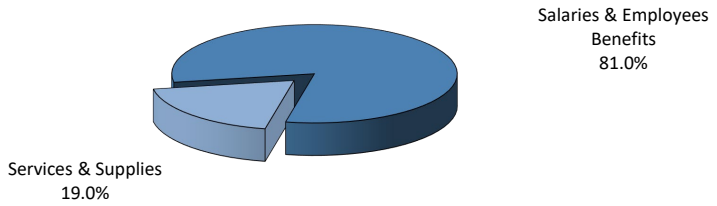
FISCAL YEAR 2026-2027

BUDGET SUMMARY

LEGAL SERVICES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$8,817,432**	$7,019,735	$3,435,493	$6,625,300	($394,435)	-5.6%	$1,797,697	25.6%
Services & Supplies	**2,065,900**	2,496,900	1,484,941	2,582,400	85,500	3.4%	(431,000)	-17.3%
OPERATING BUDGET	**$10,883,332**	$9,516,635	$4,920,434	$9,207,700	($308,935)	-3.2%	$1,366,697	14.4%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

LEGAL SERVICES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$5,142,938**	$4,096,800	$1,948,217	$3,900,000	(196,800)	-4.8%	$1,046,138	25.5%
Total Agency Temp Salaries	**134,600**	127,400	98,775	170,000	42,600	33.4%	7,200	5.7%
Employee Benefits (Variable)	**2,913,636**	2,347,908	1,167,729	2,112,700	(235,208)	-10.0%	565,728	24.1%
Employee Benefits (Other)	**341,540**	242,177	116,957	239,800	(2,377)	-1.0%	99,364	41.0%
OPEB Contribution	**255,218**	181,950	93,042	181,800	(150)	-0.1%	73,268	40.3%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**27,000**	21,000	10,773	21,000	0	0.0%	6,000	28.6%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**0**	0	0	0	0	0.0%	0	0.0%
Rideshare Allowance	**2,500**	2,500	0	0	(2,500)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$8,817,432**	$7,019,735	$3,435,493	$6,625,300	($394,435)	-5.6%	$1,797,697	25.6%
Salary Differential	**-**	-	-	-			-	
TOTAL S&EB	**$8,817,432**	$7,019,735	$3,435,493	$6,625,300	($394,435)	-5.6%	$1,797,697	25.6%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

LEGAL SERVICES

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
9216	CHIEF COUNSEL, LACERA	1	LS19
9213	SENIOR STAFF COUNSEL, LACERA	8	LS16
9212	STAFF COUNSEL, LACERA	4	LS12
9235	LEGAL ANALYST, LACERA	5	104H
0441	SENIOR LEGAL SECRETARY, LACERA	6	103K
0440	LEGAL SECRETARY, LACERA	2	099E
	Total Filled Positions =	**26**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
99999A	PRINCIPAL STAFF COUNSEL	2	LS17
9213	SENIOR STAFF COUNSEL, LACERA	2	LS16
9212	STAFF COUNSEL, LACERA	2	LS12
9235	LEGAL ANALYST, LACERA	1	104H
0441	SENIOR LEGAL SECRETARY, LACERA	1	103K
	Total Vacant Positions =	**8**	
	TOTAL POSITIONS =	**34**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

LEGAL SERVICES

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
AUTO EXPENSE	**$5,400**	$5,400	$814	$2,400	($3,000)	-55.6%	$0	0.0%
TRANSPORTATION & TRAVEL	**41,000**	41,000	1,378	18,000	(23,000)	-56.1%	0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**7,500**	7,500	1,639	3,000	(4,500)	-60.0%	0	0.0%
PROFESSIONAL & SPEC. SRVCS.	**4,000**	4,000	631	1,500	(2,500)	-62.5%	0	0.0%
LEGAL FEES & SERVICES	**1,803,000**	2,300,000	1,402,253	2,442,000	142,000	6.2%	(497,000)	-21.6%
EDUCATIONAL EXPENSES	**200,000**	135,000	77,939	115,000	(20,000)	-14.8%	65,000	48.1%
MISCELLANEOUS	**5,000**	4,000	286	500	(3,500)	-87.5%	1,000	25.0%
TOTAL	**$2,065,900**	$2,496,900	$1,484,941	$2,582,400	$85,500	3.4%	($431,000)	-17.3%

*All amounts rounded to the nearest dollar.

LEGAL SERVICES

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$4,767,153	$4,012,384	$4,096,800	$3,900,000	$5,142,938
Total Agency Temp Salaries	116,700	131,689	127,400	170,000	134,600
Employee Benefits (Variable)	2,518,096	2,111,108	2,347,908	2,112,700	2,913,636
Employee Benefits (Other)	290,496	287,888	242,177	239,800	341,540
OPEB Contribution	188,805	200,821	181,950	181,800	255,218
Additional OPEB Contribution	0	188,805	0	0	0
Stipends	0	0	0	0	0
Overtime	20,300	26,177	21,000	21,000	27,000
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	0	0	0	0	0
Rideshare Allowance	2,500	0	2,500	0	2,500
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Auto Expenses	5,400	3,681	5,400	2,400	5,400
Transportation & Travel	41,000	16,731	41,000	18,000	41,000
Office Supplies & Equipment	7,500	2,794	7,500	3,000	7,500
Professional & Specialized Services	300	25,897	4,000	1,500	4,000
Legal Fees & Services	2,290,000	2,086,480	2,300,000	2,442,000	1,803,000
Educational Expenses	135,000	128,128	135,000	115,000	200,000
Miscellaneous	4,000	382	4,000	500	5,000
TOTAL OPERATING BUDGET	**$10,387,249**	**$9,222,966**	**$9,516,635**	**$9,207,700**	**$10,883,332**

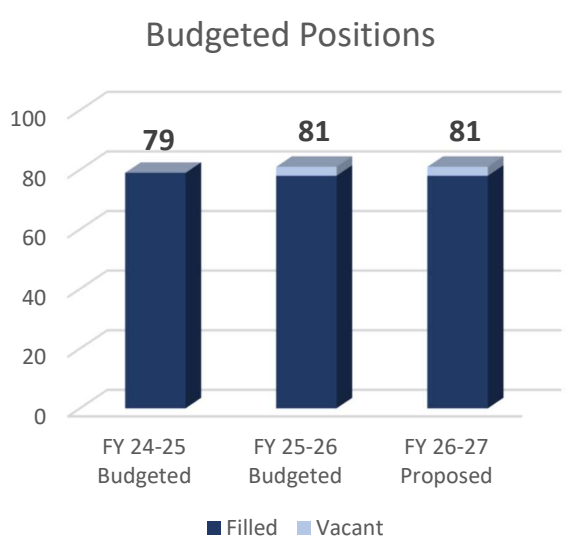
*All amounts rounded to the nearest dollar.

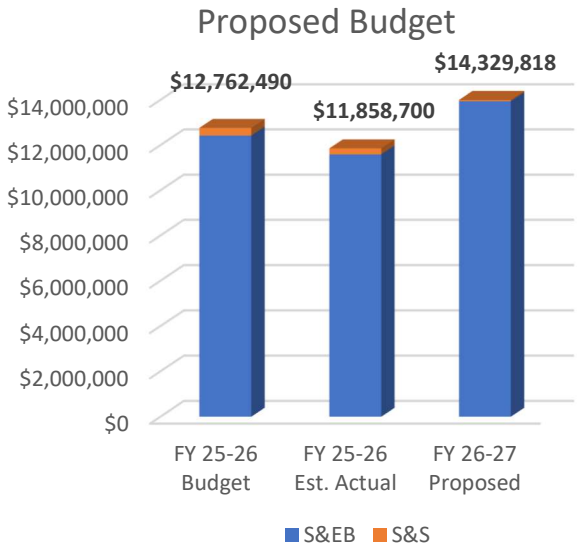
LACERA
Los Angeles County Employees Retirement Association

Member Services

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

Member Services is dedicated to providing Superior Member Experiences across all channels. We provide full-service support, including assisting members with My LACERA technical issues and general account maintenance; providing in-depth retirement counseling through phone, in-person, virtual, and online channels; and assisting survivors when a member passes away. We are committed to providing superior service while also educating members so they can understand and access the benefits available to them.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$0	$52,300	$52,300
Consulting and Contracting Services	$122,000	$203,600	$81,600
Registration Fees	$51,000	$32,000	($19,000)
Educational Materials	$200	$79,600	$79,400

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

The Member Services Division is focused on improving and streamlining service delivery for members and beneficiaries. Key initiatives include reducing call wait times, expanding virtual and in-person appointments, and increasing workshops and webinars.

In support of Strategic Planning Priority 1: Superior Member Experience, Member Services is leading this work in partnership with the Member Experience Council. Progress includes identifying distinct member journeys, completing New Hire Journey survey designs (staff, DHRMs, and members), and ongoing task and interaction mapping. The Journey process methodology is being finalized, with New Hire Journey mapping to be completed following survey analysis.

The Division continues to collaborate with Systems to develop an Employer Portal that would allow new hires to register on My LACERA upon hire. Standardized omnichannel retirement counseling, including basic Retiree Healthcare counseling, has been implemented for the Call Center, aligning with Outreach services.

Member Services and Benefits are primarily staffed by Retirement Benefit Specialists II and III. To support the Superior Member Experience and Investing in People priorities, the divisions have launched two pilot hybrid Specialist models to enhance flexibility and service delivery. One is a rotation between Outreach and Call Center RBS II staff. The other is a hybrid schedule for RBS II to work on both the Member Services Call Center and the Benefits Core unit.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

Our focus remains on delivering a strong Superior Member Experience through a responsive and efficient omnichannel service model. We continue to expand online self-service tools and communication options to improve accessibility and convenience.

Two Strategic Plan Initiatives—ensuring a consistent omnichannel experience across the member journey (1.1) and enhancing the retiree healthcare experience (1.4)—are being advanced in parallel. Member Services is collaborating with Retiree Healthcare to integrate standardized basic retiree healthcare counseling into retirement planning sessions, with clear guidelines for referrals to more in-depth support. Initiatives 1.2 (enhanced member education and LACERA Communication Plan) and 1.3 (digital strategy development) are underway, with the Member Experience Council coordinating closely with initiative leads to ensure cohesive implementation.

We engaged Gartner to support internal and external survey design, methodology, and analysis. Genesys has been selected to replace the existing Contact Center system, with the design phase nearing completion and implementation beginning mid-2026. This initiative includes continued investment expanded platform capabilities.

Member Services is also developing standardized Specialist Basic training materials covering Member Service Integration processes, with subject-matter experts collaborating to ensure a consistent, scalable curriculum. In parallel, we are updating unit-specific procedures and advancing succession planning by assessing staff skills and development goals, supporting the Investing in People strategic priority.

A Workforce Management contractor was engaged in December 2025 and is developing forecasts and analyzing historical data to improve accuracy, increase agent adherence, and recommend process improvements for implementation by FY 2026–27.

As we advance Strategic Plan priorities, our focus remains on delivering a Superior Member Experience through enhanced omnichannel service, refined member journeys and education, standardized counseling and communications, and a comprehensive digital strategy.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

Member Services is not requesting any new positions for FY 2026-27.

Temporary Staffing

Member Services is requesting $52,300 to add temporary staffing in the event coverage is needed. This will allow the division flexibility while hiring to fill any upcoming vacancies.

Overtime Needs

Member Services is requesting the same number of hours in the overtime budget for FY 2026-27 that was requested in FY 2025-26. A minor increase is observed due to cost-of-living adjustment. Our overtime needs include:

- Cover extension shifts for calls, in-person, and virtual appointments
- Assist with Benefits projects
- Prepare for the March Rush, including offering virtual appointments on Saturdays from January through March 2027
- Assist with the Specialist basic training needs, including live monitoring

Interns

Member Services is requesting one intern position. We had a successful first intern, and we want to have the opportunity to offer the internship to another qualified candidate to assist the division with procedural needs. Member Services has multiple internal processes that are not documented. Documenting procedures is crucial for succession planning and disaster recovery efforts. The internship opportunity is beneficial for both the employer (LACERA) and the candidate, who will gain valuable insights into writing business documentation and procedures, collaboration with staff inside and outside Member Services, and guidance and support from a dedicated mentor for the duration of the internship.

Rehired Retirees

Member Services is not requesting any rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

Member Services Division is removing the funding of $6,500 for Photocopies of Documents for FY 2026-27. This expenditure is no longer needed because it was a one-time expense for a temporary project.

Services and Supplies Adjustments

Travel

The Services and Supplies budget requests are in line with previous fiscal years and based on actual and historical expenditure trends. We will maintain our budget for travel, conferences, and training, as our goal is to continue to invest in staff development. We plan to continue attending State Association of County Retirement Systems (SACRS), California Association of Public Retirement Systems (CALAPRS), and International Customer Management Institute (ICMI) conferences, as well as International Foundation of Employee Benefit Plans (IFEBP), National Pension Education Association (NPEA), National Conference on Public Employee Retirement Systems (NCPERS), and other relevant conferences for our business needs.

Special Orders/Minor Equipment

We are requesting an increase from $10,000 to $12,000 due to our goal to provide more benefits tables and in-person events. We recently opened bulletins that will allow us to fill two RBS III vacancies in our Outreach Unit, which will allow us to better serve County Departments' needs in person. This budget line is to cover giveaways for members during such events.

Consulting and Contracting Services

We are requesting a continuation of contractor service to perform workforce management duties for our Call Center and other units in Member Services. The funding for this service will be $203,600. This is an increase of $81,600 from the prior year budget of $122,000, which only reflected partial-year funding. This position is crucial to ensure we are monitoring and developing employees' schedules that align with predicted demand. This position will be responsible for collecting and analyzing data related to employee performance, attendance, and workload. They will create reports and provide insights to improve workforce efficiency and ensure that schedules comply with labor laws and our internal policies. The position will monitor real-time call center activity and utilize tools to optimize scheduling, forecasting, and real-time management processes.

Memberships

We are requesting a reduction of the membership budget from $1,000 to $500 due to minimum use of this budget item.

Registration Fees

We will be seeking conferences and training related to workforce management, customer service, and Artificial Intelligence (AI). A training curriculum is being developed with Human Resources (HR) to allow our staff to gain knowledge and improve morale. We are also looking into the current training needs of senior staff, supervisors, and managers to ensure they have attended the Los Angeles County training academy courses and are able to attend refresher courses and other relevant training.

Our budget request for registration in FY 2026-27 is being reduced from $51,000 to $32,000. This is based on the fact that we are leveraging an account housed in HR called MOU allocation fund, which covers most of the costs related to represented staff training. Although the funding is being reduced, the actual training for staff is not. Our goal is to give staff the opportunity to attend training and conferences for career and skills development. We are committed to investing in staff growth. The amount includes registration for multiple conferences and various trainings that we want staff to attend and plan to offer based on training needs discussed with the Employee and Organizational Development (EOD) unit.

Educational Materials

Member Service is seeking to continue services from Gartner to assist with the Strategic Planning initiative: Superior Member Experience. The cost of this service is $79,400. The knowledge and resources they offer are of great value, from assisting us with building and understanding our members' journey mapping to creating a seamless digital member experience. This includes the enhancement of the member's healthcare experience and improving our member education program.

Miscellaneous

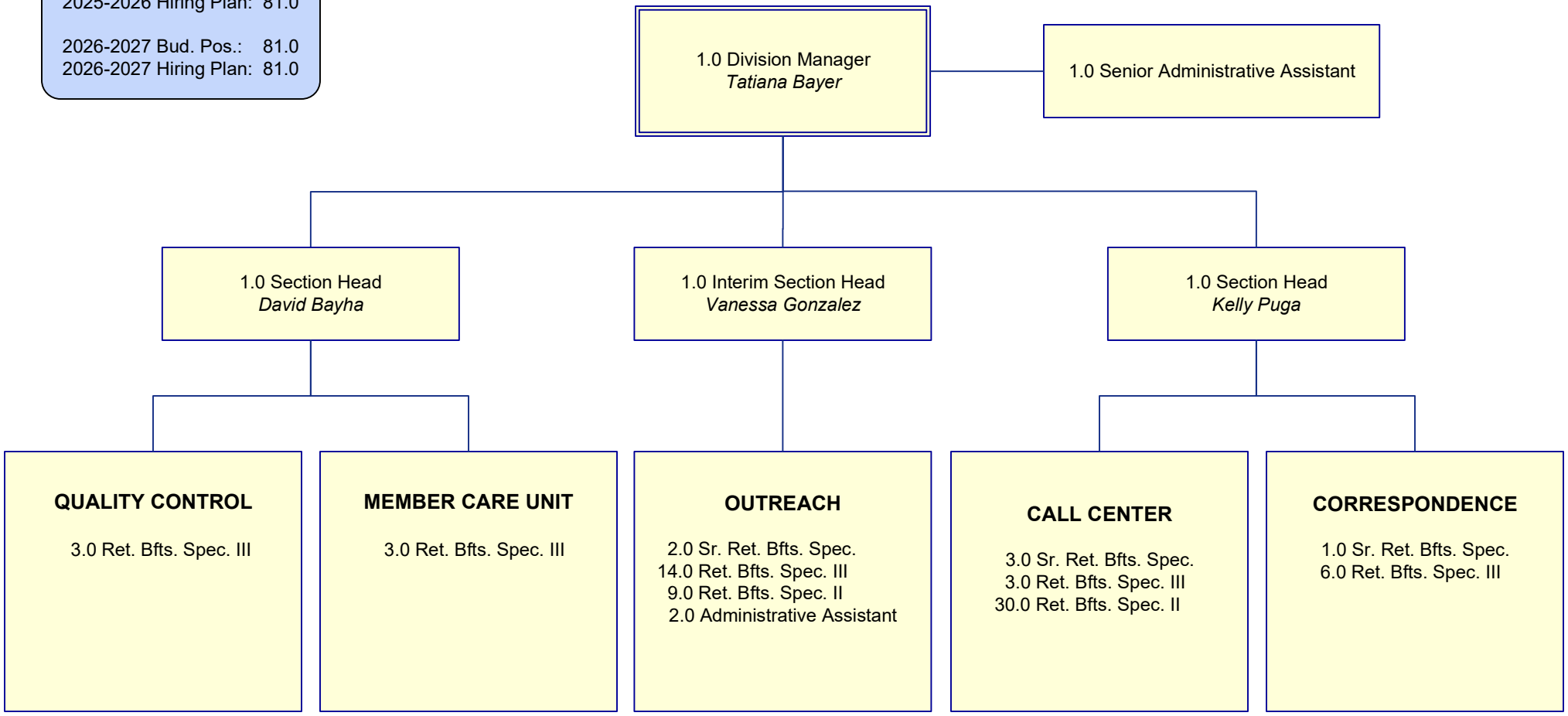
We are requesting an increase from $1,500 to $2,000 due to increase in total actual staffing in the Member Services Division, and in anticipation of more staff being allocated into Member Services with the new 2026-2027 Specialist Basic Training class. This budget line is used to celebrate the team's achievements during our March Madness.

MEMBER SERVICES DIVISION

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 81.0
2025-2026 Hiring Plan: 81.0

2026-2027 Bud. Pos.: 81.0
2026-2027 Hiring Plan: 81.0



LACERA

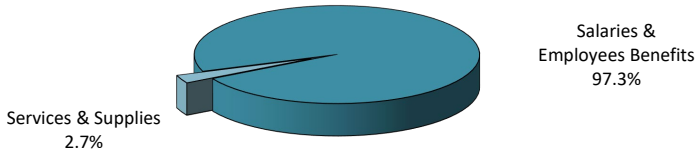
FISCAL YEAR 2026-2027

BUDGET SUMMARY

MEMBER SERVICES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$13,946,118**	$12,424,890	$6,197,866	$11,591,200	($833,690)	-6.7%	$1,521,228	12.2%
Services & Supplies	**383,700**	337,600	136,415	267,500	(70,100)	-20.8%	46,100	13.7%
OPERATING BUDGET	**$14,329,818**	$12,762,490	$6,334,281	$11,858,700	($903,790)	-7.1%	$1,567,328	12.3%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

MEMBER SERVICES

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$7,924,592**	$7,343,857	$3,773,295	$7,000,000	($343,857)	-4.7%	$580,735	7.9%
Total Agency Temp Salaries	**52,300**	0	0	0	0	0.0%	52,300	0.0%
Employee Benefits (Variable)	**4,581,209**	3,869,059	1,958,349	3,496,500	(372,559)	-9.6%	712,149	18.4%
Employee Benefits (Other)	**526,263**	434,117	210,953	429,800	(4,317)	-1.0%	92,147	21.2%
OPEB Contribution	**393,254**	326,157	166,785	325,900	(257)	-0.1%	67,097	20.6%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**415,900**	397,900	56,313	300,000	(97,900)	-24.6%	18,000	4.5%
Bilingual Bonus	**15,600**	16,800	7,800	12,000	(4,800)	-28.6%	(1,200)	-7.1%
Sick Leave Buyback	**27,000**	27,000	24,371	27,000	0	0.0%	0	0.0%
Rideshare Allowance	**10,000**	10,000	0	0	(10,000)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$13,946,118**	$12,424,890	$6,197,866	$11,591,200	($833,690)	-6.7%	$1,521,228	12.2%
Salary Differential **	**-**	-	-	-	-		-	
TOTAL S&EB	**$13,946,118**	$12,424,890	$6,197,866	$11,591,200	($833,690)	-6.7%	$1,521,228	12.2%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

MEMBER SERVICES

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0773	DIVISION MANAGER, LACERA	1	LS12
0772	SECTION HEAD, LACERA	2	LS09
1312	SENIOR RETIREMENT BENEFITS SPECIALIST	6	106C
1311	RETIREMENT BENEFITS SPECIALIST III	27	100J
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
1310	RETIREMENT BENEFITS SPECIALIST II	39	094C
0438	ADMINISTRATIVE ASSISTANT, LACERA	2	088L
	Total Filled Positions =	**78**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0772	SECTION HEAD, LACERA	1	LS09
1311	RETIREMENT BENEFITS SPECIALIST III	2	100J
	Total Vacant Positions =	**3**	
	TOTAL POSITIONS =	**81**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

MEMBER SERVICES

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026 BUDGET	CURRENT YEAR 2025-2026 YTD (01-31-26)	CURRENT YEAR 2025-2026 PROJECTION	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION OVER/(UNDER) BUDGET	COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION % CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET $ CHANGE	COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET % CHANGE
TRANSPORTATION & TRAVEL	**$53,000**	$53,000	$19,464	$35,000	($18,000)	-34.0%	$0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**12,000**	10,000	7,478	10,000	0	0.0%	2,000	20.0%
PROFESSIONAL & SPECIALIZED SERVICES	**203,600**	219,900	105,534	201,000	(18,900)	-8.6%	(16,300)	-7.4%
EDUCATIONAL EXPENSES	**112,100**	52,200	3,785	20,000	(32,200)	-61.7%	59,900	114.8%
MISCELLANEOUS	**3,000**	2,500	154	1,500	(1,000)	-40.0%	500	20.0%
TOTAL	**$383,700**	**$337,600**	**$136,415**	**$267,500**	**($70,100)**	**-20.8%**	**$46,100**	**13.7%**

*All amounts rounded to the nearest dollar.

MEMBER SERVICES

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$6,674,163	$6,671,896	$7,343,857	$7,000,000	$7,924,592
Total Agency Temp Salaries	295,800	69,479	0	0	52,300
Employee Benefits (Variable)	3,994,893	3,481,584	3,869,059	3,496,500	4,581,209
Employee Benefits (Other)	406,694	409,316	434,117	429,800	526,263
OPEB Contribution	264,326	281,156	326,157	325,900	393,254
Additional OPEB Contribution	0	264,326	0	0	0
Stipends	0	0	0	0	0
Overtime	384,900	231,271	397,900	300,000	415,900
Bilingual Bonus	16,800	9,600	16,800	12,000	15,600
Sick Leave Buyback	15,000	23,948	27,000	27,000	27,000
Rideshare Allowance	10,000	0	10,000	0	10,000
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	23,300	29,075	53,000	35,000	53,000
Office Supplies & Equipment	10,000	3,182	10,000	10,000	12,000
Professional & Specialized Services	6,500	0	219,900	201,000	203,600
Educational Expenses	52,200	16,856	52,200	20,000	112,100
Miscellaneous	2,500	3,060	2,500	1,500	3,000
TOTAL OPERATING BUDGET	**$12,157,076**	**$11,494,749**	**$12,762,490**	**$11,858,700**	**$14,329,818**

*All amounts rounded to the nearest dollar.

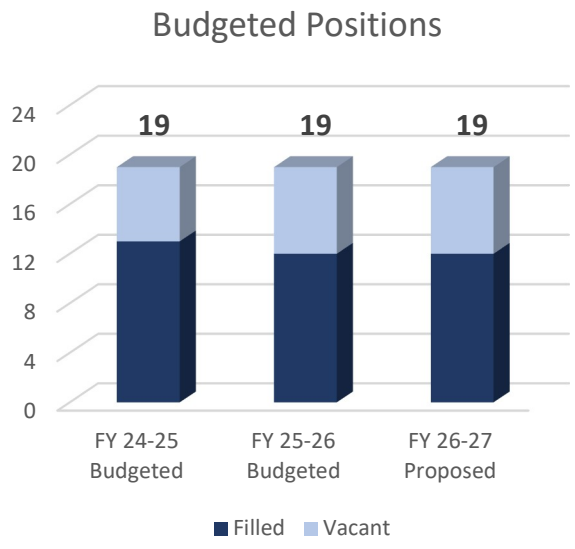
Quality Assurance & Metrics

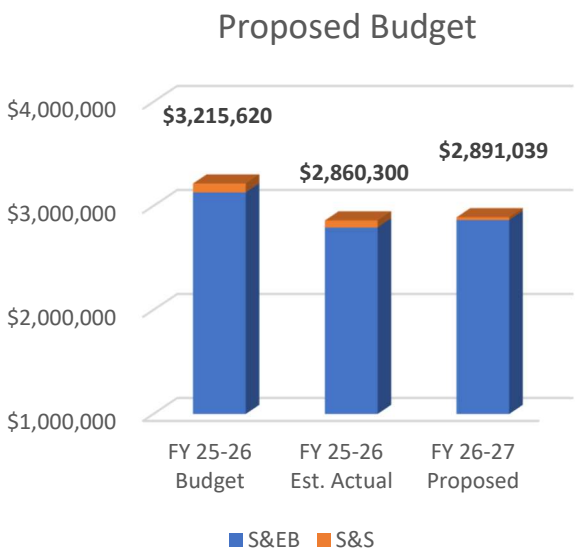
FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Quality Assurance (QA) Division performs three main functions on behalf of LACERA's Member Operations Group (MOG), which are those divisions that provide retirement benefit services to LACERA's members. QA's services consist of:

- Independent transactional audits of work processed by MOG staff for our members
- Technical benefits training for MOG staff, from new hires to veterans
- Special projects as assigned by the Executive Office and consistent with QA's independent quality assurance function

The Quality Assurance Division reports to the Assistant Executive Officer (AEO) who oversees the MOG.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Cost Effective Management (CEM)	$59,000	$0	($59,000)

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

The Quality Assurance Division worked on the following initiatives during the 2025-26 fiscal year:

- Continued efforts to redesigned the Core Benefits Training Program for new Retirement Benefits Specialists to prepare the new hires to perform both Core Benefits Division processes and Call Center processes. The new program has been renamed the Specialist Basic Training Program and will begin its third class of hybrid specialists in May 2026.
- The Quality Assurance Division continues to participate in MOG special projects, of which the following are most noteworthy from the 2025-26 fiscal year:
    - PEPRA final average compensation (FAC) reporting
    - Temporary time reporting
    - Account Settlements Process redesign

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

QA will continue to expand its audits coverage of Member Services processes through call monitoring and member surveys. QA also hopes to expand its audit scope to include more processes, especially advanced processes normally handled by Retirement Benefits Specialist IIIs and Senior Retirement Benefits Specialists.

QA will continue to enhance the training provided to MOG staff through the greater use of advanced technology like online learning, multimedia tools, and artificial intelligence. QA hopes to expand the training content to include more processes, especially advanced processes normally handled by Retirement Benefits Specialist IIIs and Senior Retirement Benefits Specialists.

The QA Division looks forward to implementing a formal standardized training program for QA staff based on the dual pillars of:

- Benefits-specific legal and institutional knowledge
- Institute of Internal Auditors (IIA) training for audit professionals

QA will collaborate with the MOG divisions on ongoing and new special projects, such as:

- The implementation of LACERA's updated Collections Policy,
- Changes to legal interpretations and related business rules,
- The implementation of the Case Management System throughout the MOG,
- The redesign of the publication of County pay codes on LACERA's various internal and public-facing platforms, and
- Collaborative process improvement projects between LACERA and L.A. County.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

Historically, the most qualified candidates for Quality Auditor positions are highly experienced Retirement Benefits Specialists from the Benefits and Member Services divisions. To avoid exacerbating an existing staffing shortage in the Benefits and Member Services divisions, LACERA has elected to fill the three vacant Senior Quality Auditor positions and two vacant Quality Auditor II positions after sufficient numbers of vacancies in the Benefits and Member Services divisions are filled with adequately trained staff, which normally takes a year from the date of hire. Accordingly, we anticipate that the QA Division staff vacancies will not be filled before the second half of FY 2026-27, if not later. All salary and employee benefit costs, as well as services and supply costs related to these vacancies, will also be postponed until these positions are filled. If these positions are filled sooner than expected, we may request a mid-year adjustment to impacted budget items.

Temporary Staffing

The Quality Assurance Division does not intend to request agency temporary staff for FY 2026-27.

Overtime Needs

A total of $12,900 in overtime is requested for a Staff Assistant II (100 hours) and a Senior Administrative Assistant (100 hours) to support the following:

1) Assist with peak season work (e.g., audits and surge in training needs)

2) Anticipated special projects (e.g., database cleanup, implementation of major business rules changes, etc.)

Interns

The Quality Assurance Division does not anticipate any use of interns in FY 2026-27.

Rehired Retirees

The Quality Assurance Division does not anticipate any use of rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

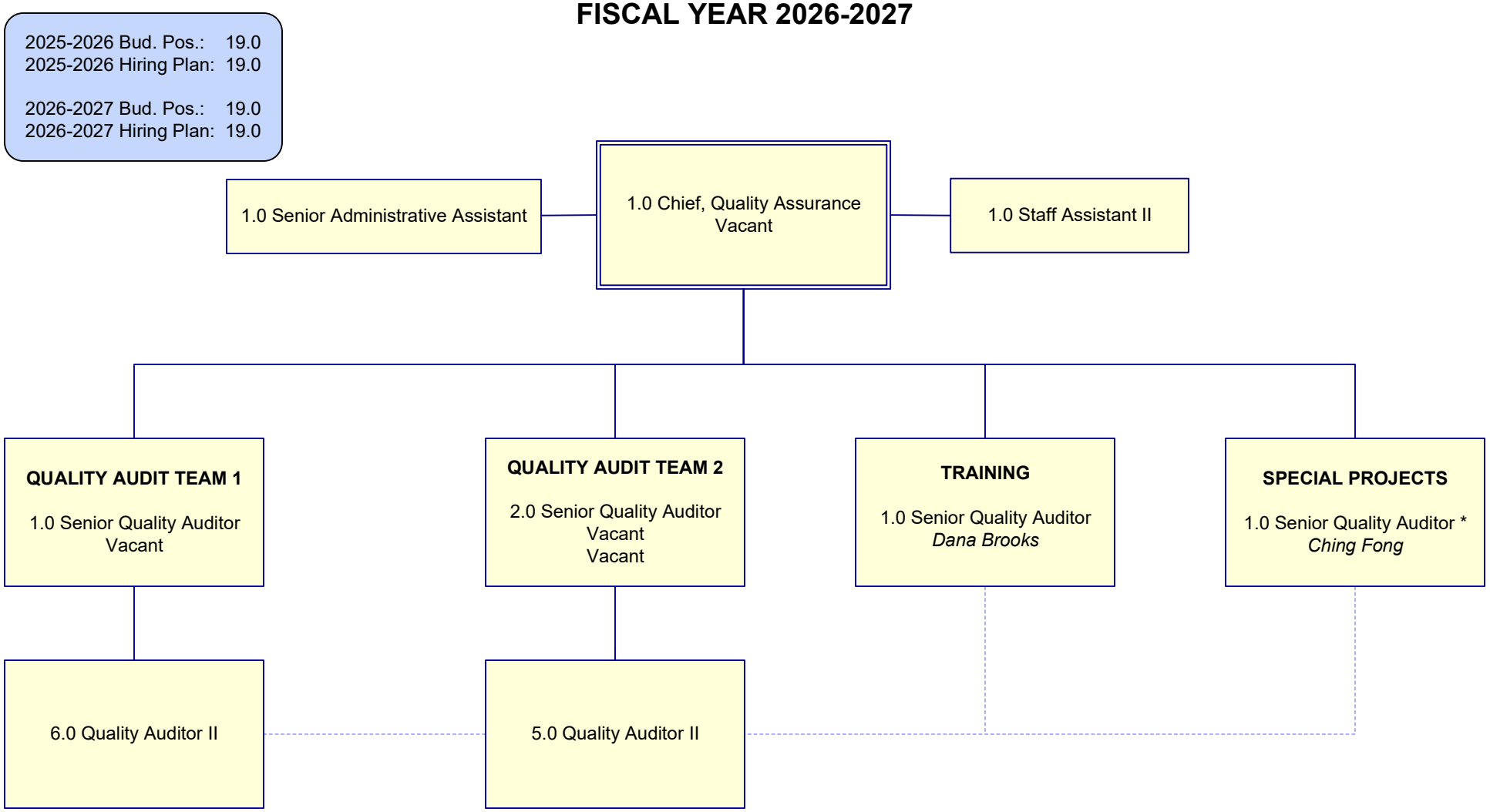
The Quality Assurance Division does not have one-time expenditures that need to be removed in FY 2026-27.

Services and Supplies Adjustments

The CEM contract amounting to $59,000 has been terminated going forward, which resulted in a $59,000 reduction of the Services and Supplies budget. Other than that, there are no significant changes requested in the Services and Supplies budget. If vacant positions are filled sooner than anticipated, QA may request a mid-year adjustment to increase related costs, such as training, memberships, and services and supplies.

QUALITY ASSURANCE DIVISION

FISCAL YEAR 2026-2027



* Classification study for the position requested.

LACERA

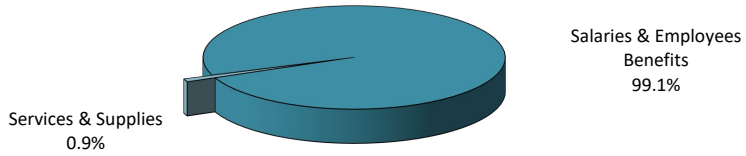
FISCAL YEAR 2026-2027

BUDGET SUMMARY

QUALITY ASSURANCE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$2,863,939**	$3,129,520	$1,396,312	$2,792,500	($337,020)	-10.8%	($265,582)	-8.5%
Services & Supplies	**27,100**	86,100	5,524	67,800	(18,300)	-21.3%	(59,000)	-68.5%
OPERATING BUDGET	**$2,891,039**	$3,215,620	$1,401,836	$2,860,300	($355,320)	-11.0%	($324,582)	-10.1%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

QUALITY ASSURANCE

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$1,714,068**	$1,885,458	$822,225	$1,650,000	($235,458)	-12.5%	($171,390)	-9.1%
Total Agency Temp Salaries	**0**	0	0	0	0	0.0%	0	0.0%
Employee Benefits (Variable)	**934,878**	1,033,366	477,333	948,200	(85,166)	-8.2%	(98,489)	-9.5%
Employee Benefits (Other)	**113,832**	111,457	53,827	110,400	(1,057)	-0.9%	2,375	2.1%
OPEB Contribution	**85,061**	83,739	42,820	83,700	(39)	0.0%	1,322	1.6%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**12,900**	12,300	107	200	(12,100)	-98.4%	600	4.9%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**1,000**	1,000	0	0	(1,000)	-100.0%	0	0.0%
Rideshare Allowance	**2,200**	2,200	0	0	(2,200)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$2,863,939**	$3,129,520	$1,396,312	$2,792,500	($337,020)	-10.8%	($265,582)	-8.5%
Salary Differential	**-**	-	-	-	-		-	
TOTAL S&EB	**$2,863,939**	$3,129,520	$1,396,312	$2,792,500	($337,020)	-10.8%	($265,582)	-8.5%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

QUALITY ASSURANCE

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0798	SENIOR QUALITY AUDITOR	2	110J
0797	QUALITY AUDITOR II	8	105G
0427	STAFF ASSISTANT II	1	097B
0439	SENIOR ADMINISTRATIVE ASSISTANT	1	095C
	Total Filled Positions =	**12**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0780	CHIEF, QUALITY ASSURANCE	1	LS12
0798	SENIOR QUALITY AUDITOR	3	110J
0797	QUALITY AUDITOR II	3	105G
	Total Vacant Positions =	**7**	
	TOTAL POSITIONS =	**19**	

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

QUALITY ASSURANCE

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
			YTD		OVER/(UNDER)		OVER/(UNDER)	
		BUDGET	(01-31-26)	PROJECTION	BUDGET	% CHANGE	$ CHANGE	% CHANGE
TRANSPORTATION & TRAVEL	**$9,600**	$9,600	$321	$2,000	($7,600)	-79.2%	$0	0.0%
OFFICE SUPPLIES & EQUIPMENT	**1,000**	1,000	248	500	(500)	-50.0%	0	0.0%
PROFESSIONAL & SPECIALIZED SERVICES	**0**	59,000	0	59,000	0	0.0%	(59,000)	-100.0%
EDUCATIONAL EXPENSES	**16,300**	16,300	4,955	6,300	(10,000)	-61.3%	0	0.0%
MISCELLANEOUS	**200**	200	0	0	(200)	-100.0%	0	0.0%
TOTAL	**$27,100**	**$86,100**	**$5,524**	**$67,800**	**($18,300)**	**-21.3%**	**($59,000)**	**-68.5%**

*All amounts rounded to the nearest dollar.

QUALITY ASSURANCE

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$1,965,306	$1,663,210	$1,885,458	$1,650,000	$1,714,068
Total Agency Temp Salaries	0	0	0	0	0
Employee Benefits (Variable)	1,056,170	935,767	1,033,366	948,200	934,878
Employee Benefits (Other)	119,760	118,686	111,457	110,400	113,832
OPEB Contribution	77,837	82,789	83,739	83,700	85,061
Additional OPEB Contribution	0	77,837	0	0	0
Stipends	0	0	0	0	0
Overtime	11,900	0	12,300	200	12,900
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	1,000	0	1,000	0	1,000
Rideshare Allowance	2,200	0	2,200	0	2,200
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	9,600	1,892	9,600	2,000	9,600
Office Supplies & Equipment	1,000	205	1,000	500	1,000
Professional & Specialized Services	59,000	0	59,000	59,000	0
Educational Expenses	16,300	3,915	16,300	6,300	16,300
Miscellaneous	200	0	200	0	200
TOTAL OPERATING BUDGET	**$3,320,272**	**$2,884,301**	**$3,215,620**	**$2,860,300**	**$2,891,039**

*All amounts rounded to the nearest dollar.

LACERA
Los Angeles County Employees Retirement Association

Systems Division

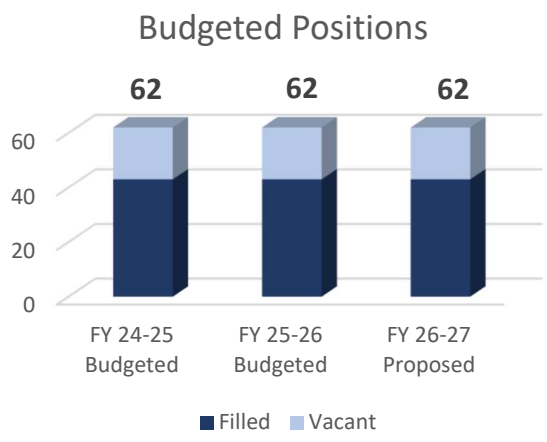
FISCAL YEAR 2026-2027 BUDGET NARRATIVE

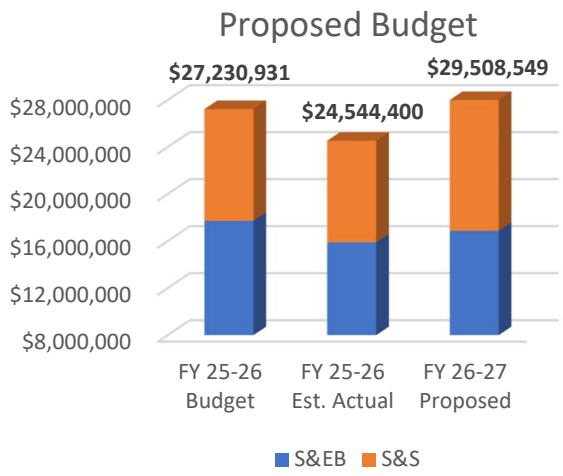
The Systems Division (Systems) is responsible for delivering and supporting all information technology services across LACERA. Our mission is to provide reliable, secure, and innovative technology solutions that enable the organization to meet its operational goals and serve its members effectively.

Systems is organized into three primary teams:

- *Business Solutions*: Designs, develops, and implements software applications that support LACERA's business processes and enhance service delivery.
- *Infrastructure*: Manages and supports the organization's technology infrastructure, including hardware, networks, telecommunications, and critical systems that ensure secure and continuous operations.
- *Project Management Office (PMO)*: Partners with subject-matter experts to evaluate, plan, and implement new technologies that address emerging business needs, transitioning completed solutions to Business Solutions or Infrastructure for ongoing support.

Together, these teams ensure that LACERA has the technology capabilities necessary to operate efficiently, securely, and in alignment with its long-term strategic objectives.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$3,900,000	$3,540,000	($360,000)
Monthly Retiree Check Mailing	$450,000	$550,000	$100,000
Strategic Planning	$0	$2,730,000	$2,730,000
LAN Software & Licensing – Existing	$1,805,000	$2,108,000	$303,000
Mainframe Software & Licensing – Existing	$1,300,000	$1,165,000	($135,000)
Divisional Software – New	$320,000	$700,000	$380,000
Divisional Software – Existing	$676,000	$561,000	($115,000)
Enterprise Software – New	$1,005,000	$0	($1,005,000)
Enterprise Software – Existing	$1,069,000	$1,752,000	$683,000
Educational Materials	$5,000	$121,000	$116,000

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

The Systems Division continues to modernize LACERA's technology infrastructure and implement automated business solutions for greater efficiency. Our three information technology sections—Business Solutions, Infrastructure, and Project Management Office—are engaged, working effectively, and making an impact on the organization. The following are the projects we have completed so far this year.

Certify Expense and Travel: LACERA previously implemented Certify Automated Accounts Payable. During FY 2025-26, we completed the implementation of a related module: Certify Expense. With this new module, users can create, submit, and approve expenses easily from their phone or desktop; support direct deposit for reimbursement payments; and integrate with LACERA's general ledger system, Dynamics Great Plains.

Microsoft Fabric/Purview Proof of Concept: LACERA completed a Proof of Concept (POC) for the use of Microsoft Fabric and Microsoft Purview for Business Intelligence and Data Governance. These products will be used going forward to support LACERA's Enterprise Business Intelligence strategic initiative.

NeoGov Continued Expansion: LACERA's HR Division completed the implementation of a third NeoGov module, Learn. This module enhances our employee training and development programs by providing a comprehensive platform for managing and delivering educational content. With Learn, we can streamline the creation, distribution,

and tracking of training materials, ensuring that our staff have access to the resources they need for continuing professional growth.

LACERA Public Websites Migration to .gov Domain: In August 2025, LACERA successfully transitioned from lacera.com and mylacera.com to lacera.gov and mylacera.gov, joining the federally verified domain space reserved exclusively for government entities. The .gov domain is a nationally recognized marker of credibility, security, and public trust, reinforcing LACERA's commitment to safeguarding member information and delivering transparent, reliable online services. This migration strengthens our cybersecurity posture and enhances members' confidence when accessing LACERA's digital resources.

Secure Access Service Edge (SASE) Implementation: In July 2025, LACERA successfully migrated to a new Secure Access Service Edge (SASE) solution. The primary objective of the SASE project was to improve how LACERA manages connectivity and cybersecurity across its enterprise. The scope of work included:

- Simplifying and consolidating network and security infrastructure
- Enabling secure and seamless remote access for staff and stakeholders
- Enhancing performance for cloud-based applications
- Centralizing visibility and control across our wide area network (WAN)

The newly deployed SASE architecture now securely connects users, systems, endpoints, and remote networks to both internal and external SaaS applications and resources. Key outcomes include:

- Reduced IT footprint through infrastructure consolidation
- Improved user experience with optimized connectivity and performance
- Comprehensive security aligned with LACERA's Zero Trust framework
- Centralized management for enhanced operational efficiency and oversight

This transformation supports LACERA's long-term goals for resilience, scalability, and secure digital operations.

Public Employees' Pension Reform Act (PEPRA) Final Average Compensation (FAC) Realignment: In alignment with the Board of Retirement's January 15, 2025, directive, LACERA successfully transitioned PEPRA Final Average Compensation (FAC) calculations from actual earnings to scheduled earnings. This required a coordinated realignment of systems, processes, and member communications to ensure full compliance with the Board's policy change.

Throughout the initiative, system updates were carefully designed, tested, and validated to ensure accuracy, equity, and regulatory alignment. Cross-functional collaboration across Systems, Quality Assurance, and Benefits supported precise

calculation of retroactive adjustments, including all interest and tax components. Targeted outreach informed approximately 67,000 active members and 836 retired members of the change and its effects.

The initiative concluded in August 2025, resulting in $862,000 in retroactive benefit adjustments. This effort reflects LACERA's commitment to executing Board policy with rigor, transparency, and fairness while maintaining high operational and analytical standards.

Workplace Safety Modernization: LACERA completed the Workplace Safety Modernization Project to deliver a fully automated, end-to-end system for managing Workplace Violence incidents. By replacing manual, paper-based steps with digital intake, triage, investigation workflows, documentation, notifications, and reporting, the system significantly reduces administrative effort and error.

The project strengthens organizational safety compliance, shortens response times, and provides a secure, centralized platform for tracking and managing sensitive incidents. These efficiencies translate directly into reduced operational overhead and improved risk management.

MSOIs Migration to SharePoint: LACERA modernized the Member Services Operating Instructions (MSOIs) by migrating all MSOI content into SharePoint. The migration improved document accessibility, searchability, and version control, enabling divisions to manage updates more efficiently. The transition eliminated dependency on legacy storage locations, strengthened governance through centralized oversight, and enhanced user experience with structured pages, updated glossaries, and improved navigation resources.

This migration advances LACERA's modernization goals and establishes a central resource for our future Knowledge Management Solution.

Los Angeles County Human Resource (eHR) Data Integration with Questica: The Questica data integration project established an automated and reliable data pipeline between L.A. County's eHR system, LACERA's Data Lake, and LACERA's budgeting platform (Questica). The pipeline ingests Auditor–Controller demographic data; transformed and validates eHR personnel files; and delivers clean, structured outputs directly into Questica. As a result, LACERA's Budget Team gained weekly insights into staffing changes, position management, and salary synchronization through Power Business Intelligence (BI) reporting. With the completion of this project, LACERA benefits from improved fiscal planning accuracy and a reduced need for manual reconciliation.

Los Angeles County Human Resource (eHR) Data Integration with NeoGov: The NeoGov data integration project established an automated and reliable pipeline between L.A. County's eHR system, NeoGov, and LACERA's Entra ID, delivering a unified view of personnel changes across systems. The project implemented automated data pipelines, Power Business Intelligence (BI) analytics, and proactive change alerts. It also introduced

automatic ServiceNow tickets for creating new employee identifiers in Active Directory, improving downstream HR and IT workflows. With deployment completed and operational support transitioned, LACERA now has accurate, timely insight into workforce updates, supporting better HR decision-making and data governance.

LACERA Event Response Team (LERT) Management – Workspace Integration: LACERA completed the integration of Workspace with our Response Management capabilities by integrating Workspace letter templates and communication processes into ServiceNow Information Technology Service Management (ITSM). The project enhanced automation of incident tracking, improved authentication gateways, and created new communication templates for common scenarios. The integration strengthens LACERA's emergency and incident response readiness by creating a more consistent, automated, and traceable workflow.

ServiceNow (SNOW) Offboarding Solution: LACERA completed the automation of staff offboarding. The ServiceNow (SNOW) Offboarding Solution standardized and automated LACERA's employee offboarding process, ensuring consistent handling of account deactivation, equipment return, security requirements, and cross-department approvals. Through ServiceNow workflows, the solution reduced manual steps, improved audit readiness, and increased visibility into status tracking. Post-implementation reviews confirm streamlined coordination between HR, IT, Security, and division managers, reducing risks around access control and compliance. This project enhances organizational security and operational reliability.

Technology Debt Reduction: As LACERA continues to modernize our technology, we understand the importance of avoiding technological debt. Therefore, we are making a dedicated effort to phase out legacy systems. This year, the Systems Division has successfully retired the following applications:

- Benefit Estimate Daily Downloads
- Disability Invoices
- Disability Tracker
- SmartSheet Travel Request
- SSO Administrator
- TestTrack
- Workflow Queues
- Workflow Reports

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

The Systems Division will support LACERA's Strategic Initiatives in FY 2026-27 as outlined below:

1. Superior Member Experience

Enhance the Retiree Healthcare Experience: The Business Solutions team will support the Superior Member Experience initiative by delivering a self-service, online retiree healthcare enrollment process. This enhancement will provide members with a simple, intuitive, and efficient way to complete their enrollment independently. Features such as clear step-by-step guidance, an intuitive interface, and real-time validation will reduce errors, minimize staff intervention, and streamline a historically complex process. This investment will significantly improve the retiree healthcare experience while strengthening operational efficiency and reducing administrative workload.

Member Experience Communication Platform: The Project Management Office will continue implementation of LACERA's new Call Center solution, designed to streamline member authentication, reduce call handling time, and significantly improve the service experience for members and payees. This modernization effort will support more efficient call routing and reduce operational workload while delivering a more responsive, reliable, and user-friendly interaction whenever members contact LACERA for assistance.

Sol Case Management: The Project Management Office will advance the Sol Case Management initiative by continuing Phase 2, which delivers the Active Death, Retired Death, and Seamless Survivor Death workflows—critical processes that ensure timely, accurate benefits administration for members and beneficiaries. The team will also begin Phase 3, expanding the platform to include the Account Settlement and Retiree Healthcare Enrollment processes. These enhancements will streamline high-volume, high-risk operational activities, reduce manual workload, strengthen compliance, and improve service delivery through a unified, modern case management system.

The First Payment Case Management Process, implemented as part of Sol Phase 1 in December 2024, has delivered measurable operational, financial, and member benefits. The new process reduced retirement application processing time by 30 percent, lowering the average case effort from three hours to two hours per application. This efficiency gain translates into a 40 percent return on investment, with a projected break-even point of four years based on staff cost savings alone.

Beyond quantifiable savings, the redesigned process has driven a meaningful morale shift within the Benefits division. By simplifying workflows and clarifying accountability, staff engagement and job satisfaction have significantly improved. At the same time, members have experienced faster processing, clearer communication, and a more positive retirement application experience, resulting in higher overall member satisfaction.

Collectively, these outcomes demonstrate that the First Payment Case Management Process delivers strong financial returns while strengthening workforce morale and

enhancing service delivery to LACERA members. We anticipate similar outcomes with the Death Case Management process.

Develop a My LACERA Mobile Application: The Project Management Office and the Business Solutions team will begin the development of the My LACERA mobile application to expand member access, improve service delivery, and modernize our digital engagement capabilities. This mobile platform will provide secure, on-the-go access to essential retirement information, self-service tools, and real-time notifications—significantly reducing call center volume and operational workload. By meeting members where they are and aligning with industry standards for public pension systems, this investment strengthens LACERA's commitment to accessibility, efficiency, and long-term digital transformation.

2. Innovation through Technology

Knowledge Management: The Project Management Office will support LACERA's Knowledge Management initiative throughout FY 2026-27 to help the organization digitally capture, organize, and centralize critical business knowledge. This work will reduce institutional risk, preserve essential expertise, and ensure staff across the enterprise have consistent, reliable access to the information needed to perform their work effectively. By establishing a structured, searchable knowledge repository, LACERA will strengthen operational continuity, improve training and onboarding, and support more efficient, standardized service delivery.

Business Intelligence: The Systems Division will continue to advance LACERA's enterprise business intelligence capabilities by expanding the use of Power Business Intelligence (BI) dashboards and fully leveraging LACERA's enterprise data lake within Microsoft Fabric. With Fabric and Purview providing a unified, governed data foundation, the division will deliver interactive, real-time dashboards that give staff and leadership clearer visibility into operational performance, workload trends, and member service metrics.

These investments will improve the accuracy and timeliness of reporting, reduce manual data handling, and enable more data-driven decision-making across the organization—strengthening LACERA's ability to proactively identify opportunities, manage risk, and enhance service delivery.

3. Investing in People

Staff Training and Development: For FY 2026–27, the Systems Division will continue prioritizing the development of technical mastery, operational readiness, and professional collaboration. Staff will participate in targeted training programs to deepen their skills and ensure they are fully equipped to administer, support, and optimize LACERA's expanding portfolio of modern technologies. As new solutions are implemented across the enterprise, we will provide the specialized training required to maintain high levels of reliability, security, and service quality.

In addition to formal coursework, staff will attend conferences and in-person learning events to exchange knowledge with peers from other public pension systems and technology organizations. While virtual training remains an efficient tool, re-engagement in select in-person opportunities will ensure LACERA remains connected to industry best practices and does not advance technology in isolation. This balanced training strategy will strengthen our workforce, support long-term technology adoption, and ensure LACERA remains aligned with evolving industry standards.

4. Compliance and Enterprise Risk Management

Governance Automation: The Project Management Office will work with the Information Security Office and the Legal Services division to select and implement Governance, Risk, and Compliance (GRC) solutions.

5. Fiscal Durability

Enterprise Automation: The Systems Division will continue to support, optimize, and expand the use of Questica (budget automation), Cobblestone (enterprise contract lifecycle management), and Emburse Certify AP (automated accounts payable) to strengthen LACERA's financial and administrative operations. In parallel, the division will partner with Financial and Accounting Services Division (FASD) and Administrative Services Division to begin planning for the replacement of LACERA's legacy general ledger with a modern Enterprise Resource Planning (ERP) solution that leverages cloud technology, automation, and advanced analytics. This strategic modernization effort will enhance financial accuracy, streamline workflows, reduce manual processes, and position LACERA for long-term operational efficiency and scalability.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

The Systems Division continues to evaluate and make the appropriate staffing adjustments necessary to ensure we have the proper resources to meet our commitments, support LACERA's mission, and create the most efficient, productive, and secure enterprise.

For FY 2026-27, the Systems Division does not wish to change the number of budgeted positions; however, they would like to remove one vacant position from the budget that the leadership team does not intend to fill and replace it with one ordinanced position that they intend to fill (or underfill). The position that will be removed was in the Business Solutions: Applications Development team. The new position will be assigned to the Infrastructure: Infrastructure Operations group to provide permanent supervisory oversight for the team. While we initially planned to fill this role as an IT Manager I, we determined that a DS Supervisor II more appropriately aligns with the responsibilities of the position.

Vacant Positions to remove from the budget:
One Retirement Systems Specialist

Ordinanced Positions to add to the budget:
One Data Systems Supervisor II

Positions Requested FY 2026-27	1
Positions Removed FY 2026-27	(1)
Net Change	0

Temporary Staffing

The Systems Division uses temporary staffing for two reasons: (1) to acquire essential technical resources temporarily while waiting for competitive exams to be opened and (2) to fill a temporary gap in skillsets or augment an existing team for a limited amount of time. Most of our current temporary staff fall into the first category: they are performing work that will be performed by permanent staff members once the positions are filled. These temporary staff members have the technical skills needed to support our IT operations, and we hope they will apply for the positions when they open.

However, the Systems Division is currently fielding many requests that can only be satisfied with the second category of temporary staffing: technical resources to fill a temporary gap in skillsets or augment an existing team for a limited amount of time. The temporary staffing budget for FY 2026-27 includes two requests for temporary resources to augment our existing team for a limited about of time: one new request and one continuation of a previously approved effort.

Business Solutions Initiatives (New Request)

The Business Solutions unit within the Systems Division is responsible for the development and ongoing management of LACERA's Pension Administration System (PAS). PAS supports member data management, compliance and reporting, workflow automation, document management, a self-service portal, and the calculation, initiation, and processing of monthly pension payments.

LACERA has recently identified and prioritized approximately 140 system enhancements aimed at significantly increasing business process automation, improving operational efficiency, and enhancing the overall member experience. These enhancements are driven by business priorities established by the Executive Office.

To meet these priorities within reasonable timeframes, the Systems Division is requesting new, temporary staffing resources to augment the existing Business Solutions team. These temporary resources will enable faster delivery of high-value enhancements without diverting staff from critical day-to-day system support.

These roles will directly support the implementation of prioritized PAS enhancements, resulting in improved service delivery, reduced manual processing, and a better experience for LACERA members. As each enhancement is implemented, ongoing support of the feature will transition to the existing Workspace team.

Temporary resources requested:

- Two Java Developers

Mainframe Migration (Continuation)

The Mainframe Migration initiative is a continuation of the temporary staffing effort approved in FY 2025–26. From 2014 to 2018, LACERA successfully migrated all real-time business functions from its legacy mainframe to Workspace, LACERA's in-house Pension Administration System. While this effort was highly successful, it did not address batch processing functions, which continue to operate on the mainframe.

This ongoing initiative focuses on migrating remaining batch processes to Workspace, fully eliminating reliance on mainframe technology. Many of the underlying business rules already exist within Workspace, positioning the organization for a more efficient and lower-risk transition.

Completing this migration will:

- Reduce operational risk associated with aging mainframe technology and a shrinking skilled workforce
- Streamline system operations
- Enable long-term cost savings and improved system maintainability

As of February 2026, utilizing temporary staffing funded in FY 2025–26, the mainframe migration team has made significant progress in establishing the foundation for modernized workloads.

The team has built the foundational technology needed to support the new system, including the core platform and data environment. They have also put in place reliable processes to move and process data efficiently, expanded the existing application framework to handle the new work, and implemented secure methods for transferring

files. Together, these steps ensure the new environment is stable, scalable, and ready to support business operations outside of the mainframe.

To manage risk and ensure high quality, the team has put in place a structured and disciplined testing approach. This includes a formal Quality Management Plan and the use of an automated testing tool to consistently validate system changes. This approach provides a standardized, repeatable, and auditable way to confirm that all migrated functions work as intended before they are put into production.

The following workloads have been successfully migrated off the mainframe to date:

- All Focus Reports, eliminating an annual licensing cost of $135,000
- Public Safety Officer (PSO) Annual Tax Letters
- Monthly Prenote and State Street data transfers
- Plan E Long-Term Disability (LTD) posting and Sedgwick data transfers
- Replacement Benefit Program (RBP) annual maintenance

These accomplishments demonstrate measurable cost savings, reduced dependency on legacy systems, and continued progress toward a more secure, scalable, and sustainable technology platform.

Temporary staffing remains necessary to maintain a dedicated, focused migration team that can advance this work without competing with operational priorities. Once batch functions are fully migrated, ongoing support will transition to the existing Workspace team.

Temporary resources requested (continuation):

- Two Business Analysts
- Two Java Developers

Summary of Temporary Staffing

Targeted investment in temporary staffing is essential to sustain operational efficiency while advancing critical initiatives. To support ongoing temporary staffing needs and priority projects in FY 2026–27, the Systems Division requests a temporary staffing budget of **$3,540,000**. This represents a **$360,000 reduction** from the prior year budget of $3,900,000. Although additional resources are being requested for Business Solution Initiatives, the overall reduction reflects the reallocation of the Enterprise Business Intelligence Initiative to Strategic Planning, where the associated temporary staffing and budget are more appropriately aligned.

Overtime Needs

We are requesting the same budget hours for overtime in FY 2026-27 that we requested in FY 2025-26. There is a minor increase due to cost-of-living adjustments. This overtime budget is primarily allocated for:

- After-hour system maintenance and upgrades
- Emergency system support
- Support for Saturday Member Services and Benefits operations
- Support for extended office hours during peak months
- Development and implementation support for Phase 2 of Sol

Interns

The Systems Division is seeking six interns: two for the Business Solutions unit, two for the Infrastructure Unit, and two for the Project Management Office. The Business Solutions interns will work on intelligence document processes and Business Intelligence (BI) initiatives. The infrastructure interns will join the engineering team to support and learn about LACERA's onsite data center. The Project Management Office interns will participate in ongoing projects as junior project managers. Our objectives for hiring interns are to provide meaningful work experience for Information Technology students, gain energetic resources with fresh perspectives for short-term projects, and identify qualified candidates for potential permanent positions within our division.

Funding for interns is provided in the Human Resources Division's Budget.

Rehired Retirees

The Systems Division is not requesting any rehired retirees for FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

The Systems Division has removed the following one-time expenditures totaling $308,000 for FY 2026-27:

Project	Cost
• Transfer of Valimail to Information Security Budget	$18,000
• Transfer of Governance, Risk, and Compliance Solution to Information Security Budget	$70,000
• Transfer of Palo Alto Unit 42 to Information Security Budget	$100,000
• Transfer of eDiscovery Solution to Information Security Budget	$120,000

Services and Supplies Adjustments

Strategic Planning

Project	Total Cost	Description
Member Experience Communication Platform Enhancements	$150,000	LACERA is modernizing our existing telecommunications infrastructure for servicing our members by implementing a world-class Member Service Contact Center that integrates with our existing Microsoft suite of products, our pension administration system, and our case management system. This funding is requested to enhance the features of the new system.
Enterprise Resource Planning Consulting Services	$150,000	LACERA seeks to engage with a consulting firm to begin planning for the replacement of LACERA's legacy general ledger system with a modern Enterprise Resource Planning (ERP) solution that leverages cloud technology, automation, and advanced analytics. This strategic modernization effort will enhance financial accuracy, streamline workflows, reduce manual processes, and position LACERA for long-term operational efficiency and scalability.
My LACERA Mobile Application	$500,000	LACERA seeks to begin the development of the My LACERA mobile application to expand member access, improve service delivery, and modernize our digital engagement capabilities. This mobile platform will provide secure, on-the-go access to essential retirement information, self-service tools, and real-time notifications, significantly reducing call center volume and operational workload. By meeting members where they are and aligning with industry standards for public pension systems, this investment strengthens LACERA's commitment to accessibility, efficiency, and long-term digital transformation.

Member Case Management (Phase 2 Continuation/Phase 3 Initiation)	$500,000	Case management continues to be a top priority for LACERA in the upcoming fiscal year. LACERA completed Phase 1 of the project, which includes the Disability Retirement, Disability Appeals, and First Payment processes. The estimate in this current fiscal year is for the completion of Phase 2 and the initiation of Phase 3. Phase 2 includes all Death Processing. Phase 3 includes Collection Processing and Retiree Healthcare Enrollment. The future phases may involve an additional Request for Proposal (RFP) for professional services, or LACERA may choose to implement the additional phases using internal resources.
Knowledge Management Solution	$590,000	To support LACERA's strategic objective of Innovation Through Technology, the organization seeks to implement an enterprise knowledge management solution that stores and organizes the knowledge and information of the organization into a single robust solution. We currently maintain this critical enterprise content in multiple formats and on disparate systems. This project will improve the efficiency of processes and operations by reducing the time and effort required to access and use relevant knowledge and information, preserve intellectual assets by capturing and storing knowledge of subject-matter experts or retirees and support learning and development of staff by providing a resource to acquire and update their knowledge and skills. The Request for Proposal (RFP) was released in FY 2025–26, and the project is now progressing through vendor selection. Implementation is scheduled to begin in FY 2026–27. This funding request covers implementation services, first-year licensing, and the continuation of a specialized taxonomy consultant to ensure successful delivery.

Business Intelligence Initiative – Temporary Contractors to Augment Internal Resources	$840,000	LACERA seeks to continue the advancement of our enterprise business intelligence capabilities by expanding the use of Power Business Intelligence (BI) dashboards and fully leveraging LACERA's enterprise data lake within Microsoft Fabric. With Fabric and Purview providing a unified, governed data foundation, the division will deliver interactive, real-time dashboards that give staff and leadership clearer visibility into operational performance, workload trends, and member service metrics. These investments will improve the accuracy and timeliness of reporting, reduce manual data handling, and enable more data-driven decision-making across the organization—strengthening LACERA's ability to proactively identify opportunities, manage risk, and enhance service delivery.

Enterprise Software: New

The Enterprise Software: New budget for FY 2026–27 has been reduced to zero as reflected in the Summary of Significant Changes chart at the beginning of this narrative. This change does not represent the elimination of enterprise software needs.

Instead, funding previously reflected in this category has been reallocated to Strategic Planning expense tracking to better align costs with the initiatives they support. This approach improves transparency by associating enterprise software expenditures directly with the strategic initiatives driving their use, rather than tracking them as standalone enterprise software purchases.

Reallocating these costs allows for clearer reporting, more accurate tracking of initiative-specific expenses, and improved alignment between technology investments and organizational priorities, while continuing to support enterprise software requirements as part of approved strategic initiatives.

Divisional Software: New

Project	Total Cost	Description
Project Portfolio Management System	$80,000	The PMO seeks to implement a Portfolio Project Management (PPM) solution to help LACERA manage and prioritize multiple projects within our portfolio. A PPM solution will help define project portfolios and prioritize them based on ROI, resource availability, and strategic objectives. Once the projects are initiated, the PPM solution will enhance our ability to track costs, identify risks, manage timelines, and report on status. The same amount for this project was requested during the FY 2025-26 budget; however, this project was deferred due to resource constraints and to focus on higher priority initiatives.
Facilities Management Solution	$100,000	LACERA seeks to implement ServiceNow's Facilities Management solution to centralize and streamline the way facility operations are managed across the organization. This platform will enable employees to submit maintenance and facilities requests through a unified portal, while providing facilities staff with the ability to track issue locations, associated assets, and work orders from intake through completion, improving response times and reducing manual processes. The solution also offers robust space-management capabilities—including occupancy metrics, floor-plan visualization, and move-management workflows—along with tools such as interactive facility maps and support for domain-separated operations, allowing LACERA to better optimize space utilization, enhance operational efficiency, and support compliance with workplace standards.
Disability Retirement Services AI Indexing Solution	$150,000	LACERA seeks to implement an artificial intelligence use case within the Disability Application Process workflow. The proposed solution will automate the indexing of physicians' reports, eliminating the need for manual indexing.

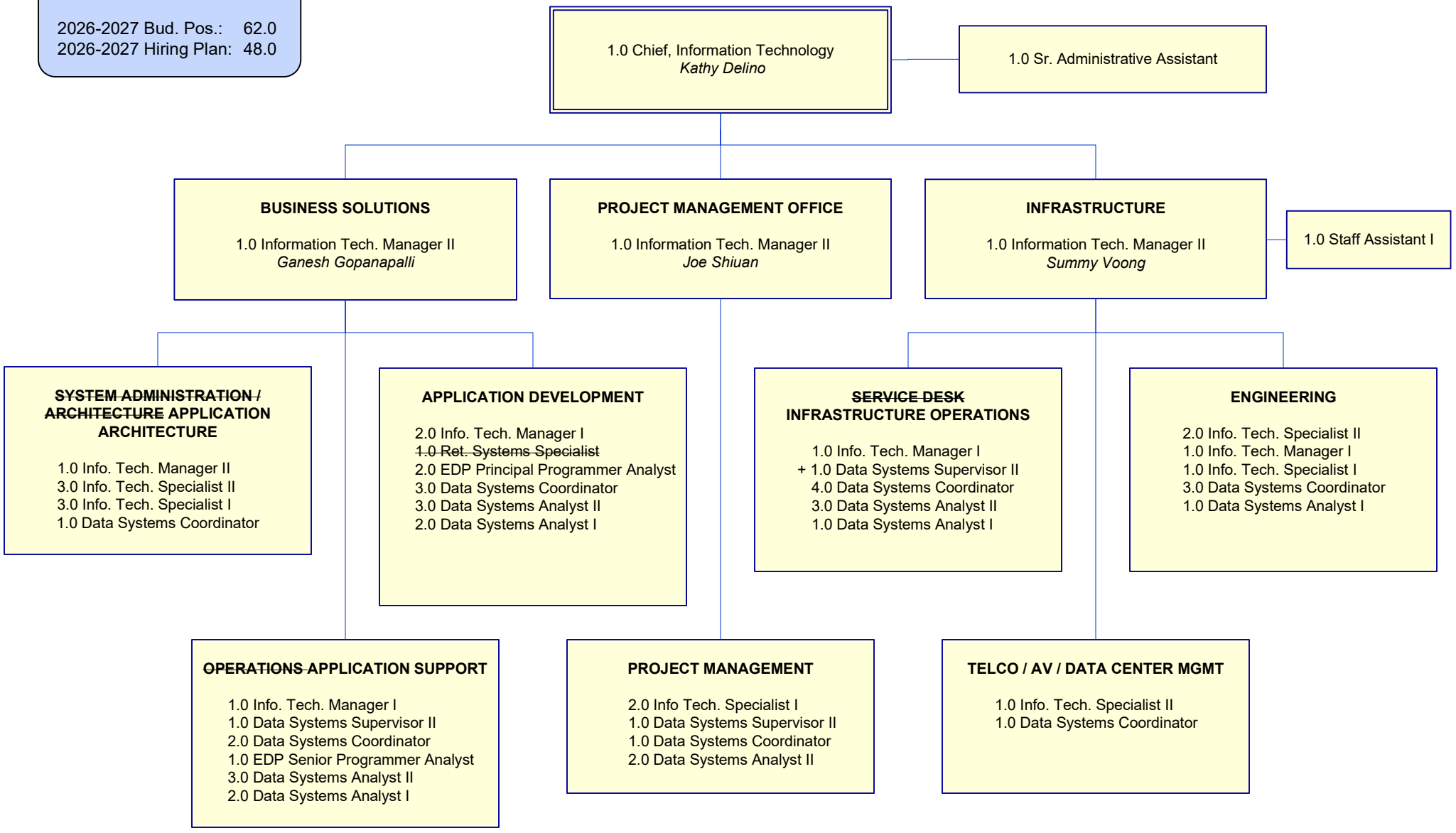
Virtual Mailroom Solution	$150,000	LACERA seeks a virtual mailroom to ensure business continuity by providing efficient and secure management of incoming mail. The virtual mailroom would use an outsourced solution to provide uninterrupted document processing and remote accessibility. The same amount for this project was requested during the FY 2024-25 and FY 2025-26 budgets; however, this project was deferred due to resource constraints and to focus on higher priority initiatives.
Member Identity Verification Solution	$220,000	To support LACERA's strategic objective of Superior Member Service and as part of our commitment to protecting the promised benefits, the organization seeks to improve our member identity verification processes. This project will ensure the organization can leverage identity verification and/or authentication services that adhere to the highest standards of data privacy and protection while enhancing the user experience and member satisfaction, reducing operational costs, and improving compliance and security requirements. The same amount for this project was requested during the FY 2024-25 budget; however, this project was deferred due to resource constraints and to focus on higher priority initiatives.

SYSTEMS DIVISION

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 62.0
2025-2026 Hiring Plan: 48.0

2026-2027 Bud. Pos.: 62.0
2026-2027 Hiring Plan: 48.0



\+ Added position
– Deleted position

LACERA

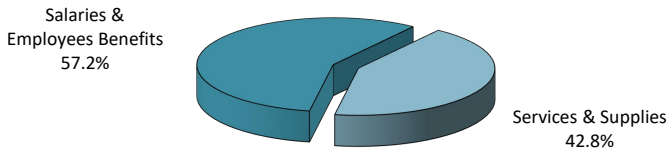
FISCAL YEAR 2026-2027

BUDGET SUMMARY

SYSTEMS DIVISION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$16,870,549**	$17,728,931	$8,681,871	$15,892,500	($1,836,431)	-10.4%	($858,382)	-4.8%
Services & Supplies	**12,638,000**	9,502,000	5,670,139	8,651,900	(850,100)	-8.9%	3,136,000	33.0%
OPERATING BUDGET	**$29,508,549**	$27,230,931	$14,352,010	$24,544,400	($2,686,531)	-9.9%	$2,277,618	8.4%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

LACERA

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

SYSTEMS DIVISION

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$8,051,308**	$8,625,651	$3,940,121	$7,200,000	($1,425,651)	-16.5%	($574,343)	-6.7%
Total Agency Temp Salaries	**3,540,000**	3,900,000	2,045,789	3,900,000	0	0.0%	(360,000)	-9.2%
Employee Benefits (Variable)	**4,054,111**	4,030,094	2,146,765	3,719,700	(310,394)	-7.7%	24,018	0.6%
Employee Benefits (Other)	**534,684**	509,896	246,546	504,800	(5,096)	-1.0%	24,788	4.9%
OPEB Contribution	**399,546**	383,091	195,895	382,800	(291)	-0.1%	16,455	4.3%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**246,800**	236,100	80,730	150,000	(86,100)	-36.5%	10,700	4.5%
Bilingual Bonus	**0**	0	0	0	0	0.0%	0	0.0%
Sick Leave Buyback	**28,000**	28,000	22,125	28,000	0	0.0%	0	0.0%
Rideshare Allowance	**8,900**	8,900	0	0	(8,900)	-100.0%	0	0.0%
Transportation Allowance	**7,200**	7,200	3,900	7,200	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$16,870,549**	$17,728,931	$8,681,871	$15,892,500	($1,836,431)	-10.4%	($858,382)	-4.8%
Salary Differential	**-**	-	-	-	-		-	
TOTAL S&EB	**$16,870,549**	$17,728,931	$8,681,871	$15,892,500	($1,836,431)	-10.4%	($858,382)	-4.8%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

SYSTEMS DIVISION

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0805	CHIEF, INFORMATION TECHNOLOGY, LACERA (UC)	1	LR14
0804	INFORMATION TECHNOLOGY MANAGER II, LACERA	4	LS12
0802	INFORMATION TECHNOLOGY SPECIALIST II, LACERA	6	128D
0801	INFORMATION TECHNOLOGY SPECIALIST I, LACERA	6	123B
0460	DATA SYSTEMS SUPERVISOR II, LACERA	1	121G
0469	DATA SYSTEMS COORDINATOR, LACERA	8	115L
0458	DATA SYSTEMS ANALYST II, LACERA	10	110D
0457	DATA SYSTEMS ANALYST I, LACERA	5	107H
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
0426	STAFF ASSISTANT I, LACERA	1	090B
	Total Filled Positions =	**43**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0803	INFORMATION TECHNOLOGY MANAGER I, LACERA	5	LS11
0460	DATA SYSTEMS SUPERVISOR II, LACERA	2	121G
0453	EDP PRINCIPAL PROGRAMMER ANALYST, LACERA	2	120K
0469	DATA SYSTEMS COORDINATOR, LACERA	7	115L
0452	EDP SENIOR PROGRAMMER ANALYST, LACERA	1	112J
0458	DATA SYSTEM ANALYST II, LACERA	1	110D
0457	DATA SYSTEMS ANALYST I, LACERA	1	107H
	Total Vacant Positions =	**19**	

TOTAL POSITIONS = **62**

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

LACERA

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

SYSTEMS DIVISION

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
COMMUNICATIONS	**$347,500**	$355,000	$203,739	$321,000	($34,000)	-9.6%	($7,500)	-2.1%
TRANSPORTATION & TRAVEL	**53,000**	53,000	19,602	43,000	(10,000)	-18.9%	0	0.0%
POSTAGE	**550,000**	450,000	253,462	450,000	0	0.0%	100,000	22.2%
OFFICE SUPPLIES & EQUIPMENT	**545,000**	560,000	265,367	495,000	(65,000)	-11.6%	(15,000)	-2.7%
EQUIPMENT MAINTENANCE	**247,500**	195,000	156,210	187,700	(7,300)	-3.7%	52,500	26.9%
EQUIPMENT RENT & LEASES	**220,000**	220,000	50,081	100,000	(120,000)	-54.5%	0	0.0%
PROFESSIONAL & SPECIALIZED SERVICES	**3,882,000**	1,092,000	473,491	860,000	(232,000)	-21.2%	2,790,000	255.5%
COMPUTER SERVICES & SUPPORT	**6,596,000**	6,425,000	4,126,948	6,051,700	(373,300)	-5.8%	171,000	2.7%
EDUCATIONAL EXPENSES	**195,000**	150,000	119,184	141,000	(9,000)	-6.0%	45,000	30.0%
MISCELLANEOUS	**2,000**	2,000	2,054	2,500	500	25.0%	0	0.0%
TOTAL	**$12,638,000**	**$9,502,000**	**$5,670,139**	**$8,651,900**	**($850,100)**	**-8.9%**	**$3,136,000**	**33.0%**

*All amounts rounded to the nearest dollar.

SYSTEMS DIVISION

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$7,720,737	$7,086,737	$8,625,651	$7,200,000	$8,051,308
Total Agency Temp Salaries	2,140,100	2,909,452	3,900,000	3,900,000	3,540,000
Employee Benefits (Variable)	3,890,171	3,625,150	4,030,094	3,719,700	4,054,111
Employee Benefits (Other)	470,481	466,892	509,896	504,800	534,684
OPEB Contribution	305,784	325,243	383,091	382,800	399,546
Additional OPEB Contribution	0	305,784	0	0	0
Stipends	0	0	0	0	0
Overtime	229,200	137,318	236,100	150,000	246,800
Bilingual Bonus	0	0	0	0	0
Sick Leave Buyback	12,000	24,658	28,000	28,000	28,000
Rideshare Allowance	8,900	0	8,900	0	8,900
Transportation Allowance	7,200	7,200	7,200	7,200	7,200
SERVICES & SUPPLIES					
Communications	390,000	266,741	355,000	321,000	347,500
Transportation & Travel	53,000	47,988	53,000	43,000	53,000
Postage	450,000	557,366	450,000	450,000	550,000
Office Supplies & Equipment	405,000	951,843	560,000	495,000	545,000
Equipment Maintenance	425,000	361,977	195,000	187,700	247,500
Equipment Rents & Leases	0	0	220,000	100,000	220,000
Professional & Specialized Services	1,075,800	1,005,319	1,092,000	860,000	3,882,000
Computer Services & Support	7,350,100	6,262,655	6,425,000	6,051,700	6,596,000
Educational Expenses	66,500	55,195	150,000	141,000	195,000
Miscellaneous	2,000	1,582	2,000	2,500	2,000
TOTAL OPERATING BUDGET	**$25,001,973**	**$24,399,102**	**$27,230,931**	**$24,544,400**	**$29,508,549**

*All amounts rounded to the nearest dollar.

PROJECTED NON-ADMINISTRATIVE EXPENSES

For the Fiscal Year Ended June 30, 2027

	Current Year		Prior Year
	EXPENSES AS OF 12/31/2025	PROJECTED FOR FY 2026-2027	ACTUAL FOR FY 2024-2025
Pension Trust Fund:			
Investment Management Fees			
U.S. Equity	$ 5,152,627	$ 10,305,255	$ 9,798,467
Non-U.S. Equity	11,624,411	22,480,046	23,963,824
Fixed Income	4,415,460	11,362,113	11,633,892
Cash and Short-Term	193,445	386,890	353,112
Mortgage Loan Services	8,844	17,689	19,483
Private Equity	2,296,622	5,468,023	6,165,680
Real Assets	1,299,942	4,397,747	4,555,195
Real Estate	6,620,533	14,358,104	15,976,584
Hedge Funds	941,207	1,882,413	1,695,410
Commodities	20	-	612,652
Total Investment Management Fees	**32,553,111**	**70,658,279**	**74,774,299**
Other Investment Expenses			
Consultants			
General Investment Portfolio-Meketa Investment Group	133,859	535,436	527,639
Private Equity	447,500	895,000	824,000
Real Estate	100,925	390,184	432,975
Other Consulting Fees	540,000	1,080,000	1,204,419
	1,222,284	**2,900,620**	**2,989,033**
Custodians			
Investment Custodian and Banking Fees	1,926,399	2,805,439	2,862,415
Mortgages	1,250	5,000	5,000
	1,927,649	**2,810,439**	**2,867,415**
Performance and Other Fees	**63,918,613**	**152,203,442**	**82,908,668**
Investment Management Data Services	**1,551,025**	**2,983,858**	**1,722,130**
Investment Legal Counsel	**402,060**	**2,386,988**	**1,817,645**
Total Other Investment Expenses	**69,021,631**	**163,285,346**	**92,304,892**
Total Management Fees and Other Investment Expenses	**$ 101,574,742**	**$ 233,943,625**	**$ 167,079,191**
Actuarial Consulting Services	**138,665**	**442,000**	**344,911**
Total Pension Fund Non-Administrative Expenses	**$ 101,713,406**	**$ 234,385,625**	**$ 167,424,101**
Retiree Health Care (RHC) Program Funds:			
Fixed Income Management Fees	$ 60,186	$ 120,372	$ 116,782
Short-Term Management Fees	3,229	6,457	6,647
Custodian Fees	15,000	30,000	30,000
Total RHC Program Non-Administrative Expenses	**$ 78,414**	**$ 156,829**	**$ 153,429**
Other Post Employment Benefits (OPEB) Trust Fund:			
Enhanced Cash Management Fees	$ 24,059	$ 48,119	$ 39,594
Commodities Management Fees	-	-	20,280
Global Equity Management Fees	225,066	450,131	333,685
Fixed Income Management Fees	937,171	1,874,342	1,714,475
Private Assets Management Fees	1,407,408	2,860,000	7,183,689
General Investment Portfolio Consultant	46,441	92,882	91,529
Custodian Fees	(28)	164,561	265,810
Total OPEB Trust Non-Administrative Expenses	**$ 2,640,117**	**$ 5,490,035**	**$ 9,649,061**



2023-2028 Board of Retirement Strategic Plan Quarterly Update

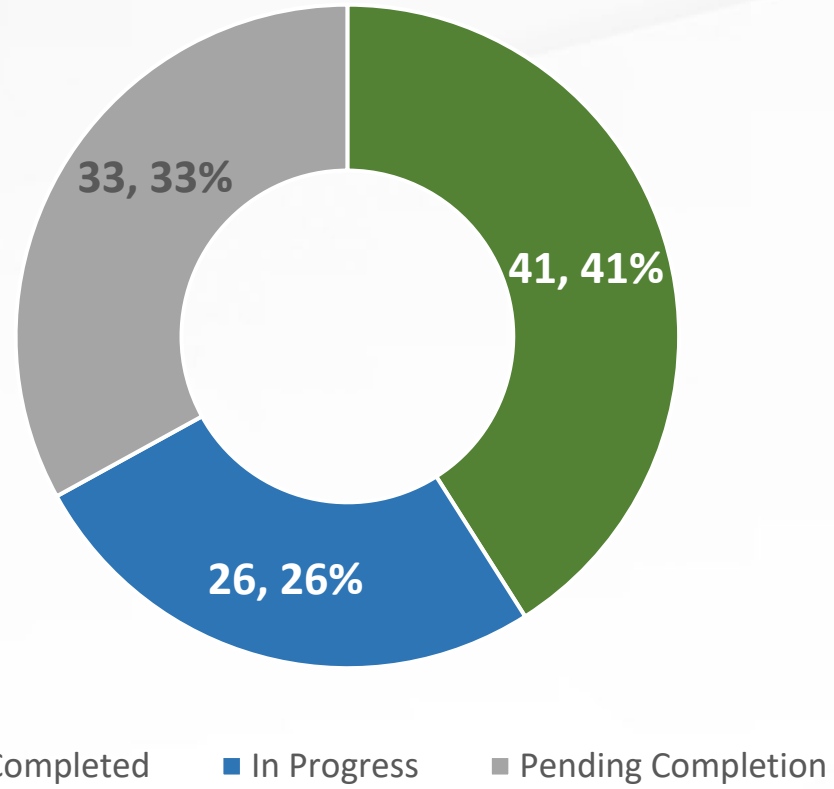
Operations Oversight Committee
April 2026

Dashboard

January – March 2026

2023-2028 Strategic Plan Progress Summary

Overall Milestone Progress

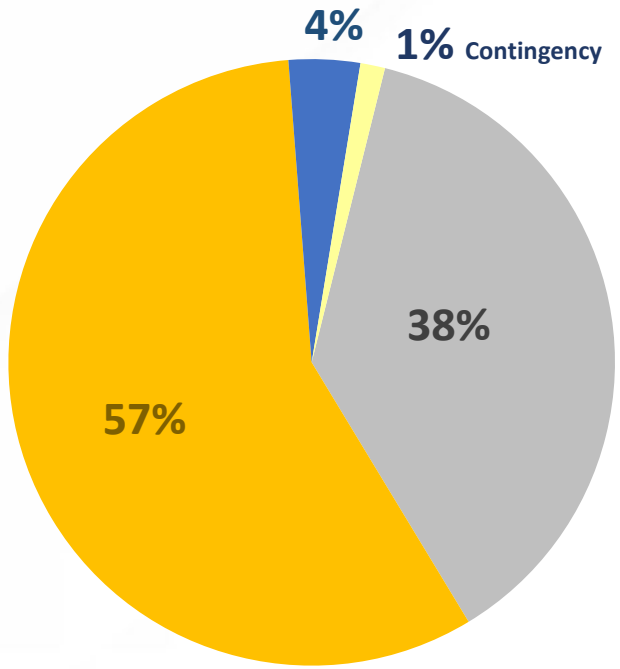


Overall Goal Completion

Goal 1 | Superior Member Experience	31%
Goal 2 | Innovation Through Technology	50%
Goal 3 | Investing in People	31%
Goal 4 | Ethics & Compliance and Enterprise Risk Management	53%
Goal 5 | Fiscal Durability	50%

FY 25-26 Estimated Budget for Strategic Plan Goals

Goal 1 | Superior Member Experience	$714,000
Goal 2 | Innovation Through Technology	$1,095,000
Goal 3 | Investing in People	$0
Goal 4 | Ethics & Compliance and Enterprise Risk Management	$72,500
Goal 5 | Fiscal Durability	$0



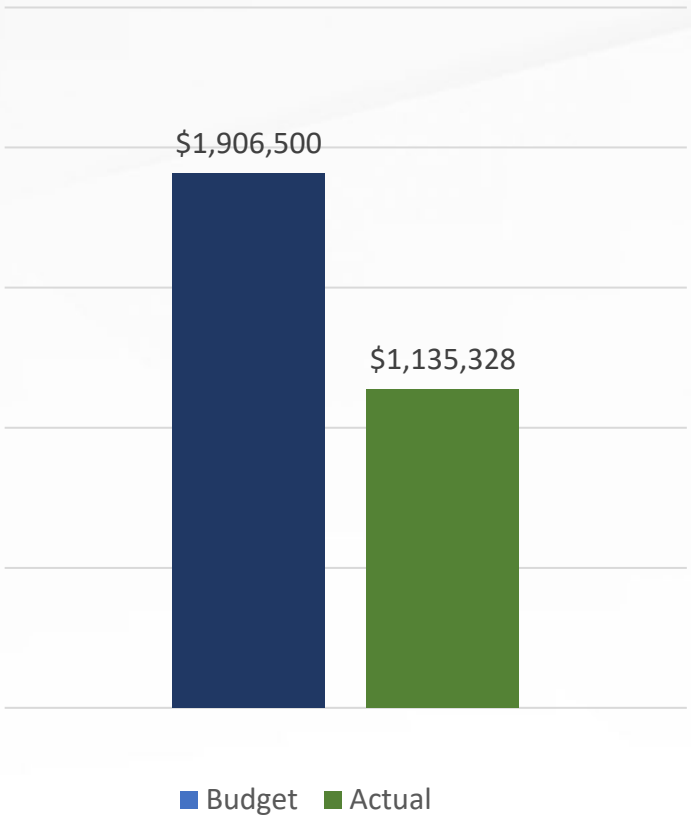
Estimated Budget Total* | $1,906,500

(Includes Contingency Fund of $25,000)

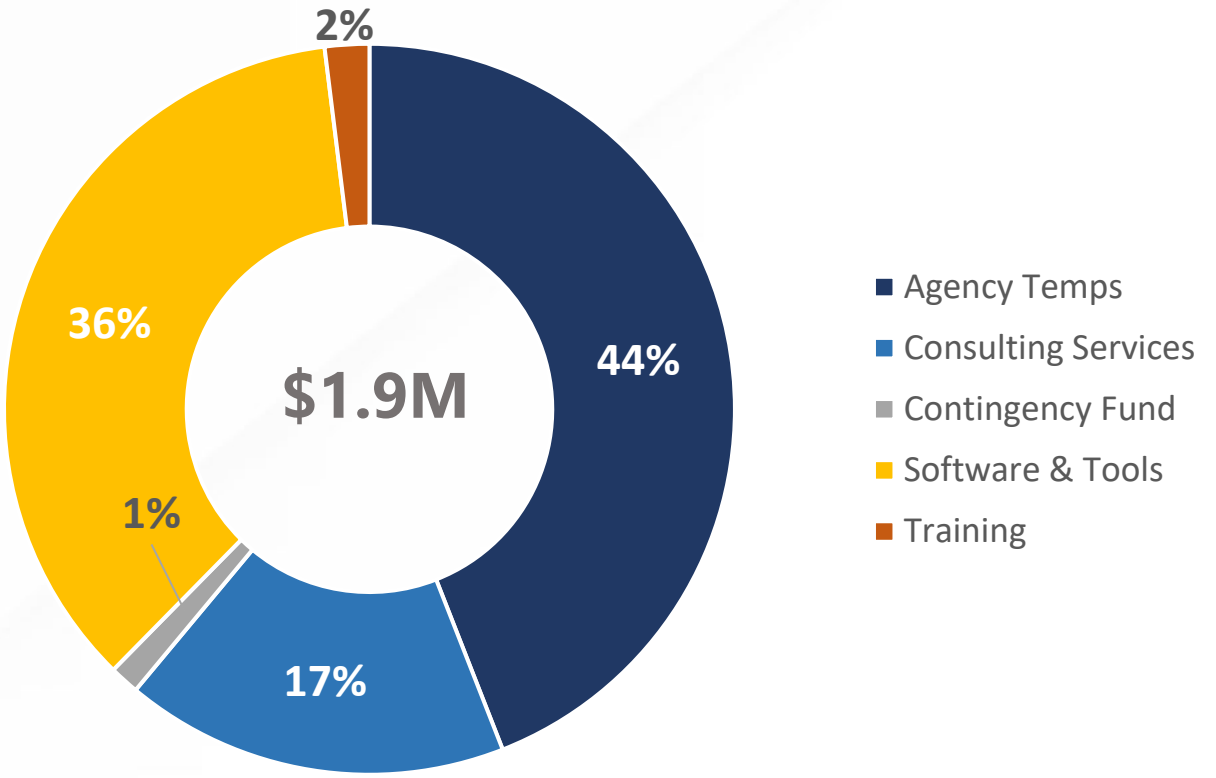
(Subject to Change)

Estimated Budget & Resources

FY 25-26 Estimated Budget Summary



FY 25-26 Estimated Budget Resource Summary



January through March 2026

Goal 1 | Superior Member Experience	The Member Experience Communication Platform (Genesys) has been selected, and implementation planning is underway. The New Hire Safety Member survey has been sent to safety members to gain insight on their onboarding experience.
Goal 2 | Innovation Through Technology	Dashboards for the Business Intelligence Platform are currently being developed. Vendor demonstrations are currently underway for the Enterprise-Wide Knowledge Management Solution.
Goal 3 | Investing in People	The Inclusion, Diversity, Equity and Accessibility (IDEA) internal site has been launched. Manager and Supervisor learning and development plan have been developed to include training on supervisions, compliance, and risk mitigation.
Goal 4 | Ethics & Compliance and Enterprise Risk Management	A Request for Proposal (RFP) has been issued for a recruiting firm for the hiring of the Chief Ethics and Compliance Officer (CECO) and a projected hiring timeline has been set. An ERM working group has been established, which has begun interviewing consultants to assist with ERM Program development.
Goal 5 | Fiscal Durability	Efforts are underway to contract a Lead Analyst to assess, stabilize, enhance, integrate, and support our highly customized CobbleStone Insight environment, enabling procurement, vendor management, workflow automation, approvals, amendments, and compliance functions.

Strategic Initiative Update

Emburse| Streamlining Expense and Reimbursement Management

Goal 5, Fiscal Disability | Objective 5.1

Presented by:
Cookie Jaranilla, IT Specialist II
Ervin Wu, Accounting Officer I

Implemented Solution



- Manual preparation of payment requests and expense vouchers
- On-site check printing that delayed payments and increased operational risk
- Limited visibility into approval and payment status
- Inconsistent controls that increased compliance and audit risk

Business Problem

Emburse Professional Expense Reimbursement



Key Process Improvements

Expense Capture



- Employees submit expenses via mobile app, email, or web
- Digital receipts attached at submission
- OCR technology automatically extracts receipt data

Automated Reporting



Policy Enforcement



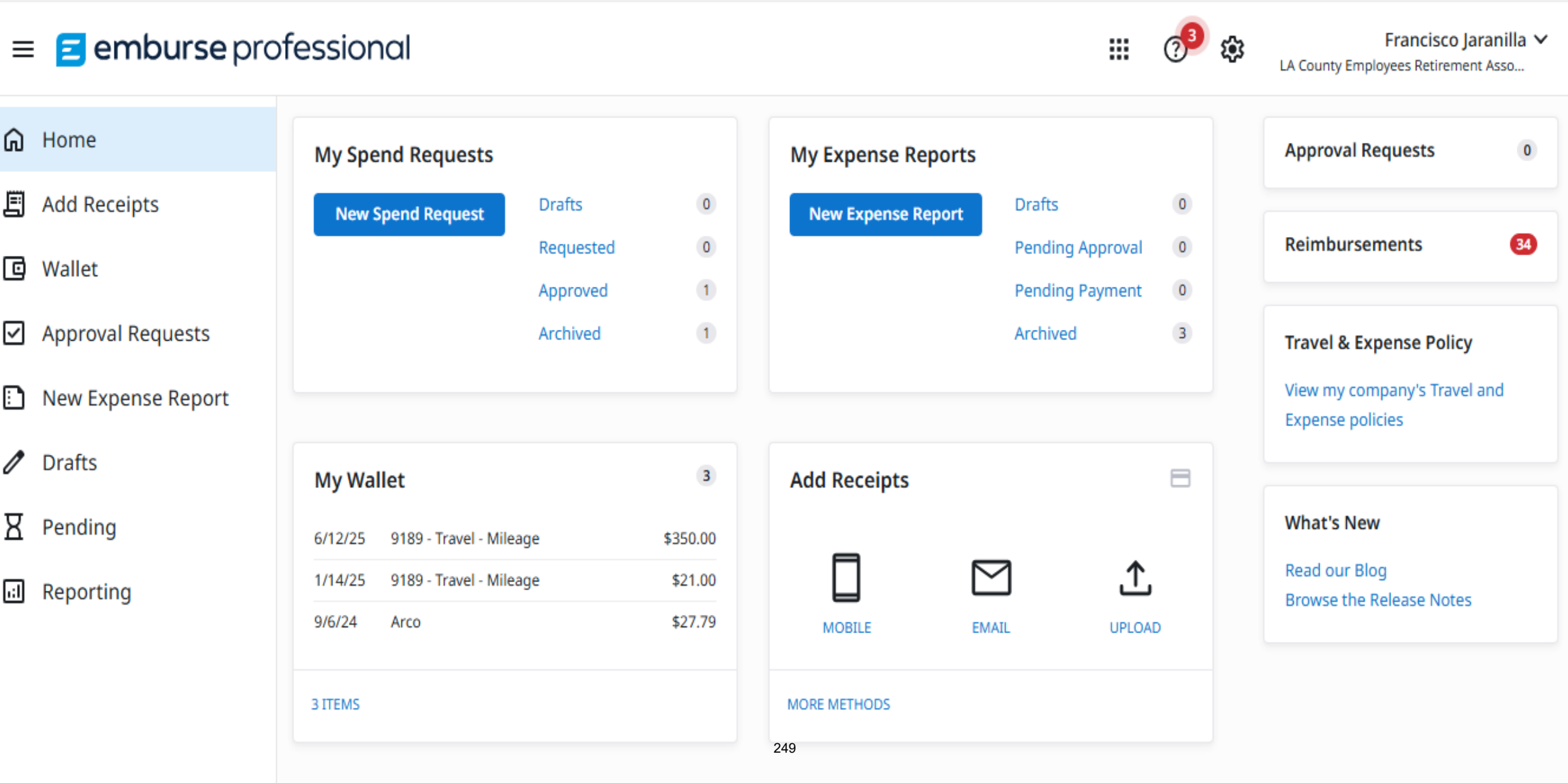
- Configurable rules for:
  - Spending limits
  - Required receipts
  - Vendor restrictions
- Non-compliant transactions are flagged before submission

Approval & Reimbursement



- Multi-tier approval workflows
- Real-time status visibility for employees and managers
- 96%+ conversion rate from checks to ACH
- Exported data for GL reconciliation

Emburse Professional Home Screen



Spend Request Screen

Spend Request (Itemized)

Status	Completed
Current Approver	Theodore Granger
Department	Financial and Accounting Services
Submitter	Ervin Wu
Name	Edu - GFOA Annual Conference - 06/29/2025 - 07/02/2025 - Washington, DC
Description	Attending GFOA to learn about current issues, challenges, and opportunities relating to government finance.
Dates	06/28/2025 - 07/02/2025

Delete Request

Spend Request History Full Approval History

06/09/2025	Requested	Giselle Jaimes on behalf of: Ervin Wu
06/09/2025	Approved	Theodore Granger

Request Details

Status	Expense Type	Department	Category	Details	Reason	Attachment	Amount
✓	Lodging	Financial and Accounting Services	9183 - Travel - Lodging	>	>		$1,247.62
✓	Travel	Financial and Accounting Services	9184 - Travel - Airfare	>			$617.00
✓	Miscellaneous	Financial and Accounting Services	Meals and Incidentals Per-Diem (Spend Request)	>			$414.00
✓	Miscellaneous	Financial and Accounting Services	9962 - REGISTRATION FEES	>			$575.00
✓	Miscellaneous	Financial and Accounting Services	9186 - Travel - Ground Transportation	>			$250.00

Total Applied to Emburse Card	**$0.00**
Total Disapproved	**$0.00**
Total Approved	**$3,103.62**
Total Requested	**$3,103.62**

Expense Report Screen

My Expense Report

Status Completed

Department Financial and Accounting Services (59302)

Summary Ervin Wu

WUERVI8272 8272 - Edu - GFOA Annual Conference - 06/29/2025 - 07/02/2025 - Washington, DC

6/28/2025 - 7/2/2025

Attending GFOA to learn about current issues, challenges, and opportunities relating to government finance.

Spend Request Edu - GFOA Annual Conference - 06/29/2025 - 07/02/2025 - Washington, DC

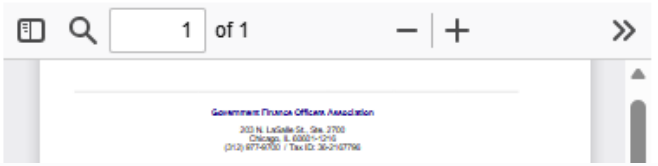
Print Report

Delete Report

Approval History Full Approval History

7/7/2025	Submitted	Ervin Wu
7/9/2025	Disapproved	Theodore Granger
7/10/2025	Resubmitted	Ervin Wu
7/11		
7/15		
7/15		
7/15		
7/15		
7/21		

Receipt Image



Expenses

Actions	Status	Date	Category	Details	Amount	Reim.	Reim. Amt	Billable	Receipt	Reason
		6/16/2025	9962 - REGISTRATION FEES	Meets policy. **Vendor:** GFOA **Location:** Chicago, IL	575.00	No	0.00	No		
		6/28/2025	z(ACCRUAL) 9186 - Travel - Ground Transportation	Meets policy. **Vendor:** Uber Technologies **Location:** San Francisco, CA	141.49	Yes	141.49	No		Fwd: Your Saturday morning trip with Uber Home to Airport
		6/28/2025	z(ACCRUAL) 9186 - Travel - Ground Transportation	Meets policy. **Vendor:** Uber Technologies **Location:** San Francisco IX, CA IX	27.91	Yes	27.91	No		Fwd: Your Saturday afternoon trip with Uber Airport to Hotel WITH Edward and Ana.
		6/28/2025	z(ACCRUAL) 9191 - Travel - Per Diem DAILY MEALS & INCIDENTALS	Meets policy. **Destination:** DC - District of Columbia - Washington DC (also the cities of	69.00	Yes	69.00	No		

Linked Spend Request

Total: 9 Expenses

$2,897.88 spent of **$3,103.62 approved**

Closing Takeaways



- Modernized expenses and reimbursements with measurable efficiency gains
- Eliminated manual processes and accelerated approvals
- Improved transparency, compliance, and audit readiness
- Reduced operational risk and strengthened governance

Strategic Plan Overview

January – March 2026

GOAL 1: Superior Member Experience

Innovate and continuously improve the member experience

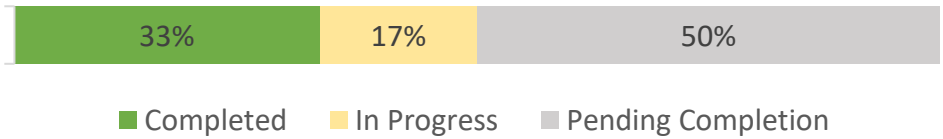
Objective	Progress	Current FY Budget	Executive Sponsor, Lead, Project Manager	Key Update	Highlights	Expected Completion
1.1 Ensure a consistent omnichannel member experience at every stage of the member's journey	On Track (Execution Phase)	$77,000	JJ Popowich, Tatiana Bayer	New hire safety member experience survey released.	New hire general member experience survey will be sent out in April.	September 2028
1.2 Enhance member educational content at every stage in their journey and launch LACERA Communication Plan	On Track (Execution Phase)	$77,000	JJ Popowich, Cynthia Martinez	Social Media Plan launched to support expanded member education and outreach.	Retirement University educational video series in pre-production, with twelve videos planned.	December 2028
1.3 Develop, implement, and deploy a digital strategy to better serve our members	On Track (Execution Phase)	$560,000	JJ Popowich, Cookie Jaranilla (PM), Iveta Brecko (PM)	Design and build phase of various functional modules within the Member Experience Communication Platform (Genesys) are underway.	Continued efforts to Workspace and other applications continue to be enhanced.	December 2028
1.4 Improve and enhance the retiree healthcare experience	On Track (Execution Phase)	$0	JJ Popowich, Tionna Fredericks	Efforts are underway to finalize the online Retiree Healthcare enrolment.	-	June 2028

Strategic Objective 1.1 | Omni-Channel Experience

Ensure an omni-channel experience at every stage of a member journey

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Implemented a standardized omnichannel retirement counseling
- Implemented Retiree Healthcare new retiree topics into the Member Services retirement counseling throughout the Call Center to offer a true omnichannel standardized counseling (in alignment with the current Outreach counseling)
- Cross trained Outreach and Call Center staff on all different channels used to provide member counseling

- New hire member surveys for general and safety initiated
- Identify points of communication in each member journey
- Develop a framework and plan for each omni-channel
- Identify and implement new omni-channel sources
- Communicate omni-channel sources and educational content

Strategic Objective 1.2 – Member Educational Content

Enhance member educational content at every stage in their journey and launch LACERA Communication Plan

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Launched Social Media Plan

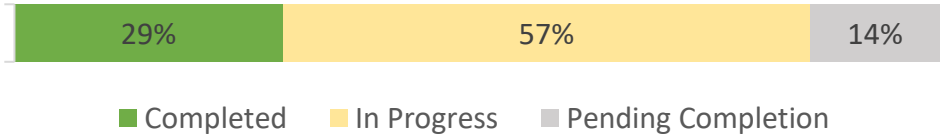
- Finalize LACERA's Communication Plan
- Complete member education needs assessment
- Launch and expand the Resource Library on LACERA.gov
- Execute targeted outreach campaigns
- Implement accessibility enhancements
- Retirement University educational video series

Strategic Objective 1.3 – Digital Strategy

Develop, implement, and deploy a digital strategy to better serve our members

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Selection of the Member Experience Communication Platform (Genesys)
- Completed first retirement payment within LACERA's Case Management System (SOL) and the workflow is being monitored
- Executive the Disability Retirement and Disability Litigation Case Management (SOL Phase I)

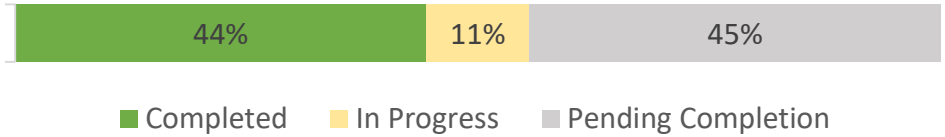
- Streamline foundational processes within SOL, My LACERA, and Workspace (pension administration platform)
- Launch the Member Experience Communication Platform (Genesys) designed to improve member and retiree interactions across multiple channels
- Implement and launch SOL Phase II – Active Death and Retired Death Case Management
- Integrate Empower (401/457 Defined Contribution Plan) and My LACERA portal
- Launch Employer Portal to support LA County Department of Human Resources and new hires
- Launch LACERA mobile application

Strategic Objective 1.4 – RHC Experience

Improve and enhance the retiree healthcare experience

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Survey results received from the Retiree Healthcare staff regarding member journey and process input

- Creation of a Retiree Healthcare summary chart of the non-medicare plans for members to easily reference
- Launch a member online medical and dental plan comparison for member reference
- Integrate the Social Security Administration (SSA) date exchange for member online plan comparison
- Automate Retiree Healthcare foundational processes
- Distribute a Retiree Healthcare survey to all members
- Implement a Retiree Healthcare online enrollment
- Communicate Retiree Healthcare online enrollment and training to members

Goal 2: Innovation Through Technology

Leverage technological solutions to advance capabilities, increase productivity, and elevate operational maturity

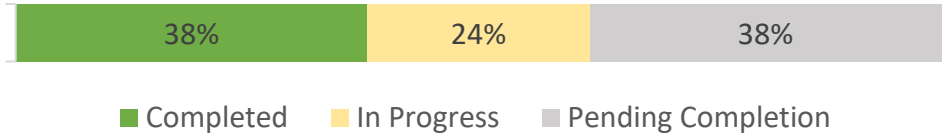
Objective	Progress	Current FY Budget	Executive Sponsor, Lead, Project Manager	Key Update	Highlights	Expected Completion
2.1 Promote an enterprise approach to information gathering, integration, analysis, and sharing that fosters decision-making through the adoption of a business intelligence platform	On Track (Execution Phase)	$960,000	Luis Lugo, Kathy Delino, Ahmad Chishty (PM)	The Business Intelligence project team will be meeting with each division to assess reporting and dashboard requirements	MS Fabric Proof of Concept has been completed	December 2027
2.2 Implement an enterprise-wide knowledge management system to digitally capture, document, organize, and access critical business knowledge and information	On Track (Execution Phase)	$135,000	JJ Popowich, Eugenia Der, David Choe (PM)	Vendor demonstrations for a knowledge management solution are underway.	-	December 2028

Strategic Objective 2.1 – Business Intelligence Platform

Promote an enterprise approach to information gathering, integration, analysis, and sharing that fosters decision-making through the adoption of a business intelligence platform

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Selected and implemented a business intelligence platform
- Established a centralized repository for organization-wide information for easy reference

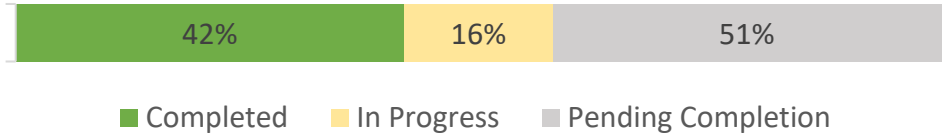
- Establish Business Intelligence governance and role-based access
- Roll out of dashboards to each to include top metrics and visualization requirements, building interactive dashboards with drill-down capabilities, and rolling out dashboards to leadership teams

Strategic Objective 2.2 – Enterprise-Wide Knowledge Management

Implement an enterprise-wide knowledge management system to digitally capture, document, organize, and access critical business knowledge and information

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Taxonomy consultant selected
- Organizational assessment and content tagging of approximately 3,500 knowledge assets from the Member Operations Group and Compass Library completed
- First iteration of LACERA taxonomy glossary completed
- Request for Proposal issued for a Knowledge Management Solution

- Selection of a Knowledge Management Solution Vendor
- Implement and launch Knowledge Management Solution

Goal 3: Investing in People

Attract, motivate, hire, and retain a highly engaged and skilled workforce

Objective	Progress	Current FY Budget	Executive Sponsor, Lead, Project Manager	Key Update	Highlights	Expected Completion
3.1 Develop and implement a frameworks aimed at promoting and embracing diversity, equity, and inclusion (DEI)	On Track (Execution Phase)	$0	Laura Guglielmo	IDEA site launched on LACERA Connect for Staff to access resources and information.	-	December 2027
3.2 Develop enterprise-wide training and development programs designed to support and encourage employee growth and development	On Track (Execution Phase)	$0	Laura Guglielmo, Carly Ntoya	The Executive Office approved the strategic objective milestones.	Developed and configured Manager and Supervisor Learning Plans in NeoGov Learn.	June 2028
3.3 Improve and simplify the hiring process, aimed at building a solid foundation for succession planning	On Track (Execution Phase)	$0	Laura Guglielmo, Carly Ntoya, Alonso Favela (PM)	Implemented enhancements in NeoGov to allow for improved communication about performance.	Actively working on reducing vacancy rate with a goal of 13% by FYE.	June 2028

Strategic Objective 3.1 – Diversity, Equity, Inclusion

Develop and implement a framework aimed at promoting and embracing diversity, equity, and inclusion (DEI)

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Established the Inclusion, Diversity, Equity, and Accessibility (IDEA) Council
- Communicated Statement of Commitment to LACERA team members, members via LACERA.gov and to the public via social media
- Created the IDEA platform on LACERA Connect (Intranet) for LACERA team members to go for resources and information
- Launch the IDEA platform internally providing resources and information

- Conduct a needs assessment gap analysis
- Centralize training programs and opportunities to educate LACERA team members via LEARN Management System

Strategic Objective 3.2 – Employee Training and Development

Develop enterprise-wide training and development programs designed to support and encourage employee growth and development

Overall Status
EXECUTION PHASE

Overall Objective Progress



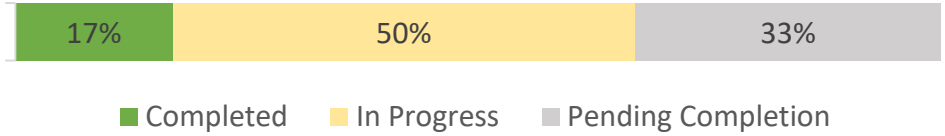
- Implement an All-Staff Development Plan focused on a standard baseline set of knowledge, skills, and abilities (KSA)
- Implement a Supervisor Learning and Development Plan aiming to equip and enhance each supervisors' skills and knowledge essential for excelling in this role
- Revise and enhance the Career Development Program (CDP)
- Implement a Manager Learning and Development Plan specifically tailored for Division Managers at LACERA aiming to enhance technical and soft skills essential for excelling in this role
- Revise the Temporary Opportunity Program (TOP) providing permanent LACERA employees with a chance to gain hands-on work experience in various parts of our organization through temporary assignments
- Revise the Leadership Development Program (LDP) to align with the Leadership Pipeline including leadership courses and invaluable experience by working as part of a team while developing and utilizing skills that are learned

Strategic Objective 3.3 – Improve & Simplify Hiring Process

Improve and simplify the hiring process, aimed at building a solid foundation for succession planning

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Developed and implemented a Hiring Manager Playbook to ensure transparency, consistency, flexibility and compliance with civil service rules and standards
- Implemented and regularly reported Key Performance Indicators (KPIs), publically and internally
- Implemented enhancements in NeoGov to allow for expanded candidate communication during the recruitment and assessment phases

- Update the Employee Handbook
- Automate reports for represented and non-represented performance evaluations
- Revise and implement a standardized new hire onboarding process
- Develop a Workforce Plan to mitigate attrition
- Pilot low-tech tracking tool for hiring process

Goal 4: Ethics & Compliance and Enterprise Risk Management

Adopt and implement compliance and enterprise risk frameworks aimed at facilitating strengthened governance around risk management and compliance

Objective	Progress	Current FY Budget	Executive Sponsor, Lead, Project Manager	Key Update	Highlights	Expected Completion
4.1 Develop an enterprise compliance plan and program to ensure adherence to established processes, procedures, policies, and governing rules and regulations	On Track (Execution Phase)	$72,500	Luis Lugo, Steven Rice, Allison Barrett	Ongoing development of policies, training, and governance structures to strengthen ethical standard, accountability and compliance across the organization continue to be a focus.	The Chief Ethics and Compliance Officer hiring timeline has been set.	December 2028
4.2 Implement a comprehensive enterprise risk management framework and structure to facilitate stronger organizational risk management	On Track (Execution Phase)	$0	Luis Lugo, Richard Bendall	Enterprise Risk Management (ERM) Group has been established.	Internal Audit and the Ethics and Compliance team are taking a collaborative approach to the development of the ERM program as part of an Aligned Assurance model, with Internal Audit acting as project manager.	December 2028

Strategic Objective 4.1 – Ethics & Compliance Plan and Program

Develop an ethics and compliance plan and program to ensure adherence to ethical standards and established processes, procedures, policies, and governing rules and regulations

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

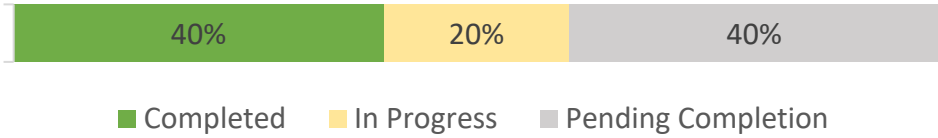
- Ethics and Compliance Committee Established
- Policy Management Central Library Created
- Conducted Staff Culture Survey and Focus Groups
- Substantial Progress on All Elements of Board- and ACRE-Approved Foundational Work Plan
- Six Certified Ethics and Compliance Professionals (CCEP)

Strategic Plan 4.2 – Enterprise Risk Management

Implement a comprehensive enterprise risk management framework and structure to facilitate stronger organizational risk management

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Established an Enterprise Risk Management (ERM) Group
- Interviewed consulting firms to advise on ERM implementation

Goal 5: Fiscal Durability

Exercise care and prudence in managing our resources and fund assets

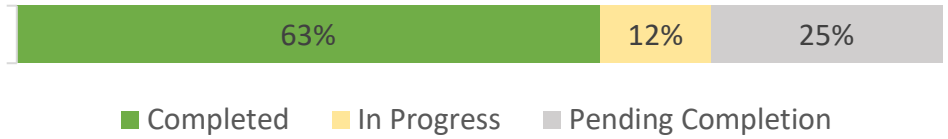
Objective	Progress	Current FY Budget	Executive Sponsor, Lead, Project Manager	Key Update	Highlights	Expected Completion
5.1 Develop organizational tools to support enterprise-wide fiscal responsibility	On Track (Execution Phase)	$0	Laura Guglielmo, Ricki Contreras, Cookie Jaranilla (PM), Penelope Rodriguez (PM)	Implemented a Travel and Expense Software and training completed.	CobbleStone process review and assessment efforts underway.	June 2028
5.2 Support the LACERA Investment Office in implementing and achieving the BOI's Strategic Plan goals	On Track (Execution Phase)	$0	Luis Lugo, Jon Grabel, Jude Perez	Key efforts are focused on completing the classification and analysis of the LACERA Building.	-	June 2027

Strategic Objective 5.1 – Fiscal Responsibility

Develop organizational tools to support enterprise-wide fiscal responsibility

Overall Status
EXECUTION PHASE

Overall Objective Progress



Key Accomplishments

- Implemented Accounts Payable (Certify) System
- Implemented a Budget Software (Questica) Solution
- Centralized a vendor management program
- Implemented a Travel and Expense Software (Certify/Emburse)

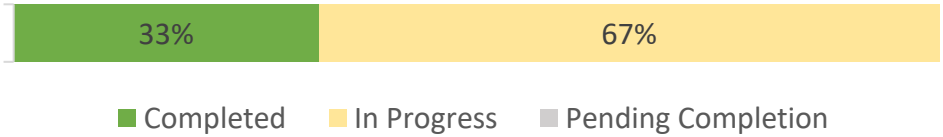
- Implement an Enterprise Contract Lifecycle Management (ECLM) Solution (Cobblestone)
- Provide staff with financial training
- Conduct an Enterprise Resource Planning (ERP) tool assessment

Strategic Objective 5.2 – Support the BOI's Strategic Plan Goals

Support the LACERA Investment Office in implementing and achieving the BOI's Strategic Plan Goals

Overall Status
EXECUTION PHASE

Overall Objective Progress



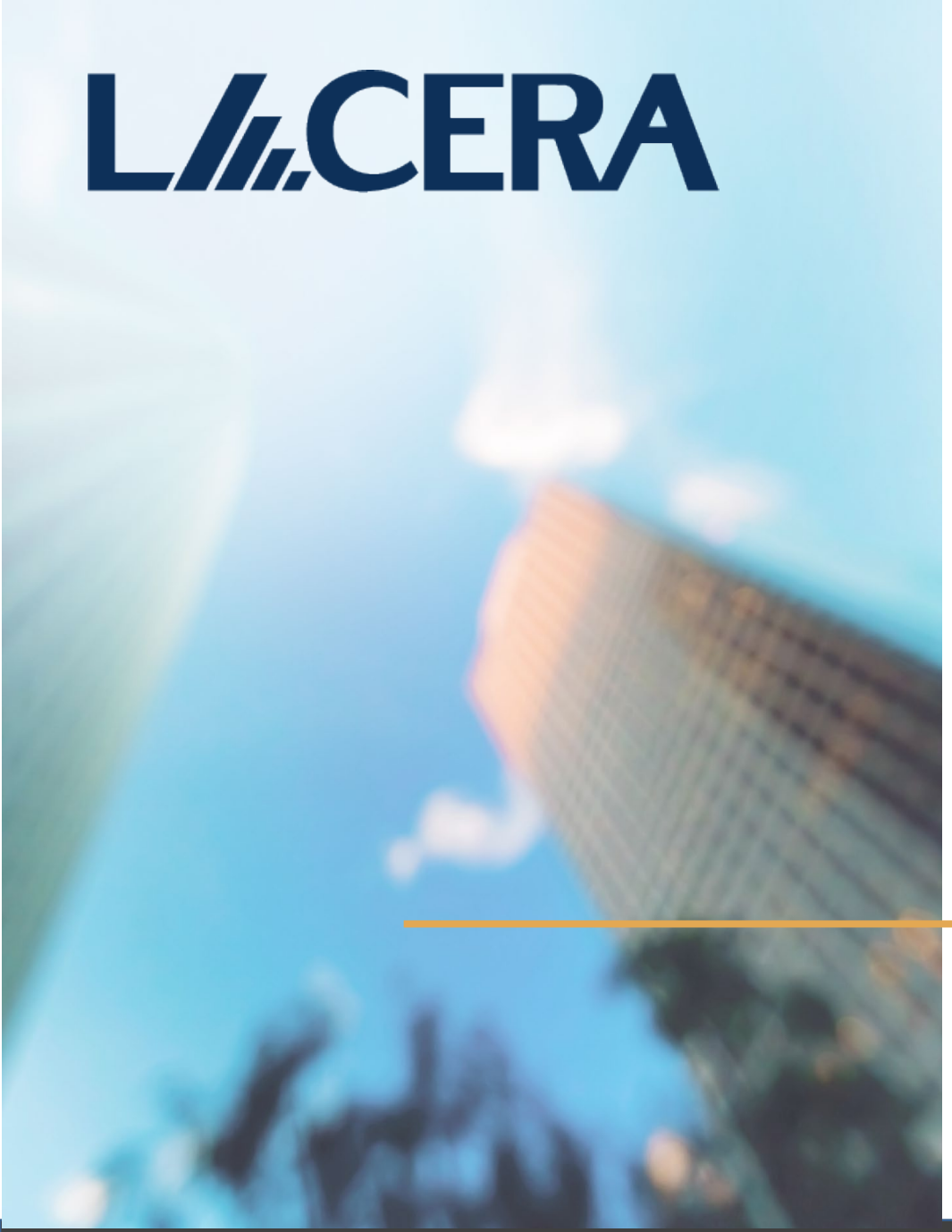
Key Accomplishments

- Approval of the Actuarial Funding Policy and Interest Crediting Policy for Reserves

- Approval of the OPEB Prefunding Policy
- Conduct the classification and analysis of the LACERA Building
- Implement a plan to reclassify the LACERA Building
- Select a Media and Public Relations firm
- Implement an Investment Office Incentive Plan

Thank You!

Questions



ATTACHMENT 1

2026 Strategic Framework and Initiatives: Towards Best-In-Class Investor

Board of Investments Meeting

January 14, 2026

Recommendation and Overview

Recommendation

Approve the 2026 Strategic Framework and Initiatives, and

- Initiate planning for a Strategic Framework refresh
- Collaborate with Meketa to review governance practices

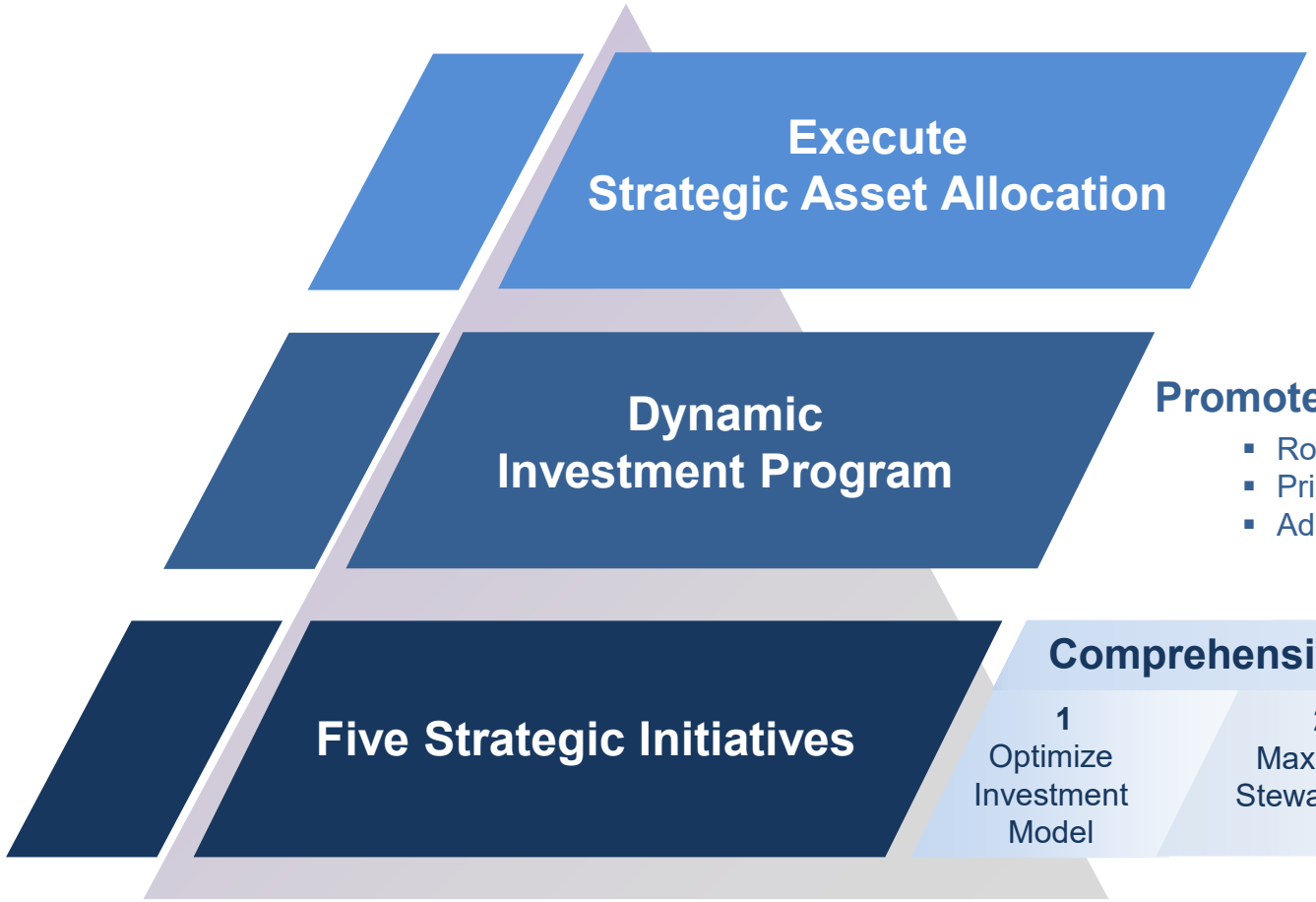
Overview

The 2026 Strategic Framework and Initiatives aim to:

1. Fulfill LACERA's mission to members by guiding implementation of the strategic asset allocation
2. Provide visibility into initiatives to facilitate oversight and governance
3. Build upon strong foundation to facilitate future success

Strategic Framework: Towards Best-In-Class Investor[1]

LACERA Mission: To produce, protect and provide the promised benefits to our members



Balance

- Return enhancement
- Risk mitigation
- Liquidity optimization

Promote resilience and agility

- Robust governance
- Principles-based approach
- Adaptive “learning organization” mindset

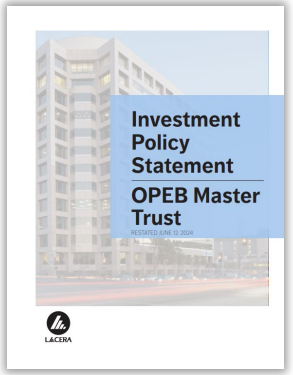
Comprehensive strategies to implement SAA

1	2	3	4	5
Optimize Investment Model	Maximize Stewardship	Influence Fees and Cost of Capital	LACERA TIDE	Enhance Operational Effectiveness

[1]*Framework initially approved by the Board of Investments in 2020; subsequently modified and reapproved in 2021 and 2024.*

Board of Investments Governance





"In order to exercise its fiduciary duties, the Board has the responsibility to stay informed and affirmatively conduct oversight of LACERA's investment program [for the Fund and OPEB Trust], including receiving, reviewing, and engaging on investment performance and compliance information and reports"

Policy and Strategy

- IPS - Investment Policy Statement
- SAA - Strategic Asset Allocation
- Structure reviews and investment guidelines
- Strategic Framework and Initiatives
- Actuarial study and funding policy
- Consultants, actuaries, fiduciary counsel

Oversight

- Portfolio implementation
- Performance, risk, and compliance
- Proxy voting and stewardship
- Initiative updates (e.g., LACERA TIDE)
- Portfolio information (e.g., manager scorecard, fee analysis)
- CIO performance evaluation

Periodic Updates

- CIO monthly reports
- Notification of new investments and redemptions
- RFP updates and memorandums
- Material portfolio or market events
- Educational speakers

The above lists are not exhaustive. The IPS provides a more comprehensive description of roles and responsibilities.

1. Optimize Investment Model

Objective

Utilize forward thinking, enduring investment models and structures with a focus on technology, cost effectiveness, and human capital to maximize risk-adjusted returns

Progress

- Increased portfolio intentionality through secondary purchase and sale opportunities in private equity, real assets, and real estate while securing attractive pricing
- Significant transition of real estate assets from separate accounts to commingled funds to improve risk adjusted returns, diversification, and scalability
- Improved portfolio efficiency by raising OPEB Trust commitment sizes to enhance scalability
- Expanded implementation of dedicated managed accounts to another asset category (hedge funds)
- Deepened institutional knowledge by exploring novel investment approaches, including renegotiating IPO rights, and conducting rigorous post-investment reviews to guide investment decisions

Aspirations

- Advance adoption of innovative investment models and structures to strengthen long-term portfolio resilience and risk-adjusted returns
- Optimize rebalancing strategies across portfolio to strengthen returns and strategic impact, including private markets
- Continue to assess internal and external management approaches for optimal effectiveness

2. Maximize Stewardship and Ownership Rights

Objective

Steward our investments – including legal rights associated with them – to promote and safeguard our economic interests and durable financial value, including through proxy voting, engagement, and policy advocacy

Progress

- Voted proxies at over 6,000 global shareholder meetings, applying LACERA's custom corporate governance policy
- Supported initiatives to expand ESG data for investment analysis (e.g., joining ESG Data Convergence Initiative)
- Executed corporate engagement initiatives and policy advocacy
- Published LACERA Corporate Governance and Stewardship Report

Aspirations

- Onboard new analytics tools, including increasing private markets coverage
- Support investor associations to advocate prudent market policies (e.g., Council of Institutional Investors, International Corporate Governance Network)
- Amplify our strategic communications of LACERA stewardship efforts

3. Strengthen Influence on Fees and Cost of Capital



Objective

Leverage our influence on fees and cost of capital across all investment strategies and structures in a manner that aligns interests and promotes resilient investment returns

Progress

- Achieved better economics through strategic negotiations and structures (e.g., hard hurdle fees, tailored share classes, revenue sharing, co-investments, and selective negotiation pauses)
- Optimized implementation costs through account structure enhancements (e.g., expanding managed account platforms to new asset categories and overlays to OPEB)
- Proactively improved mandate terms and alignment (e.g., restructuring based on manager performance)
- Introduced new fee metrics to evaluate efficiency of total Fund cost and expenses

Aspirations

- Establish industry leadership as “term-makers” rather than “term-takers” on fees, legal provisions, and related terms
- Foster higher alignment of interest and improved incentivization structures with business partners
- Position liquidity as a strategic asset: harvest investments to build reserves and redeploy into high-conviction opportunities
- Expand ongoing evaluation of investor profit retention and fee efficiency measurements

4. LACERA Towards Inclusion, Diversity, and Equity

Objective

Enhance outcomes by encouraging constructive, inclusive, and equitable talent management at investment partners, service providers, industry, and internally

Progress

- Focused career development with 15 internal promotions in last 5 years (4 in 2025), active intern program, and new investment fellowship program with two inaugural hires
- 100% of investment mandates assessed with continued manager responsiveness and disclosure
- Established emerging manager programs in each asset class and increased target ranges
- Appointed to advisory boards, such as Girls Who Invest, ILPA Driving Inclusion in Alternatives, and CFA Institute
- Supported expansion of due diligence templates and tools to facilitate reporting in financial services industry

Aspirations

- Support and expand constructive and inclusive practices across investment industry
- Be an employer of choice at all levels from internships through management
- Use increased data and insights to inform and influence inclusive and equitable talent management with investment partners

5. Enhance Operational Effectiveness

Objective

Improve our resource efficiency (human, technological, internal, and external) while mitigating investment and enterprise risks to strengthen future outcomes

Progress

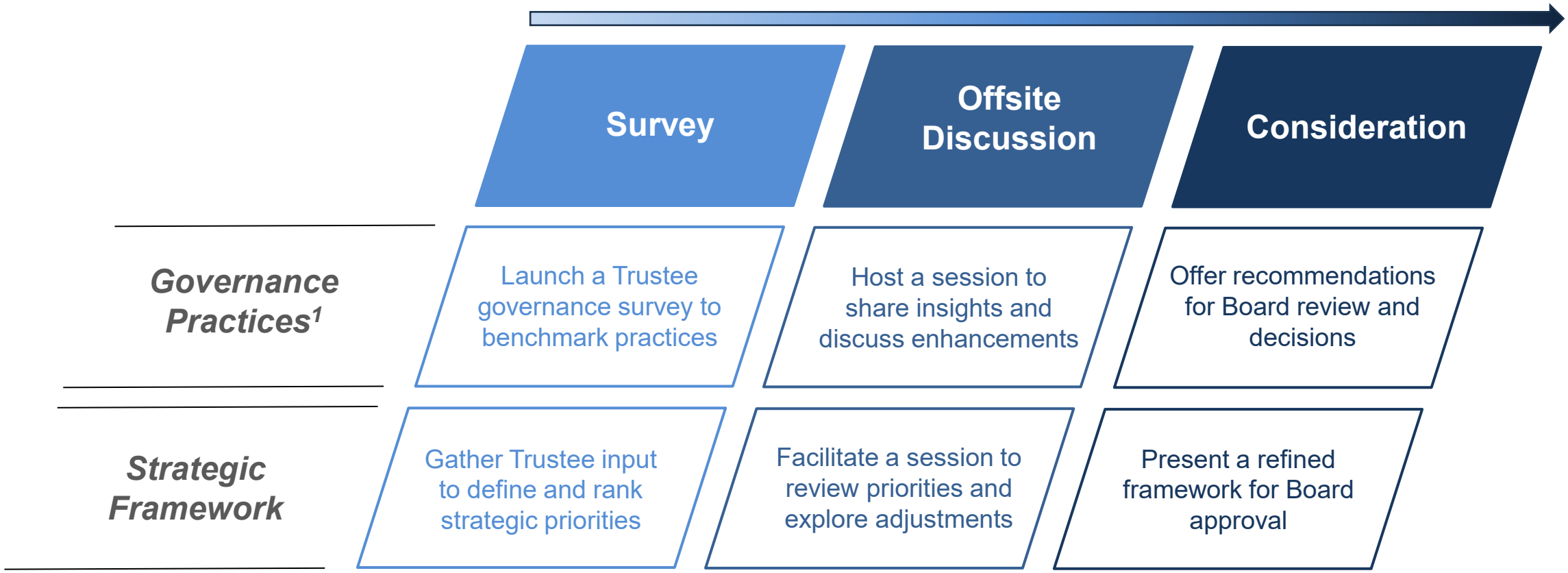
- Facilitated knowledge sharing through Trustee education sessions and staff town halls
- Aligned resources with Board and organizational priorities
- Revamped reporting, including CIO Monthly, Quarterly Performance and Annual TIDE reports
- Promoted diverse perspectives via internal investment committee rotations
- Standardized diligence frameworks to increase comprehensiveness of investment processes
- Expanded investment sourcing channels (e.g., newopportunities@lacera.gov, investment databases)

Aspirations

- Efficiently fill and onboard vacant positions
- Implement advanced technology, including artificial intelligence, to enhance total Fund management
- Identify opportunities to optimize investment onboarding process
- Advance data and analytics platforms to support portfolio oversight of performance and risk management

Next Steps

Outlined below is a proposed year-long plan to evaluate governance practices, in collaboration with Meketa, and refresh the strategic framework initiatives



[1]*Facilitated by Meketa.*

2026 Strategic Framework and Initiatives Recommendation

Recommendation

Approve the 2026 Strategic Framework and Initiatives, and

- Initiate planning for a Strategic Framework refresh
- Collaborate with Meketa to review governance practices

Context (If Approved)

The 2026 Strategic Framework and Initiatives aim to:

1. Fulfill LACERA's mission to members by guiding implementation of the strategic asset allocation
2. Provide visibility into initiatives to facilitate oversight and governance
3. Build upon strong foundation to facilitate future success

LACERA
Los Angeles County Employees Retirement Association

TABLE OF CONTENTS

Retiree Healthcare Benefits Program

Program Plan

	PAGE
Budget Narrative	1-R
RHCBP Administrative Fee Summary	6-R
RHCBP Organizational Chart	7-R

Budget Summary

Budget Summary	8-R

Salaries and Employee Benefits

Salaries and Employee Benefits Summary	9-R
Budgeted Positions and Salaries	10-R
Agency Temporary Staffing History of Expenditures	11-R
Overtime History of Expenditures	12-R
Vacant Positions Summary	13-R

Services and Supplies

Services and Supplies Summary	14-R

Budget History

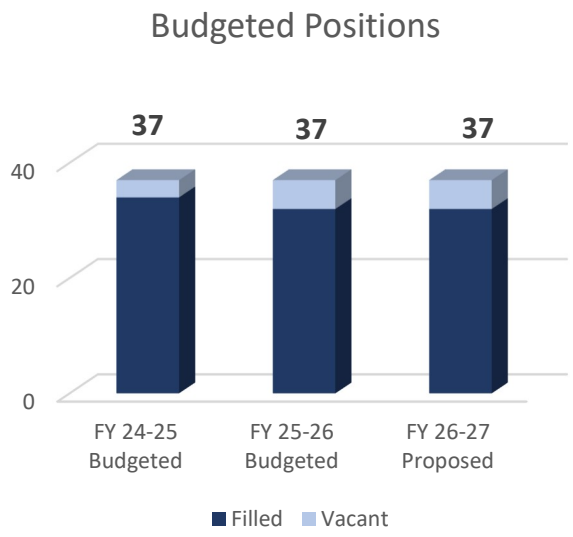
Budget History	15-R

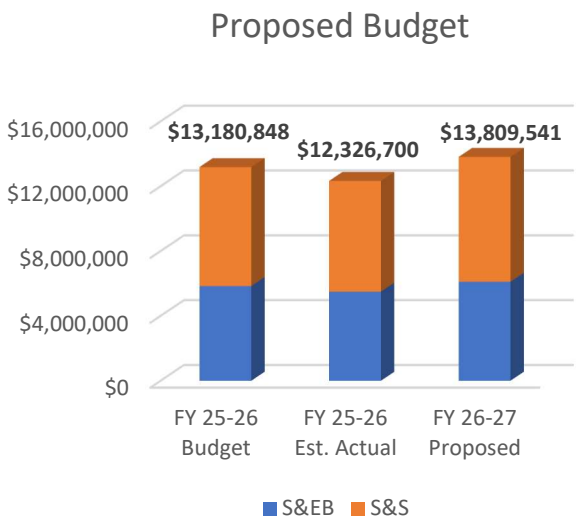
FISCAL YEAR 2026-2027

Retiree Healthcare Benefits Program

FISCAL YEAR 2026-2027 BUDGET NARRATIVE

The Retiree Healthcare Division (RHC) is responsible for administering the Retiree Healthcare Benefits Program for eligible LACERA retired members, survivors, and their eligible dependents. This activity includes providing a healthcare program of the highest quality at an affordable cost and educating members about their promised healthcare benefits, including how they intersect with federal and state healthcare reform programs such as the Patient Protection and Affordable Care Act (ACA), Medicare, and Social Security.





Summary of Significant Changes

Description	FY 2025-26 Adopted Budget	FY 2026-27 Proposed Budget	Net Change
Agency Temporary	$73,300	$229,500	$156,200
Special Retiree Mailings	$350,000	$375,000	$25,000
OPEB Valuation	$354,000	$623,000	$269,000

STATUS OF FY 2025-26 PROJECTS AND INITIATIVES

- **Electronic file submission to carriers** (supports Innovation Through Technology priority): We continue to collaborate with Systems to implement a process for submitting member eligibility files electronically to our health plan carriers, beginning with the Kaiser plan. We anticipate the Kaiser plan submission to be completed by June 2027.

- **Retiree healthcare enrollment videos** (supports Superior Member Experience priority): We partnered with the Communications team to develop retiree healthcare enrollment videos, which were published on the LACERA website (lacera.gov). The project was completed by the planned completion date of June 30, 2025.

FY 2026-27 STRATEGIC GOALS AND OBJECTIVES

- **Self-service healthcare enrollment in member portal** (supports Fiscal Durability and Superior Member Experience priorities): We continue to partner with Systems on this goal. The self-service member healthcare enrollment using the member portal will help streamline and automate the enrollment process, helping decrease our workload while enhancing the member experience. This goal will be implemented in phases over the next two (2) years (2026-2027).

- **Automation of Medicare Part B Verification Review** (supports Innovation Through Technology and Superior Member Experience priorities): We continue to partner with Systems in automating and streamlining the review of incoming Part B verifications received from members by using Optical Character Recognition (OCR) and auto-updating the standard Part B amounts. This will help decrease our workload tremendously and improve the member experience. We anticipate that this project will be completed by June 2027.

- **Automation of Healthcare Enrollments Review (**supports Innovation Through Technology and Superior Member Experience priorities): We are partnering with Systems in automating and streamlining the review of incoming healthcare enrollments forms and supporting documents received from members by using OCR. This will help decrease our workload tremendously by automating the process and improve the member experience. We anticipate that this project will be completed by June 2027.

- **RHC CORE Benefits Training Enhancement** (supports the Investing in People priority)**:** This goal is to enhance the current RHC Retirement Benefits Specialist I (RBS I)/County Temp training by including a refresher course for current staff regarding the RHC Benefits Program as well as enrollments processing to help improve their skills and knowledge. We anticipate a completion date of June 2027.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SALARIES & EMPLOYEE BENEFITS (S&EB)

Non-Discretionary Salary Adjustments

The budget reflects negotiated cost-of-living adjustments (COLAs) included in the Memorandum of Understanding (MOU) covering the period of January 1, 2026 through December 31, 2028, and approved by the Board of Retirement and the Board of Investment for all LACERA employees, as well as salary-step progression and merit pay increases for qualified and/or eligible employees and assumed commensurate increases for employee benefits.

Adjustments to Permanent Staffing

We are not proposing any adjustments to our permanent staffing in FY 2026-27.

Temporary Staffing

We are requesting three (3) agency temporary staff to support the division in addressing an anticipated retirement-related vacancy, the increased workload during the March peak period, and other workload fluctuations. The agency temporary staff will also provide support by responding to general member inquiries, thereby freeing the Operations team to concentrate on enrollment form processing.

Overtime Needs

We are requesting overtime to manage the workload associated with the anticipated high volume of enrollment forms during the March Rush, the processing of Medicare Part B premium verifications, and any unanticipated special projects or special mailings. No additional overtime hours are being requested; the change reflects only cost-of-living adjustments.

Intern

We do not anticipate any use of interns in FY 2026-27.

Rehired Retirees

Retiree Healthcare does not anticipate any use of rehired retirees in FY 2026-27.

SUMMARY OF PROPOSED BUDGETARY CHANGES: SERVICES & SUPPLIES (S&S)

Removal of One-Time Expenditures

Retiree Healthcare does not have any removal of one-time expenditures for FY 2026-27.

Services and Supplies Adjustments

Special Retiree Mailings

Funding totaling $375,000, an increase of $25,000, is requested in our Special Retiree Mailing Account to cover potential increases in postage, printing, mailing, *Spotlight* articles, surveys, and other unanticipated member special mailings costs.

Rent

Funding totaling $201,800, a decrease of $22,400, is requested for rent. This minor decrease is attributed to the renewed agreement rate and not the result of any reduction in square footage.

Audits & OPEB Valuation

Audits

- Funding totaling $123,000 for OPEB Custodial Fund, SOC, and GASB 75 fees is requested for audits. This is a reduction of $6,200 from the prior fiscal year.

Custodial Fund

Clifton Larson Allen (CLA)	Custodial Fund Audit	$ 23,741
Baker Tilly (fka Moss Adams)	SOC	$ 82,900
	Total	**$106,641**

GASB 45

CavMac	GASB 75	$ 16,000
	Total	**$16,000**

- CLA Custodial Fund Audit Fee of $23,741 is being requested and budgeted to RHC.

OPEB Valuation

- FY 2026-27 anticipated costs for OPEB Program consulting are $491,000 (excluding project 4 – SCAQMD) + $132,000 (Plus any special projects) totaling a $623,000 budget request. The increase is due to the Triennial Experience and Assumptions Study.

OPEB Program Consulting	**FY 2026-27**
Actuarial Valuation and Consulting	$ 239,000
Triennial Experience and Assumptions Study	$ 126,000

GASB 75 Financial Statement Disclosure Reporting for the Los Angeles County, LACERA, and Superior Court	$	52,000
Actuarial Consulting	$	74,000
Anticipated Special Project Budget FY 2026-27	$	132,000*
*Number is rounded from $131,823.10.	**Total $**	**623,000**

Retiree Healthcare Consulting

We propose increasing Segal Consulting's annual fee from $761,400 to $780,000 based on the following factors:

- Segal is requesting its first annual fee increase since the period of July 1, 2020, through June 30, 2021.
- Continued vendor management and renewal support.
- Ongoing negotiations with the County and their stakeholders to eliminate the Lifetime Maximum Benefit associated with Anthem Plans I, II, and Prudent Buyer.
- Assessment and possible implementation of an alternative Medicare Part D plan arrangement.

Outside Legal Counsel Fees

Funding totaling $7,500 is requested for outside legal counsel fees on the RHC Program. This remains the same amount as the prior fiscal year.

Outside Legal Counsel Fees		
RHC Program	$	7,500
Total Outside Legal Counsel Fees	**$**	**7,500**

FUNDING AND OPERATING EXPENSES

The program must fund the RHCBP's operating expenses, and its operations cannot be subsidized by the funds used to operate the retirement benefit trust. The administrative fee covers administrative expenses, including consulting services, vendor fees, and the cost of administering the RHCBP. As such, an RHCBP administrative fee is included as part of the retiree healthcare medical and dental/vision plan premiums, per member, per plan, per month.

Administrative expenses are projected to be $13.9 million for the fiscal year ending June 30, 2027, with a drawdown of $2.3 million expected from the Administrative Fee Account. For the 2026–27 plan year, we are proposing that the administrative fee remains unchanged at $8.00.

Please note that administrative fees are held in a separate account where they are collected and used to fund the Retiree Healthcare Division's operating expenses (i.e., the RHC budget). Over time, administrative fees collected exceeded actual administrative expenses, resulting in an accumulated surplus balance. This accumulated surplus funds shortfalls between the actual fees collected and administrative expenditures.

Please see the chart below showing RHC Administrative Fees and Administrative Revenue and Expenses for the last ten fiscal years.

RHC ADMINISTRATIVE REVENUE AND EXPENSES
FOR THE LAST 10 FISCAL YEARS

Fiscal Year Ending		Admin Fee	Admin Revenue		Admin Expenses	(Over)/ Under	
FYE 2026	[3]	$8.00	$5,694,350		($5,584,049)	$110,301	
FYE 2025		$8.00	$11,169,735		($12,576,247)	($1,406,512)	[2]
FYE 2024		$8.00	$10,937,937		($11,910,426)	($972,489)	[2]
FYE 2023		$8.00	$10,766,371	[1]	($10,893,224)	($126,853)	[2]
FYE 2022		$8.00	$10,710,527		($9,236,963)	$1,473,564	
FYE 2021		$8.00	$10,245,895		($8,099,102)	$2,146,793	
FYE 2020		$8.00	$10,076,876		($6,828,067)	$3,248,809	
FYE 2019		$8.00	$9,823,062		($6,118,267)	$3,704,794	
FYE 2018		$8.00	$9,559,745		($5,681,953)	$3,877,792	
FYE 2017		$8.00	$9,631,327		($5,326,190)	$4,305,137	
FYE 2016		$5.00	$5,984,986		($5,279,617)	$705,369	

[1]LACERA billed the RHC Administrative Fee of $10 and collected $8 from the County.

[2]Administrative fee account accumulated surplus was used to absorb the over expenditure.

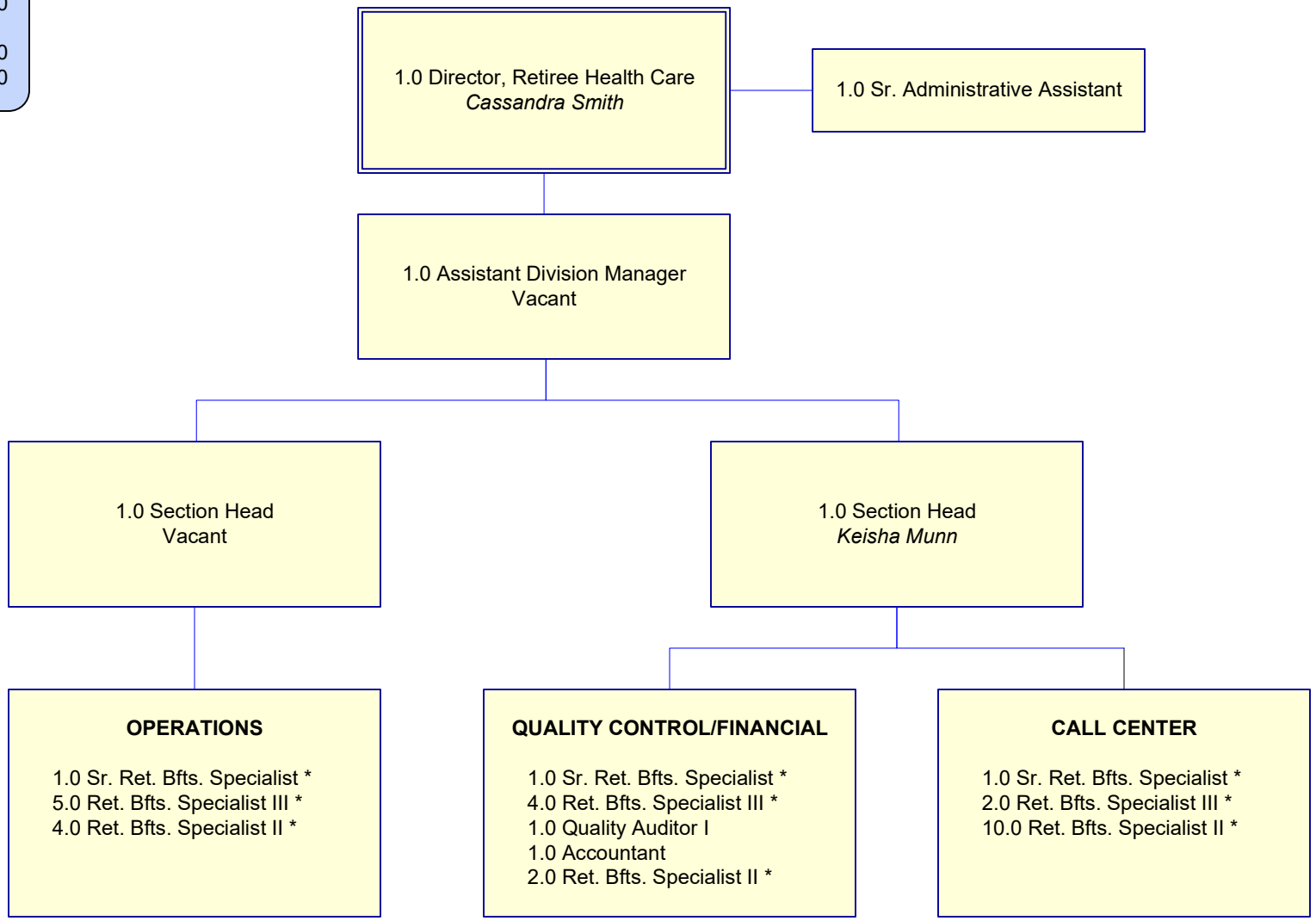
[3]As of December 2026.

RETIREE HEALTH CARE BENEFITS PROGRAM

FISCAL YEAR 2026-2027

2025-2026 Bud. Pos.: 37.0
2025-2026 Hiring Plan: 37.0

2026-2027 Bud. Pos.: 37.0
2026-2027 Hiring Plan: 37.0



* Classification study for the position requested.

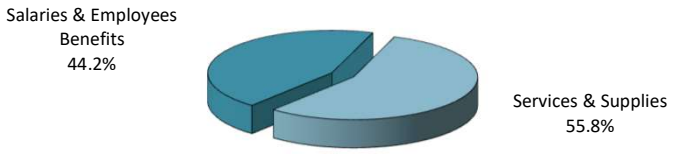
RETIREE HEALTHCARE BENEFITS PROGRAM

FISCAL YEAR 2026-2027

BUDGET SUMMARY

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$6,108,345**	$5,843,495	$2,833,230	$5,492,900	($350,595)	-6.0%	$264,850	4.5%
Services & Supplies	**7,701,196**	7,337,353	3,796,154	6,833,800	(503,553)	-6.9%	363,843	5.0%
OPERATING BUDGET	**$13,809,541**	$13,180,848	$6,629,384	$12,326,700	($854,148)	-6.5%	$628,693	4.8%

2026 - 2027 PROPOSED BUDGET



*All amounts rounded to the nearest dollar.

RETIREE HEALTHCARE BENEFITS PROGRAM

FISCAL YEAR 2026-2027

SALARIES AND EMPLOYEE BENEFITS SUMMARY

		CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
	PROPOSED BUDGET 2026-2027	BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Total LACERA Salaries	**$3,528,559**	$3,554,789	$1,753,375	$3,400,000	($154,789)	-4.4%	($26,229)	-0.7%
Total Agency Temp Salaries	**229,500**	73,300	36,875	73,000	(300)	-0.4%	156,200	213.1%
Employee Benefits (Variable)	**2,005,282**	1,894,130	917,376	1,743,500	(150,630)	-8.0%	111,152	5.9%
OPEB Contribution	**175,104**	157,877	80,678	157,800	(77)	0.0%	17,227	10.9%
Stipends	**0**	0	0	0	0	0.0%	0	0.0%
Overtime	**149,700**	143,200	28,556	100,000	(43,200)	-30.2%	6,500	4.5%
Bilingual Bonus	**3,600**	3,600	1,950	3,600	0	0.0%	0	0.0%
Sick Leave Buyback	**13,000**	13,000	14,419	15,000	2,000	15.4%	0	0.0%
Rideshare Allowance	**3,600**	3,600	0	0	(3,600)	-100.0%	0	0.0%
Transportation Allowance	**0**	0	0	0	0	0.0%	0	0.0%
ADJUSTED GROSS S&EB	**$6,108,345**	$5,843,495	$2,833,230	$5,492,900	($350,595)	-6.0%	$264,850	4.5%
Salary Differential	**-**	-	-	-	-		-	
TOTAL S&EB	**$6,108,345**	$5,843,495	$2,833,230	$5,492,900	($350,595)	-6.0%	$264,850	4.5%

*All amounts rounded to the nearest dollar.

Note: All YTD Salaries and Employee Benefits totals are as of 01/15/26, with the exception of Agency Temp Salaries, which are as of 01/31/26.

LACERA

FISCAL YEAR 2026-2027

BUDGETED POSITIONS

RETIREE HEALTHCARE BENEFITS PROGRAM

FILLED POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0793	DIRECTOR, RETIREE HEALTH CARE, LACERA	1	LS14
0772	SECTION HEAD, LACERA	1	LS09
1312	SENIOR RETIREMENT BENEFITS SPECIALIST	3	106C
1311	RETIREMENT BENEFITS SPECIALIST III	10	100J
0415	ACCOUNTANT, LACERA	1	097J
0439	SENIOR ADMINISTRATIVE ASSISTANT, LACERA	1	095C
1310	RETIREMENT BENEFITS SPECIALIST II	15	094C
	Total Filled Positions =	**32**	

VACANT POSITIONS

Budget Classification Number	Budget Classification Title	# of Budget Positions	Budget Salary Schedule
0771	ASSISTANT DIVISION MANAGER, LACERA	1	LS10
0772	SECTION HEAD, LACERA	1	LS09
1311	RETIREMENT BENEFITS SPECIALIST III	1	100J
0796	QUALITY AUDITOR I, LACERA	1	100E
1310	RETIREMENT BENEFITS SPECIALIST II	1	094C
	Total Vacant Positions =	**5**	

TOTAL POSITIONS = **37**

Non-Represented positions shown in black.
Represented positions shown in blue.
Salary schedule as of 01/01/2025.

RETIREE HEALTCARE BENEFITS PROGRAM

BUDGET REQUEST INFORMATION

AGENCY TEMPORARY STAFFING
HISTORY OF EXPENDITURES

	FYE 2024		FYE 2025		FYE 2026		FYE 2027
DIVISION	**Budget**	**Actual**	**Budget**	**Actual**	**Budget**	**Projection**	**Budget**
Retiree Healthcare	$165,200	$120,457	$71,100	$71,603	$73,300	$73,000	$229,500
GRAND TOTAL	**$165,200**	**$120,457**	**$71,100**	**$71,603**	**$73,300**	**$73,000**	**$229,500**

*All amounts rounded to the nearest dollar.

RETIREE HEALTHCARE BENEFITS PROGRAM

BUDGET REQUEST INFORMATION

OVERTIME
HISTORY OF EXPENDITURES

	FYE 2024		FYE 2025		FYE 2026		FYE 2027
DIVISION	**Budget**	**Actual**	**Budget**	**Actual**	**Budget**	**Projection**	**Budget**
Retiree Healthcare	$134,900	$64,679	$138,900	$75,490	$143,200	$100,000	$149,700
GRAND TOTAL	**$134,900**	**$64,679**	**$138,900**	**$75,490**	**$143,200**	**$100,000**	**$149,700**

*All amounts rounded to the nearest dollar.

RETIREE HEALTHCARE BENEFITS PROGRAM

BUDGET REQUEST INFORMATION

VACANT POSITIONS
SUMMARY

Division	Budgeted Positions FY 2025-2026	Vacancy (as of 03/31/26)	%	Budgeted Positions FY 2026-2027	Vacancy	%
Retiree Healthcare	37	5	14%	37	5	14%
TOTAL	**37**	**5**	**14%**	**37**	**5**	**14%**

RETIREE HEALTHCARE BENEFITS PROGRAM

FISCAL YEAR 2026-2027

SERVICES & SUPPLIES ACCOUNT SUMMARY

ACCOUNT CLASSIFICATION	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
TRANSPORTATION & TRAVEL	**$31,500**	$31,500	$6,660	$21,500	($10,000)	-31.7%	$0	0.0%
POSTAGE	**375,000**	350,000	28,544	350,000	0	0.0%	25,000	7.1%
OFFICE SUPPLIES & EQUIPMENT	**5,000**	5,000	727	1,500	(3,500)	-70.0%	0	0.0%
OPERATIONAL COSTS	**5,625,596**	5,567,553	3,227,380	5,180,000	(387,553)	-7.0%	58,043	1.0%
PROFESSIONAL AND SPECIALIZED SERVICES	**1,616,000**	1,335,200	514,747	1,245,200	(90,000)	-6.7%	280,800	21.0%
BANK SERVICES	**21,500**	21,500	10,226	21,500	0	0.0%	0	0.0%
LEGAL FEES AND SERVICES	**7,500**	7,500	0	0	(7,500)	-100.0%	0	0.0%
EDUCATIONAL EXPENSES	**18,800**	18,800	7,870	13,800	(5,000)	-26.6%	0	0.0%
MISCELLANEOUS	**300**	300	0	300	0	0.0%	0	0.0%
TOTAL	**$7,701,196**	**$7,337,353**	**$3,796,154**	**$6,833,800**	**($503,553)**	**-6.9%**	**$363,843**	**5.0%**

*All amounts rounded to the nearest dollar.

RETIREE HEALTH CARE BENEFITS PROGRAM

BUDGET REQUEST INFORMATION

HISTORY OF EXPENDITURES

	FYE 2025		FYE 2026		Proposed
	Budget	Actual	Budget	Projection	Budget
SALARIES & EMPLOYEE BENEFITS					
Total LACERA Salaries	$3,322,077	$3,292,781	$3,554,789	$3,400,000	$3,528,559
Total Agency Temp Salaries	71,100	71,603	73,300	73,000	229,500
Employee Benefits (Variable)	2,838,839	1,721,230	1,894,130	1,743,500	2,005,282
Employee Benefits (Other)	0	0	0	0	0
OPEB Contribution	131,570	140,024	157,877	157,800	175,104
Additional OPEB Contribution	0	131,570	0	0	0
Stipends	0	0	0	0	0
Overtime	138,900	75,490	143,200	100,000	149,700
Bilingual Bonus	3,600	3,600	3,600	3,600	3,600
Sick Leave Buyback	10,000	62,539	13,000	15,000	13,000
Rideshare Allowance	3,600	0	3,600	0	3,600
Transportation Allowance	0	0	0	0	0
SERVICES & SUPPLIES					
Transportation & Travel	26,200	17,897	31,500	21,500	31,500
Postage	325,000	360,049	350,000	350,000	375,000
Office Supplies & Equipment	5,000	621	5,000	1,500	5,000
Operational Cost	5,243,534	5,117,762	5,567,553	5,180,000	5,625,596
Professional & Specialized Services	1,379,000	1,438,373	1,335,200	1,245,200	1,616,000
Bank Services	21,500	19,389	21,500	21,500	21,500
Legal Fees and Services	50,000	0	7,500	0	7,500
Educational Expenses	18,800	11,483	18,800	13,800	18,800
Miscellaneous	300	20	300	300	300
TOTAL OPERATING BUDGET	**$13,589,020**	**$12,464,431**	**$13,180,848**	**$12,326,700**	**$13,809,541**

*All amounts rounded to the nearest dollar.

LACERA
Los Angeles County Employees Retirement Association

TABLE OF CONTENTS

Other Post-Employment Benefits (OPEB) Trust

Program Description PAGE

Program Description 1-O

Cost Summary

Cost Summary 4-O

FISCAL YEAR 2026-2027



The County of Los Angeles ("County") established the OPEB Trust for the purpose of pre-funding the Retiree Healthcare Benefits Program ("OPEB Program"). The OPEB Trust serves as a funding tool for the participating employers to hold and invest assets used to pay OPEB Program benefits, such as medical, dental, and vision. LACERA's Board of Investments is responsible for exercising oversight of the investment management for both the Retirement Fund and the OPEB Trust.

Cost Allocation: The Need for Separate Accounting of the OPEB Trust

LACERA administers a Retiree Healthcare Benefits Program for members that is funded through the employer plan sponsors. Historically, these plan sponsors have paid the monthly premium costs for current eligible retirees on a pay-as-you-go basis. In FY 2012-13, the County and LACERA established a trust to begin to pre-fund the program and address its long-term liability. LACERA's Board of Investments is the trustee and investment manager for the trust.

In FY 2016-17, the Superior Court joined the pre-funding initiative and established an OPEB Trust. Beginning in FY 2017-18, accounting standards required the costs of administering the program to be reported separately on financial statements, based on the size of the participating agencies.

The trust agreements between the County, Superior Court, and LACERA stipulate that "…the Trustee (LACERA) shall be entitled to payment or reimbursement of all its reasonable and appropriate expenses incurred in administering or investing the Trust…." In other words, LACERA will not expend retirement fund principal or operating allocation to administer the OPEB Trust. Instead, the trust agreements allow LACERA to seek payment directly from the County and Superior Court, or to obtain payment from the OPEB Trust.

To avoid OPEB Trust assets being commingled with the retirement fund assets, it is important for LACERA to maintain a separate accounting of the costs associated with administering the OPEB Trust.

A Method for Tracking OPEB Trust Expenses

Only the LACERA divisions that participate in the administration of the OPEB Trust are included in the calculation of costs. These divisions are: Administrative Services, Communications, Executive Office, FASD, Human Resources, Internal Audit, Investments, Legal Services, Systems, and Retiree Healthcare.

Each division utilizes staff and resources to administer the OPEB Trust. In estimating the costs to administer the trust, LACERA considers the amount of time expended by employees as a share of the total cost of salaries and benefits. In estimating the additional costs used to administer the trust, LACERA also considers the share of the total costs of services and supplies.

Cost Methodology

There are four categories of expenses applicable to our cost methodology, as follows:

Direct Costs of Salaries and Employee Benefits

Division managers provided a list of staff members and the number of hours those staff members worked on OPEB activities. Those “hours spent” are converted into a percentage of annual hours. The salaries and benefits totals of each staff member are then multiplied by the percentage of annual hours devoted to OPEB.

Indirect Services and Supplies

These costs were estimated by taking the overall cost of services and supplies for LACERA and dividing it by the total number of employees. This provides LACERA with a “per employee cost,” which is then multiplied by the overall percentage of hours worked on OPEB.

Indirect Salaries and Employee Benefits

Systems, Human Resources, and Administrative Services divisions provide staffing support to all LACERA divisions. The Salary and Employee Benefits costs for these divisions are added up, then divided by the number of LACERA employees to determine a per employee cost. This total is then multiplied by the overall percentage of hours worked on OPEB.

Direct Services and Supplies

Direct Services and Supplies costs are based on actual payment requests that are applicable to OPEB.

Allocation of Costs

The total overhead cost is divided among the County, LACERA, and Superior Court. The shared cost is allocated in a hybrid method that considers fund size, effort, and resources to approximate a fair and equitable allocation. These allocations are included with the annual OPEB Trust budget provided to the plan sponsors and are subject to periodic review. The current allocation is:

- County: 75 percent
- LACERA: 5 percent
- Superior Court: 20 percent

Reconciliation of Actual Costs

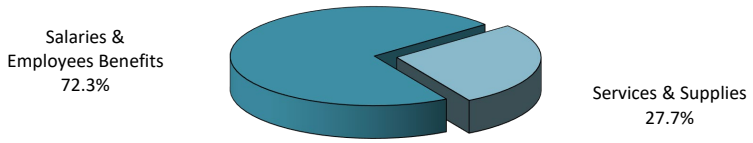
At the close of each fiscal year, the actual costs are reconciled with the budget costs. Variances are either credited or debited to each allocated entity to ensure that each OPEB Trust is appropriately capturing the true operating costs.

OPEB TRUST COST ALLOCATION

FISCAL YEAR 2026-2027

	PROPOSED BUDGET 2026-2027	CURRENT YEAR 2025-2026			COMPARISON OF CURRENT YEAR BUDGET TO PROJECTION		COMPARISON OF PROPOSED BUDGET TO 2025-2026 BUDGET	
		BUDGET	YTD (01-31-26)	PROJECTION	OVER/(UNDER) BUDGET	% CHANGE	$ CHANGE	% CHANGE
Salaries & Employees Benefits	**$866,261**	$976,786	$569,792	$918,179	($58,607)	-6.0%	($110,525)	-11.3%
Services & Supplies	**$331,972**	322,645	188,209	303,286	(19,359)	-6.0%	9,328	2.9%
OPERATING BUDGET	**$1,198,234**	$1,299,431	758,001	1,221,465	(77,966)	-6.0%	($101,197)	-7.8%

2026 - 2027 PROPOSED BUDGET



BUDGET POLICY

Authorizing Manager: Laura Guglielmo, Assistant Executive Officer

Original Effective Date: 05/20/2009 **Last Updated:** 05/30/2024

Mandatory Review: June 2025 (Annually)

Approval Level: Board of Retirement and Board of Investments

I. Purpose

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

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

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

II. Scope

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

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

III. Legal Authority

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

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

III. Legal Authority (Continued)

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

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

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

IV. Definitions

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

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

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

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

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

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

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

IV. Definitions (Continued)

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

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

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

V. Policy Statement

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

V.A. Budgetary Components

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

V.A.1. Administrative Budget

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

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

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

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

V. Policy Statement (Continued)

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

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

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

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

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

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

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

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

V. Policy Statement (Continued)

V.B. Process

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

V.B.1. Budget Monitoring and Control

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

V.B.2. Criteria

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

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

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

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

V. Policy Statement (Continued)

V.B.4 Annual Budget Development and Approval Calendar

Date	*Activity*
By November 30	• Executive Office and Management review each Board's Strategic Plan initiatives for alignment with the upcoming Fiscal Year budget development cycle.
	• Administrative Services Division provides each Division Manager a budget package with instructions for completing their proposed budget for the upcoming fiscal year, a budget preparation timetable with specific deadlines, a schedule of meeting dates with the Budget Unit, and a schedule of meeting dates with the Executive Office.
December	The Budget Unit, representatives from Human Resources and Systems meet with Division Managers and their designees to provide guidance in the development of their budget requests.
By January 15	Division Managers submit their proposed budget to the Budget Unit.
By February 15	The Executive Office meets with each Division Manager and their designees to discuss the Division's needs and provide direction to the Division Managers and Budget Unit.
March	Audit Committee review of Internal Audit Proposed Budget.
April	The Budget Unit prepares and distributes the preliminary Administrative, RHC, and OPEB Trust Budgets to all Trustees and Division Managers.
April	Present preliminary budget to JOGC for review and input
By June 30	Board of Retirement and Board of Investment review and approve final budget

V.B.5. Budget Adoption

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

V. Policy Statement (Continued)

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

V.B.6. Budget Appropriation

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

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

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

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

V.B.7. Budget Monitoring and Reporting

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

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

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

V. Policy Statement (Continued)

V.B.8. Mid-Year Budget Review

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

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

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

V.B.10. Transferring Appropriations

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

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

V.B.11. Pre-funding OPEB

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

V. Policy Statement (Continued)

V.B.12. Increasing Total Appropriations

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

V.C. Audit Committee Oversight of Internal Audit

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

VI. References

The following information complements and supplements this document.

Related Policies:

- Retirement Benefit Funding Policy
- OPEB Investment Policy Statement – OPEB Master Trust

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

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

Other Related Information:

- Joint Organizational Governance Charter
- Audit Committee Charter

VII. Version History

VII.A. Approvals

Policy Issue Date: May 20, 2009

Policy Effective Date: June 12, 2024

VII. Version History (Continued)

Policy Update/Review Summary:

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

VIII. Review/Approval

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

LACERA

May 21, 2026

TO: Each Trustee
Board of Retirement

FROM: Luis A. Lugo
Chief Executive Officer

FOR: June 3, 2026 Board of Retirement Meeting

SUBJECT: **SACRS Board of Directors Election**

RECOMMENDATION
That the Board of Retirement ratify the voice vote of its voting delegate at the Business Meeting of the SACRS 2026 Spring Conference to approve the SACRS Nominating Committee's recommended board of directors slate for the 2026-27 term.

BACKGROUND
Each year at the Business Meeting of State Association of County Retirement System's (SACRS) Spring Conference, the SACRS membership designates a delegate to vote on the SACRS Nomination Committee's recommended slate of directors for the SACRS board. There are six directors that comprise the SACRS board, and they serve a one-year term.

The Board of Retirement's (BOR) policy for SACRS business is that the Chief Executive Officer is the SACRS voting delegate with alternate delegates being the BOR officers and the remaining BOR trustees by board seat number.

DISCUSSION
Staff generally agendizes the nomination slate at the May BOR meeting each year to get direction from the BOR to provide to the voting delegate. This year, however, staff inadvertently did not agendize the item for the BOR's meeting of May 6, 2026, and thus no direction was given to LACERA's voting delegate.

The list of LACERA's voting delegates had been forwarded separately to the SACRS Credentials Committee. Trustee Jason Green was present at the Business Meeting on May 15, 2026, and duly recognized as LACERA's voting delegate under LACERA policy. A voice vote was taken to approve the attached nomination slate, and the slate was approved unanimously with no dissenting votes.

IT IS THEREFORE RECOMMENDED THAT THE BOARD ratify the voice vote of its voting delegate at the Business Meeting of the SACRS 2026 Spring Conference to

approve the SACRS Nominating Committee's recommended board of directors slate for the 2026-27 term.

Attachment
SACRS May 15, 2026, Business Meeting: Agenda Item 6

cc: JJ Popowich
Jessican Baxter
Steven P. Rice

SACRS Business Meeting Agenda
Friday, May 15, 2026
10:15 AM – 11:30 AM
Everline Resort & Spa, Lake Tahoe
Olympic Valley, CA

SACRS Parliamentarian – David Lantzer, Olson Remcho, LLP
SACRS Sergeant at Arms – Gabe Rodrigues, SACRS Safety Team

Meeting Call to Order – Adele Lopez Tagaloa, Orange CERS, SACRS President

1. SACRS Retirement Systems Roll Call
Rhonda Beiseimer, Stanislaus CERA, SACRS Secretary

2. SACRS Secretary's Report - Receive and File
Rhonda Beiseimer, Stanislaus CERA, SACRS Secretary

A. SACRS Business Meeting Minutes November 2025

3. SACRS Treasurer's Report - Receive and File
Zandra Cholmondeley, Santa Barbara CERS, SACRS Treasurer

A. July 2025 – February 2026 Financials

4. SACRS President Report - No Action
Adele Lopez Tagaloa, Orange CERS, SACRS President

A. SACRS President Update

5. SACRS Legislative Committee Report – No Action
Eric Stern, Sacramento CERS, SACRS Legislative Committee Chair

A. Legislative Committee Report

6. SACRS Nomination Committee Report – Action Item
David MacDonald, Contra Costa CERA, SACRS Nomination Committee Chair & Immediate Past President

A. SACRS Board of Directors Elections 2026-2027

7. SACRS Audit Committee Report – Receive and File
Steve Delaney, Orange CERS, SACRS Audit Committee Chair

A. SACRS Audit 2024-2025

8. SACRS Education Committee Report – No Action
JJ Popowich, Los Angeles CERA, SACRS Education Committee Chair

A. Education Committee Report

9. SACRS Program Committee Report – No Action
Jordan Kaufman, Kern CERA, SACRS Program Committee Chair & Vice President

A. Program Committee Report

10. SACRS Affiliate Committee Report – No Action
Sean Gannon, Manulife Investments, SACRS Affiliate Committee Chair

A. Affiliate Committee Report

11. SACRS Bylaws Committee Report – No Action
Barbara Hannah, San Bernardino CERA, SACRS Bylaws Committee Chair

A. Bylaws Committee Report

12. SACRS Fall Conference Breakout Reports – No Action
A representative from each breakout will give a verbal report on their meetings.

A. Administrators
B. Affiliates
C. Attorneys
D. Disability
E. Operations/Benefits
F. Internal Auditors
G. Investment Officers
H. Safety Trustees
I. General Trustees

13. Adjournment

Next scheduled SACRS Business Meeting will be held on Friday, November 13, 2026. The meeting will be held at the Omni Rancho Las Palmas, in Rancho Mirage, CA, during SACRS Annual Fall Conference November 10-13, 2026.

6. SACRS Nomination Committee Report – Action Item
David MacDonald, Contra Costa CERA, SACRS Nomination Committee Chair & Immediate Past President

A. SACRS Board of Directors Elections 2026-2027

March 25, 2026

To: SACRS Trustees & SACRS Administrators/CEO's
From: David MacDonald, SACRS Immediate Past President, Nominating Committee Chair
SACRS Nominating Committee
Re: SACRS Board of Director Elections 2026-2027 - Elections Notice

Please provide this election notice to your Board of Trustees and Voting Delegates for consideration at the upcoming elections being held at the SACRS Spring Conference May 15, 2026

DEADLINE	DESCRIPTION
March 1, 2026	Any regular member may submit nominations for the election of a Director to the Nominating Committee, provided the Nominating Committee receives those nominations no later than noon on March 1 of each calendar year regardless of whether March 1 is a Business Day. Each candidate may run for only one office. Write-in candidates for the final ballot, and nominations from the floor on the day of the election shall not be accepted.
March 25, 2026	The Nominating Committee will report a final ballot to each regular member County Retirement System prior to March 25
May 15, 2026	Nomination Committee to conduct elections during the SACRS Business Meeting at the Spring Conference
May 15, 2026	Board of Directors takes office for 1 year

Per SACRS Bylaws, Article VIII, Section 1. Board of Director and Section 2. Elections of Directors:

Section 1. Board of Directors. The Board shall consist of the officers of SACRS as described in Article VI, Section 1, the immediate Past President, and two (2) regular members

> ***A. Immediate Past President.*** *The immediate Past President, while he or she is a regular member of SACRS, shall also be a member of the Board. In the event the immediate Past President is unable to serve on the Board, the most recent Past President who qualifies shall serve as a member of the Board.*
> ***B. Two (2) Regular Members****. Two (2) regular members shall also be members of the Board with full voting rights.*

Section 2. Elections of Directors*. Any regular member may submit nominations for the election of a Director to the Nominating Committee, provided the Nominating Committee receives those nominations no later than noon on March 1 of each calendar year regardless of whether March 1 is a Business Day. Each candidate may run for only one office. Write-in candidates for the final ballot, and nominations from the floor on the day of the election, shall not be accepted.*

The Nominating Committee will report its suggested slate, along with a list of the names of all members who had been nominated, to each regular member County Retirement System prior to March 25.

The Administrator of each regular member County Retirement System shall be responsible for communicating the Nominating Committee's suggested slate to each trustee and placing the election of SACRS Directors on his or her board agenda. The Administrator shall acknowledge the completion of these responsibilities with the Nominating Committee.
Director elections shall take place during the first regular meeting of each calendar year. The election shall be conducted by an open roll call vote, and shall conform to Article V, Sections 6 and 7 of these Bylaws.

Newly elected Directors shall assume their duties at the conclusion of the meeting at which they are elected, with the exception of the office of Treasurer. The incumbent Treasurer shall co-serve with the newly elected Treasurer through the completion of the current fiscal year.

The elections will be held at the SACRS Spring Conference May 12-15, 2026, during the Annual Business meeting on Friday, May 15, 2026, in Olympic Valley, at the Everline Resort and Spa, Lake Tahoe.

SACRS Nominating Committee Recommended Slate:

Name	System	Candidate for Position
Adele Lopez Tagaloa	Orange CERS	SACRS President
Jordan Kaufman	Kern CERA	SACRS Vice President
Zandra Cholmondeley	Santa Barbara CERS	SACRS Treasurer
Rhonda Biesemeier	Stanislaus CERA	SACRS Secretary
Riley Talford	Fresno CERA	SACRS Regular Board Member
Chris Giboney	Sacramento CERS	SACRS Regular Board Member

Please prepare your voting delegate to have the ability to vote by the recommended ballot and by each position separately.

If you have any questions, please contact David MacDonald at dmacdcccera@gmail.com.

Thank you for your prompt attention to this timely matter.

Sincerely,

David MacDonald

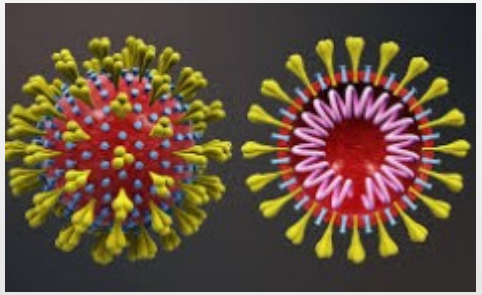
David MacDonald, Trustee, Contra Costa CERA, SACRS Nominating Committee Chair

CC: SACRS Board of Directors
SACRS Nominating Committee Members
Sulema H. Peterson, SACRS Executive Director

Attached: Nominee Submissions

COVID-19

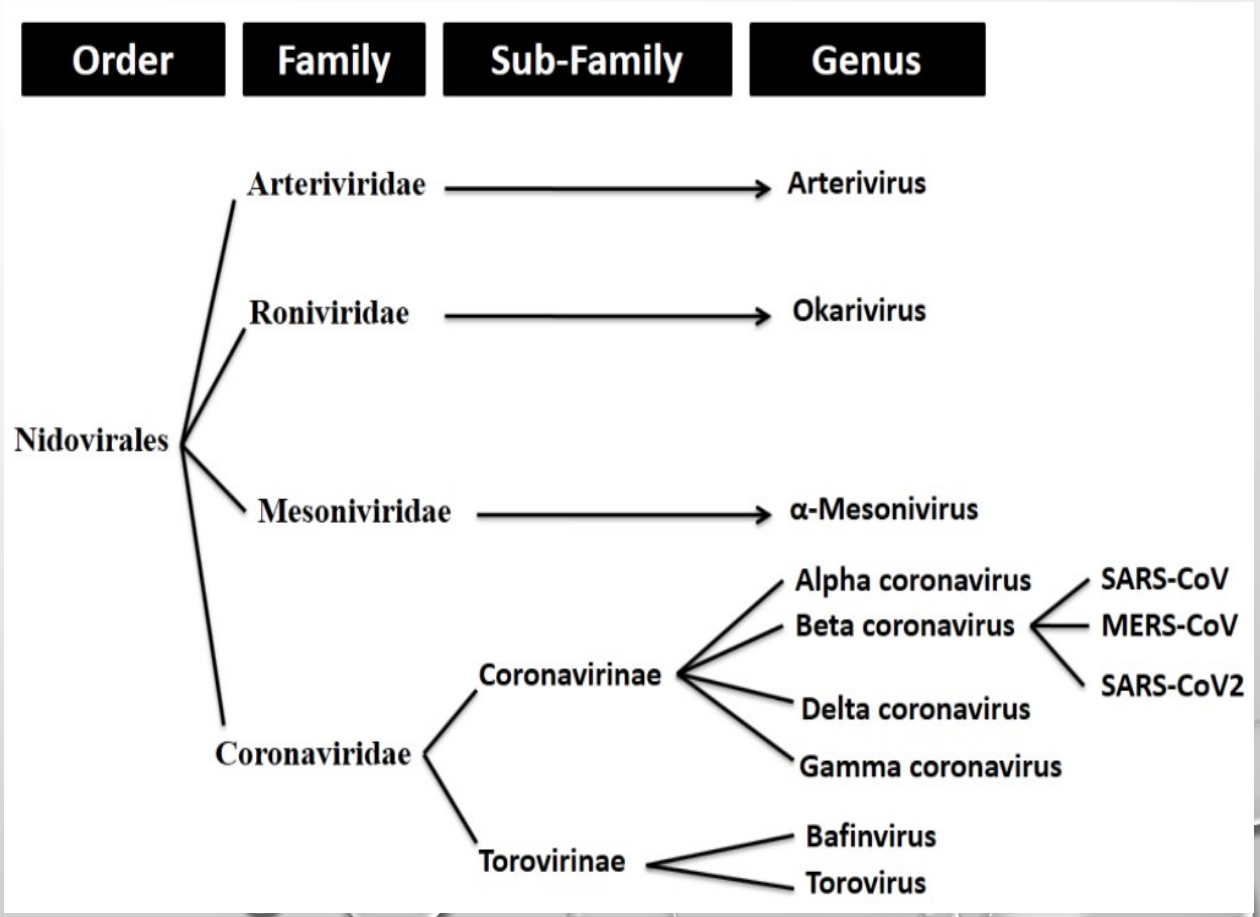
Causation and Disability



Presented by: Jeffrey A. Hirsch, MD., Board Certified in Internal Medicine
Offices: Los Angeles and Rancho Cucamonga
Contact: info@hirschmd.com

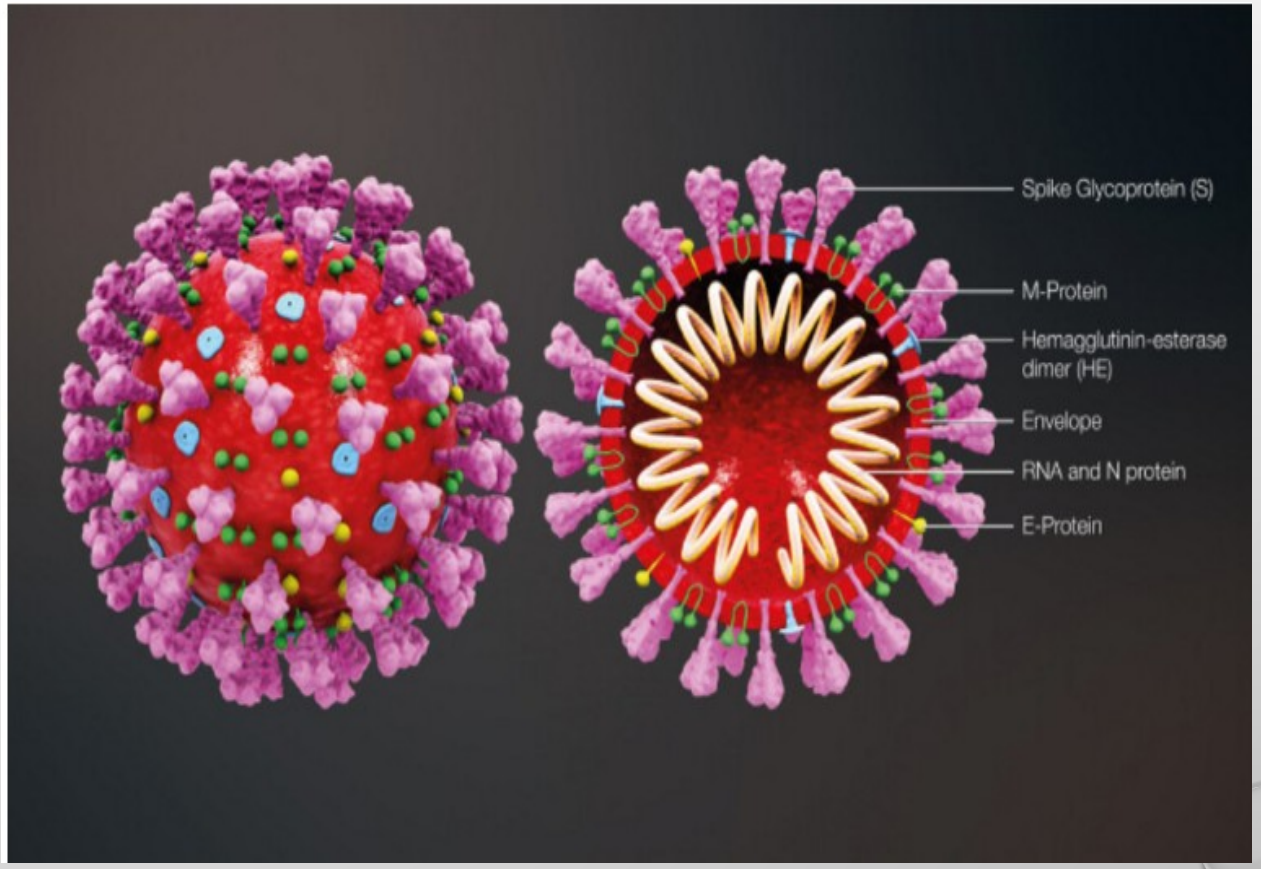
Classification of Coronaviruses

- In humans, CoVs tend to cause mild to moderate upper respiratory tract infections such as the common cold.
- At least four types of coronaviruses cause very mild infections every year and most people get infected with one or more of these viruses at some point in their lives.
- However, in the past couple of decades, there have been outbreaks of severe, and sometimes fatal, respiratory illnesses that were later to be caused by novel, human pathogenic CoVs.
- Three recent examples of this are SARS-CoV, MERS-CoV and now SARS-CoV2



Structure

- Size: 60-140 nm in diameter with spikes of about 9-12 nm
- +ssRNA virus with 5′-cap structure and 3′-poly-A tail.
- Synthesis of polyprotein 1a/1ab (pp1a/pp1ab) in the host starts with viral RNA.
- Transcription occurs via replication-transcription complex (RCT) and via the synthesis of sub genomic RNAs (sgRNAs) sequences.



Causation is often difficult to establish

- Contact tracing is essential; often few details are available.
- Detailed information about workplace outbreaks have been
  uncommon in the claimants I encountered.
- Establish, as best as possible:
  - Adherence to social distancing and preventive protocols
  - Living arrangements.
  - Degree of social life/contact with neighbors and friends.
  - Illness in household, family, or any close contact.
  - Details concerning conditions at work. Any contact with members of the public.
  - Any known information about COVID in co-workers (including chronology).
  - If family members ill with COVID, as much detail as possible about
    chronology.

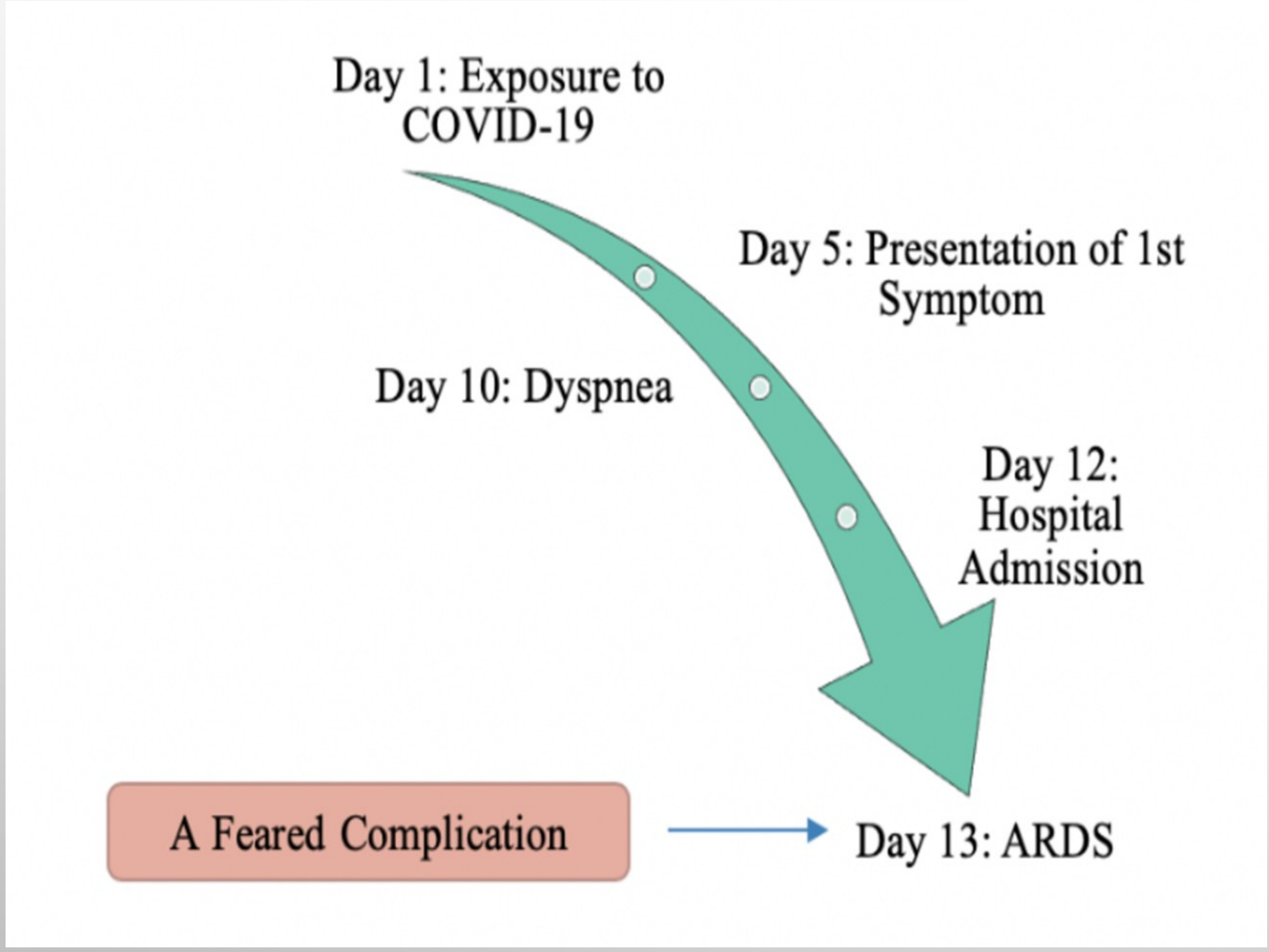
CRITICAL POINT FOR EVALUATORS

- Physicians should ask for more information when needed.
- Treatment records often very useful as initial examining physician/s often provide history that impacts causation analysis.

Cases may arise in which the physician evaluator should defer to the Board for determination.

Transmission

- This virus can spread from infected persons to susceptible person through small respiratory droplets generated from nose or mouth of infected person during coughing, sneezing or exhaling. People can also be infected when they are exposed to these droplets via
  - Touching objects or surfaces contaminated with droplets then touching their eyes, nose or mouth.
  - Breathing in droplets from a person with COVID-19 who coughs or exhales droplets.



- On average it takes 5–6 days from when someone is infected with the virus for symptoms to show, however it can take up to 14 days.

Severity of Illness: 4 Categories

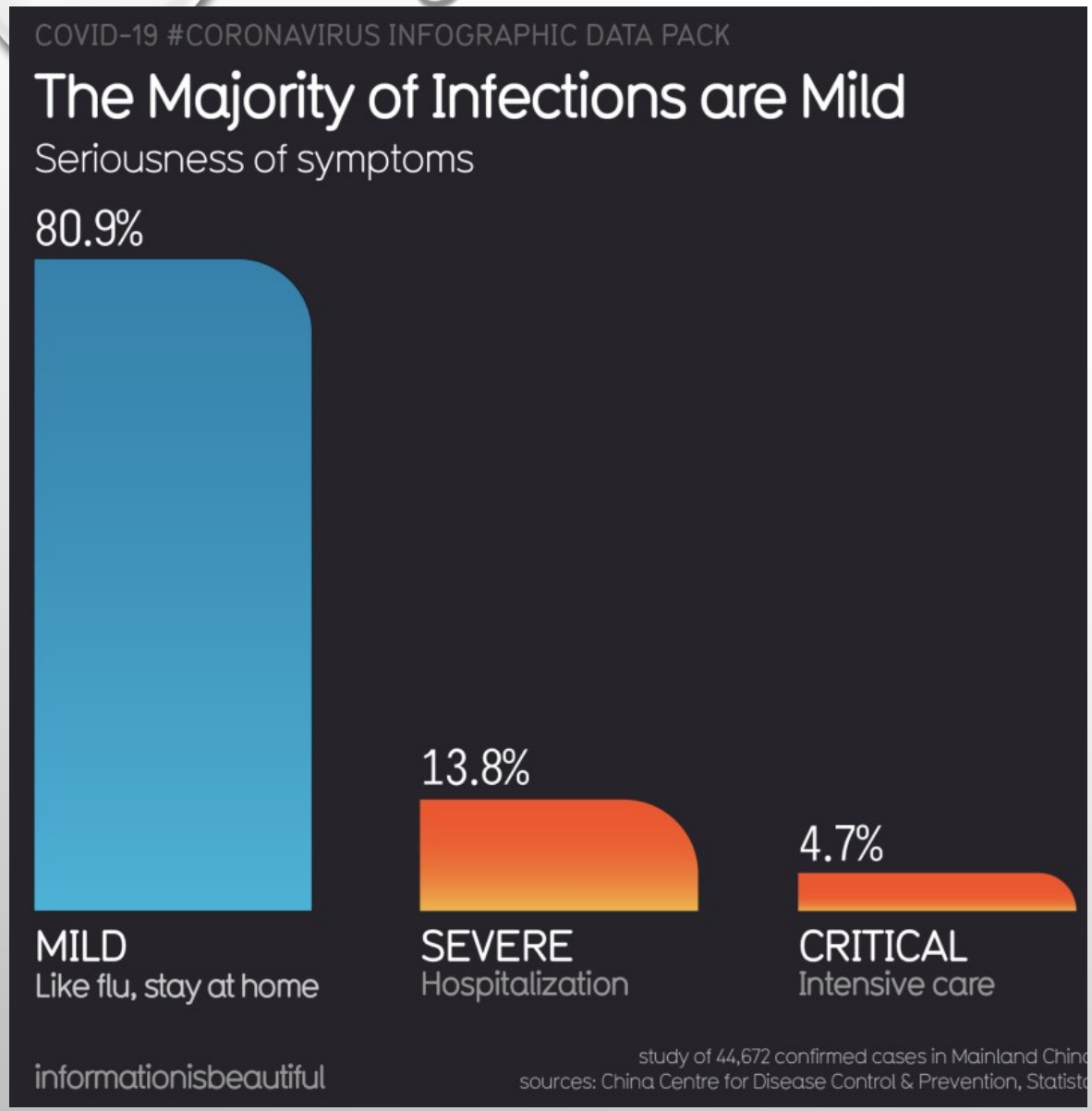
- **Asymptomatic or Presymptomatic Infection:** Individuals who test positive for SARS-CoV-2 by virologic testing using a molecular diagnostic (e.g., polymerase chain reaction) or antigen test, but have no symptoms.

- **Mild Illness**: Individuals who have any of the various signs and symptoms of COVID 19 (e.g., fever, cough, sore throat, malaise, headache, muscle pain) without shortness of breath, dyspnea, or abnormal chest imaging.

- **Moderate Illness:** Individuals who have evidence of lower respiratory disease by clinical assessment or imaging and a saturation of oxygen (SpO2) ≥94% on room air at sea level.

- **Severe Illness**: Individuals who have respiratory frequency >30 breaths per minute, SpO2 <94% on room air at sea level, ratio of arterial partial pressure of oxygen to fraction of inspired oxygen (PaO2/FiO2) <300 mmHg, or lung infiltrates >50%

- **Critical Illness:** Individuals who have respiratory failure, septic shock, and/or multiple organ dysfunction.



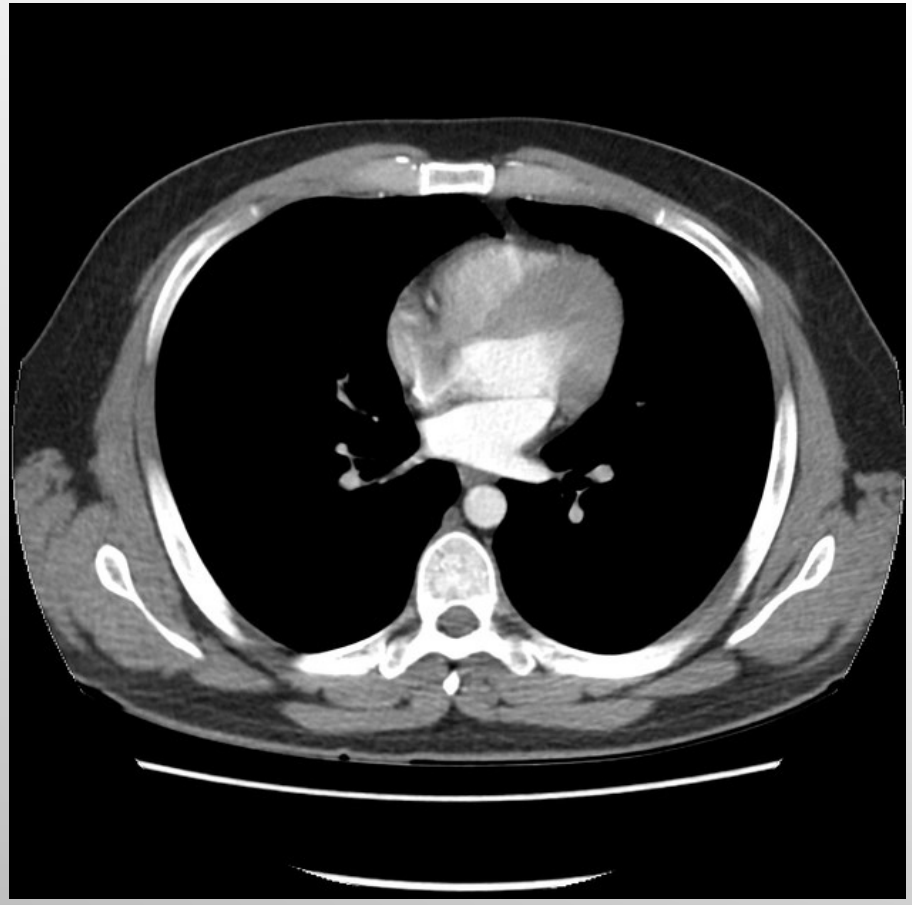
- Reports out of China that looked at more than 70,000 COVID-19 patients found that about 80% of illness was mild and people recovered.

- 15 to 20% developed serious illness.
- Mild disease (no or mild pneumonia) - in 81 percent.

- Severe disease (eg, with dyspnea, hypoxia, or >50 percent lung involvement on imaging within 24 to 48 hours) was reported in 14 percent.

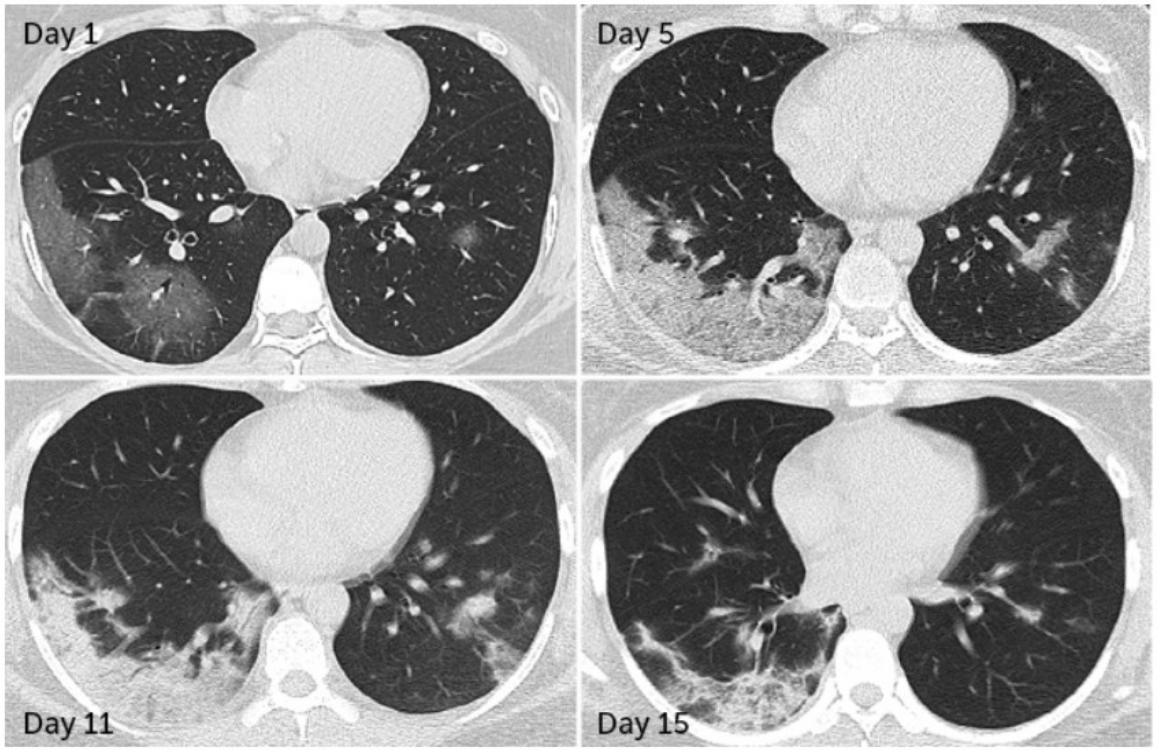
- Critical disease (eg, with respiratory failure, shock, or multiorgan dysfunction) was reported in 5 percent.

Normal Chest CT



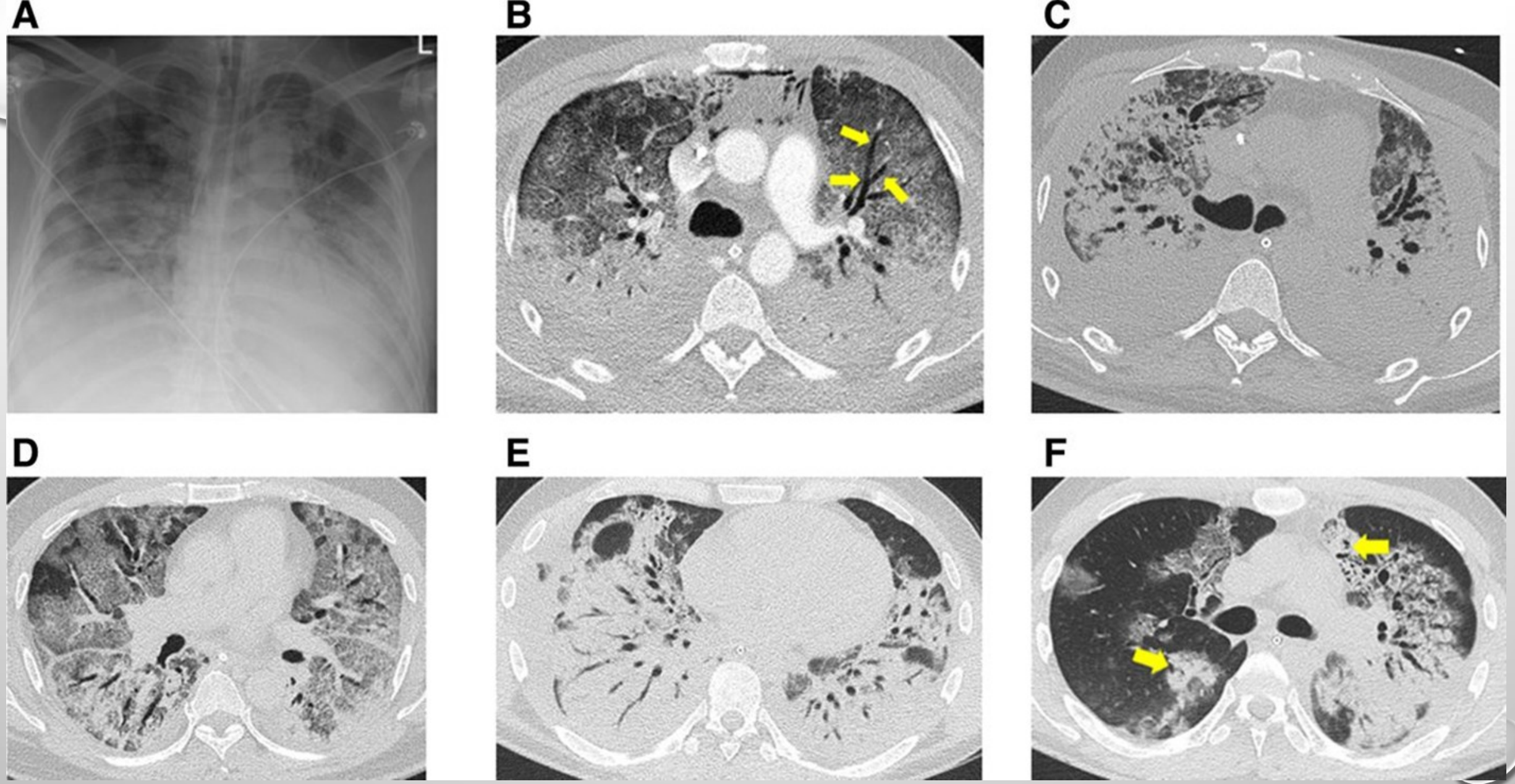
CT from Covid-19 Patient

(Some lung damage remains after recovery.)



These CT scans of a 35-year-old woman with COVID-19 pneumonia illustrate how some lung damage remains even after recovery. When she was admitted to the hospital (day 1, top left), a scan revealed tissue or fluid blocking blood vessels in both lungs, though at this stage it was mainly confined to the bottom right lobe. Some of this subsided by day 15 (bottom right), a couple days before she left the hospital. But fuzzy patches in the bottom of the left lung indicate tissue filled with fluid rather than air, which can cause further damage.

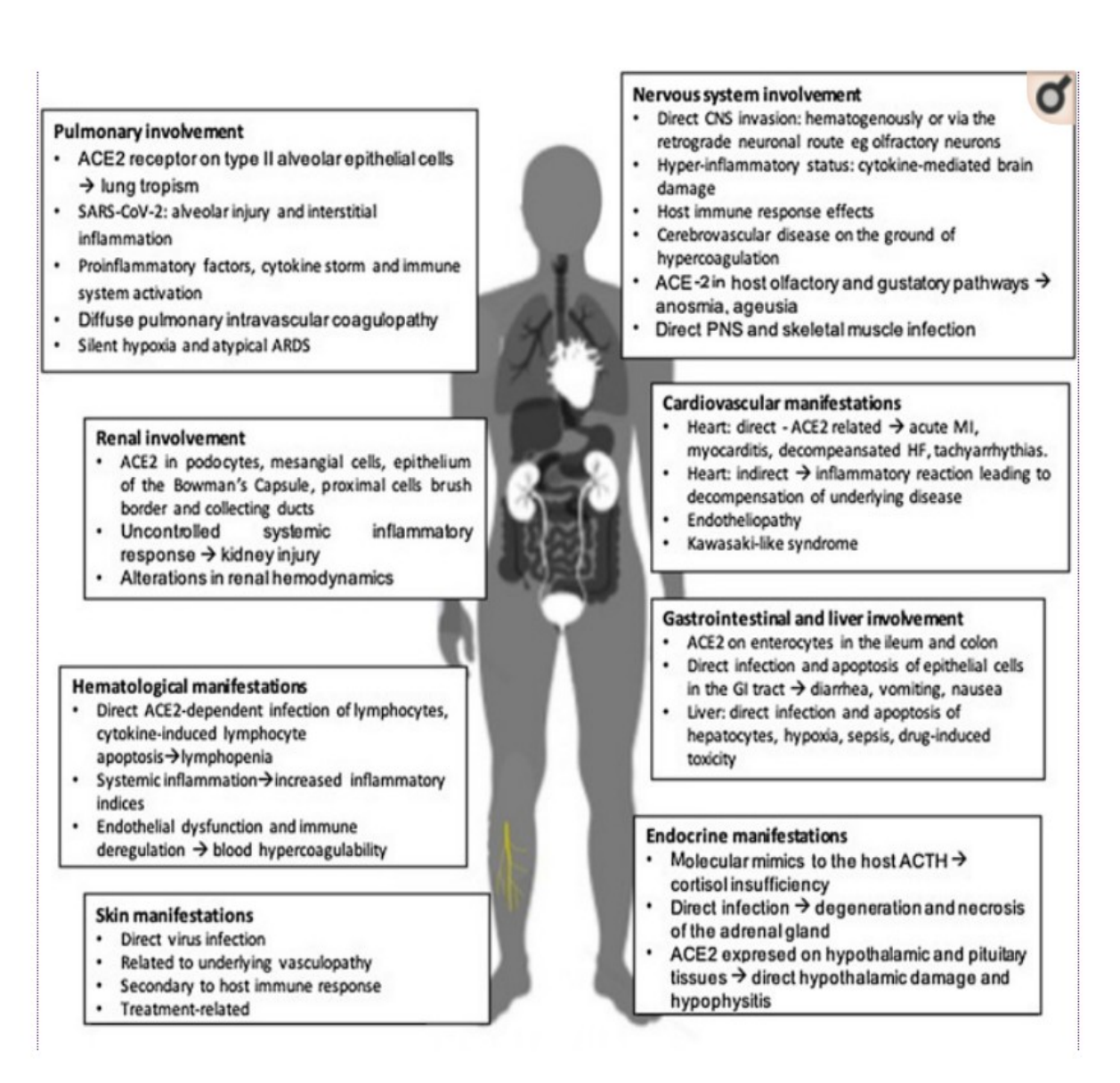
Y. WANG *ET AL*/*RADIOLOGY* 2020



Peter M George et al. Thorax 2020;75:1009-1016

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Organ-specific manifestations of COVID-19 infection



How do you assess the long COVID patient for capacity to work?

- Depends entirely on clinical history and the nature of objective damage from acute infection (if present).
- Often multi-disciplinary, starting with Internal Medicine (addressing causation & impact).
  - Neurology
  - Rheumatology
  - ENT
- Like other subjective syndromes without objective correlate, ***some*** patients with long COVID have robust complaints without objective abnormalities that explain them.
- “Long-COVID” is a **HETEROGENOUS** group of patients with many sub-groups (including somatization).
- Most frequent specialist required outside of Internal Medicine is specialist in Neurology.

Common symptoms of Long COVID

Extreme fatigue – often triggered by physical or mental effort
Difficulty with memory or concentration, often called "brain fog"
Dizziness or lightheadedness
Decreased special senses of taste and/or smell
Shortness of breath or cough
Chest pain/ Palpitations/Arrhythmia
Headaches
Decreased Exercise Capacity
Sleep disruption
Mood disorders (depression/anxiety)

.

Who is at risk of Long COVID

- People who have experienced more severe COVID-19 illness, especially those who were hospitalized or needed intensive care
- People with underlying health conditions and adults who are 65 or older

Clinical sequalae associated with Long COVID

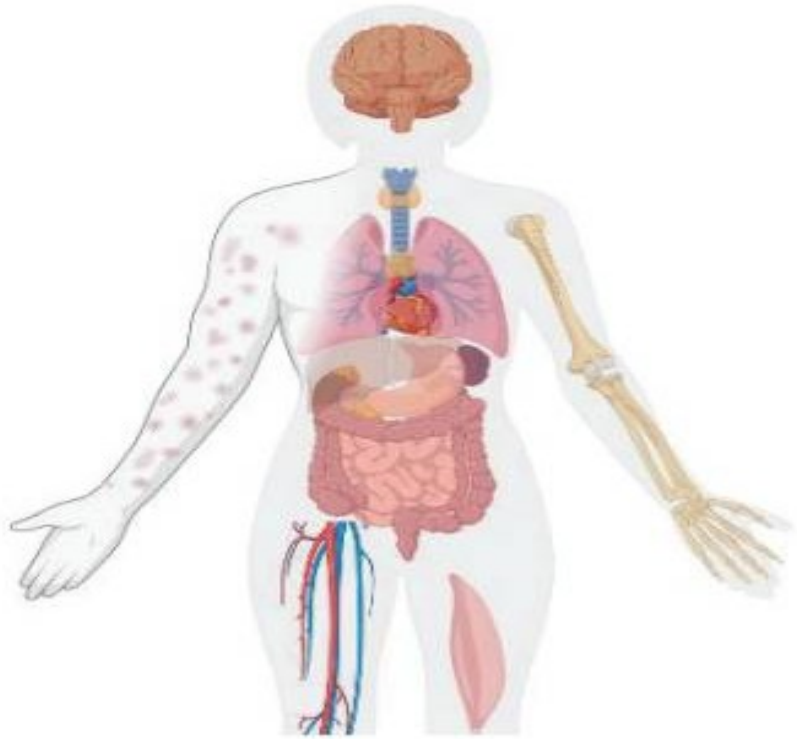
Psychiatric
- Post traumatic stress disorder
- Anxiety
- Depression
- Hallucinations
- Paranoid delusions
- Insomnia

Dermatological
- Morbilliform exanthema
- Urticaria
- Papulosquamous eruptions
- Pernio lesions
- Acute acro-ischemia/COVID
- toes/fingers
- Hair loss/alopecia

Cardiovascular
- Palpitations
- Anginal chest pain
- Dyspnoea
- Diaphoresis

Coagulopathy
- Deep vein thrombosis (DVT)
- Pulmonary embolism (PE)
- Bleeding

Anosmia and dysgeusia
- Partial or complete loss of smell
- Partial or complete loss of taste
- Loss of appetite



Fatigue
- Extreme tiredness
- Excessive daytime sleepiness
- Post-exertional malaise

Neurological and cognitive
- Difficulty concentrating
- Reduced general intelligence
- Cognitive difficulties/brain fog

Respiratory
- Dyspnoea
- Persistent cough
- Pleuritic chest pain
- Diaphragmatic weakness
- Pulmonary fibrosis

Gastrointestinal
- Reflux
- Nausea and vomiting
- Abdominal pain
- Constipation
- Diarrhea

Musculoskeletal
- Myalgia
- Arthralgia
- Costochondritis

What should you look for in an assessment of a COVID-19 patient?

- Depending on clinical history.
- Pulmonary Function Tests or spirometry.
- Cardiopulmonary Exercise Test (CPET). [per **AMA Guides**].
- CT chest if any lung or chest involvement in acute illness.
- Other broad testing depending on the severity and extent of initial experience with COVID-19.

Long COVID symptoms or problems which most commonly impact on function at work

Symptom or problem	Effect on function
Autonomic Dysfunction - orthostatic intolerance	Prolonged standing, sitting Endurance / Concentration
Fatigue (cognitive + physical)	Task endurance
Neurocognitive	Safety, procedures
Exertional symptoms (chest pain, dyspnoea, desaturation, tachycardia)	Physical endurance Health on work and work on health considerations
Pain	Concentration, comfort, endurance etc.
Voice dysfunction	Telephone/meetings, voice endurance
Sense of distress/traumatic experiences	Aggravates physical symptoms

Cardiopulmonary Exercise Test (or CPET)

- During this test, an individual exercises on a bicycle or treadmill (similar with normal cardiac stress testing). However, a mask fits tightly over the mouth and nose. These highly sophisticated devices perform breath-by-breath analysis during exercise. Each inhalation of oxygen is measured, and each exhalation of carbon dioxide is measured. Thus, the physician quantitatively tests the pulmonary performance during exercise, not only the cardiac performance.

Cardiopulmonary Exercise Test (or CPET)




ATTENTION
SCHILLER

CPET: What are the Key Findings?

- Maximum workload (in METS)
- Maximum oxygen consumption (VO_2 Max)
- Anaerobic Threshold, properly called Ventilatory Threshold (VT) in this test mechanism.
- Heart Rate and Respiratory Rate
- This test provides FAR greater objective data upon which to provide disability or impairment analysis.

Cardiopulmonary Deconditioning

Table 5-12 Impairment Classification for Respiratory Disorders, Using Pulmonary Function and Exercise Test Results*

Pulmonary Function Test	Class 1 0% Impairment of the Whole Person	Class 2 10%-25% Impairment of the Whole Person	Class 3 26%-50% Impairment of the Whole Person	Class 4 51%-100% Impairment of the Whole Person
FVC	Measured FVC ≥ lower limit of normal (see Tables 5-2b and 5-3b) ***and***	≥ 60% of predicted and < lower limit of normal ***or***	≥ 51% and ≤ 59% of predicted ***or***	≤ 50% of predicted ***or***
FEV_1	Measured FEV_1 ≥ lower limit of normal (see Tables 5-4b and 5-5b) ***and***	≥ 60% of predicted and < lower limit of normal ***or***	≥ 41% and ≤ 59% of predicted ***or***	≤ 40% of predicted ***or***
FEV_1/FVC	FEV_1/FVC ≥ lower limit of normal† ***and***			
Dco	Dco ≥ lower limit of normal (see Tables 5-6b and 5-7b) ***or***	≥ 60% of predicted and < lower limit of normal ***or***	≥ 41% and ≤ 59% of predicted ***or***	≤ 40% of predicted ***or***
$\dot{V}o_2max$	$\dot{V}o_2max$ ≥ 25 mL/(kg•min) ***or*** > 7.1 METS	≥ 20 and < 25 mL/(kg•min) ***or*** 5.7-7.1 METS	≥ 15 and < 20 mL/(kg•min) ***or*** 4.3 to < 5.7 METS	< 15 mL/(kg•min) ***or*** < 1.05 L/min ***or*** < 4.3 METS

*FVC indicates forced vital capacity: FEV_1, forced expiratory volume in the first second; Dco, diffusing capacity for carbon monoxide; $\dot{V}o_2max$, maximum oxygen consumption; and METS, metabolic equivalents (multiples of resting oxygen uptake). Dco is primarily of value for persons with restrictive lung disease. In classes 2 and 3, if FVC, FEV_1, and FEV_1/FVC are normal and Dco is between 41% and 79%, then an exercise test is required to determine level of impairment.

†Refer to Crapo RO, Morris AH, Gardner RM for the lower limit of normal for FEV_1/FVC.[2]

In a recent study (*Journal of Occupational and Environmental Medicine*; July 2025) entitled: Prevalence and Risk Factors for Long COVID among California Workers Captured by a Doctor's First Report-Based Surveillance System.

Results:
With a prevalence of 11%, long COVID cases were slightly higher among male workers, workers aged between 45 – 54 years, and those in essential industries. Over 30 days of lost work was 13 times more prevalent among long COVID cases compared to acute cases. Age, presenting symptoms, and working in mixed essential industries increased long COVID risk.

Factors influencing the work ability and return-to-work of post-COVID-19 patients

- The duration between symptom onset and the beginning of rehabilitation or treatment. Early intervention and rehabilitation improve the chances of returning to work.
- Job adaptations and modified duties, such as reduced working hours, tasks with lower physical or mental strain, telework or flextime can positively affect work ability and facilitate the RTW.
- Economic factors and financial needs can force post-COVID-19 patients to continue working or RTW sooner despite ongoing symptoms.
- Various psychological factors, among which include high levels of fatigue, depressive symptoms, and reduced cognitive performance. These factors are closely linked with diminished work capacity and decreased effectiveness in the workplace.
- Inability to work is commonly reported alongside symptoms such as fatigue, sleep disturbances, and pain.
- Demographic and health-related factors such as older age, having a history of sick leave before contracting COVID-19, and having received inpatient care have been associated with higher odds of not returning to work after SARS-CoV-2 infection.

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BRAVERY
Paramedics
Military
HEROES
Doctors
COURAGE
Nurses
Healthcare
Workers
DEDICATION
COMMITMENT
Frontline
Thank You
Emergency Services
BRAVERY
PASSION
Police
Military
Paramedics
SPIRIT
Fire
Fighters
GRIT

LACERA

May 22, 2026

TO: Each Trustee
Board of Retirement

FROM: Luis A. Lugo
Chief Executive Officer

Barry W. Lew
Legislative Affairs Officer

FOR: June 3, 2026, Board of Retirement Meeting

SUBJECT: **LACERA Economic Impact Study**

BACKGROUND

The Los Angeles County Employees Retirement Association (LACERA) was established in 1938 to provide pension benefits to employees of the County of Los Angeles, Since then, LACERA's trust fund has grown to $86 billion as of fiscal year 2025. During that same fiscal year, LACERA paid out $4.8 billion in pension benefits to its members and beneficiaries.

As institutions within their communities, public sector pension plans have a positive and measurable economic impact on the people and businesses within those communities on a local and statewide basis. For example, in 2007 the State Association of County Retirement Systems (SACRS) commissioned a study that highlighted the positive economic impact 1937 Act County Retirement Systems have throughout the State of California. Similarly, the National Institute of Retirement Security (NIRS) has conducted biannual economic impact studies (*Pensionomics*[1]) that measure the impact of state and local public sector pension plans across the country.

DISCUSSION

In 2022, LACERA engaged a consultant to conduct its first economic impact study of the pension benefits that LACERA provides to its members and beneficiaries, our primary stakeholders. Other important stakeholders for LACERA include its plan sponsors (County of Los Angeles, Superior Courts, and outside districts), state and federal legislators, and members of the public. At that time, staff anticipated refreshing the study on a routine basis, such as every 3 or 5 years.

[1] *Pensionomics 2025.* National Institute on Retirement Security. Retrieved May 22, 2026. https://www.nirsonline.org/research/pensionomics2025/

In 2025, staff released a Request for Proposal (RFP) to engage a consultant to refresh the study. LACERA engaged Zenith Economics[2] to conduct an updated study. The purpose of the study is to enhance LACERA's engagement with its stakeholders by demonstrating the value of LACERA's pension benefits in supporting economic activity on a local and statewide basis. In addition to an updated study, the RFP also requested an analysis of economic impact in each federal and state legislative district that composes the Los Angeles County Delegation of legislators. This district-level analysis will further enhance LACERA's legislative engagements with the Los Angeles County Delegation by enabling the creation of fact sheets for each legislator's district. Staff will provide a presentation to the BOR of these fact sheets at a future date once they are finalized.

The project team from Zenith Economics are here today to present the findings of their report:

- Samuel Maury-Holmes, ICEP—Project Manager
- Johnathan Cahill, MSc, ICEP--Project Research
- Kevin Williams, PhD—Project Reviewer

Attachments
Presentation—Economic Impact Analysis of Pension Benefits
Report—Economic, Fiscal, and Social Impacts

cc: JJ Popowich
Jessica Baxter
Steven P. Rice
Jon Grabel
Tony Roda, Williams & Jensen
Naomi Padron, MKP Government Relations

[2] Zenith Economics currently includes staff who worked on the original study in 2022.

Economic Impact Analysis of LACERA Pension Benefits

Prepared for the LACERA Board of Retirement

Zenith Economics, LLC | June 2026

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Table of Contents

3 **About LACERA & Study Overview**

4 About LACERA

5 Study Purpose & Approach

6 **Economic Impact Analysis**

7 Statewide Economic Impacts

8 LA County Economic Impacts

9 How Pension Spending Generates Activity

10 Top Industries Supported

11 **Fiscal Impact Analysis**

12 Fiscal Impacts: Tax Revenue Generated

13 **Supervisorial District Results**

14 Pensioners by District

15 Economic Impact by District

16 **Membership Demographics**

17 Gender Composition

19 Diversity & Age Profile

20 **Social Impacts**

21 Broader Social Impacts

22 Key Takeaways

24 **Appendix**

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About LACERA & Study Overview

Membership overview and analytical approach

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About LACERA

- The Los Angeles County Employees Retirement Association (LACERA) administers retirement benefits for eligible Los Angeles County employees and retirees
- Established in 1938, LACERA is one of the largest county retirement systems in the United States
- Current membership:
  - 98,410 active employees enrolled in the system
  - 68,762 retirees drawing pension benefits
  - 10,442 survivor-benefit recipients
- More than 77,000 retirees and survivors receive pension payments nationwide, with 63,700 in California and 42,800 in Los Angeles County

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Study Purpose & Approach

- This analysis measures the economic, fiscal, and social impacts of LACERA pension benefit spending across California, Los Angeles County, and its five Supervisorial Districts
- All estimates are annualized and based on 2025 LACERA benefit expenditure data
- Methodology uses IMPLAN input-output modeling with a multi-regional (MRIO) framework to capture cross-district commuting and trade patterns
- Pension payments are modeled as household income flowing into consumer spending on goods and services across the regional economy
- Impacts are reported as direct effects (pensioner spending), indirect effects (supply chain activity), and induced effects (employee re-spending)

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Economic Impact Analysis

Statewide and Los Angeles County economic output, employment, and labor income

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Statewide Economic Impacts (California)

$5.3B	21,300	$1.6B	$1.2B
Total Economic Output	Jobs Supported	Labor Income Generated	Tax Revenue Generated

All figures represent annualized impacts from 2025 LACERA benefit expenditure data.

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Los Angeles County Economic Impacts

Tax revenue includes $326.8M in state and local taxes and $423.2M in federal revenues

42,800 pensioners reside in LA County, spending the majority of their income locally.

$3.1B	12,900+	$941.6M	$750M
Total Economic Output	Jobs Supported	Labor Income Generated	Tax Revenue Generated

All figures represent annualized impacts from 2025 LACERA benefit expenditure data.

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How Pension Spending Generates Economic Activity

Direct: Pensioner household spending on goods and services
Indirect: Supply chain activity from businesses serving pensioners
Induced: Re-spending by workers in the direct and indirect sectors

Impact Type	Employment (000s)	Labor Income ($M)	GDP ($M)	Economic Output ($M)
Direct Effect	7.9	$538.9	$1,262.6	$2,013.9
Indirect Effect	2.7	$231.3	$378.3	$671.4
Induced Effect	2.4	$171.4	$327.6	$508.3
Total Effect	**12.9**	**$941.6**	**$1,968.5**	**$3,193.6**

Source: IMPLAN; Analysis: Zenith Economics, LLC. Los Angeles County.

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Top Industries Supported in LA County

Real Estate accounts for the largest output share, driven by the role of housing in pensioner budgets.
Food Services and Health Care lead in employment, reflecting the service-heavy nature of retiree spending.

Industry	Employment	Output ($M)
Real Estate	696	$558
Food Services & Beverage	1,580	$198
Ambulatory Health Care	1,136	$167
Professional, Scientific & Technical	576	$151
Wholesale Trade	307	$146
Hospitals	481	$129
Insurance Carriers & Related	294	$113

Source: IMPLAN; Analysis: Zenith Economics, LLC. Los Angeles County.

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Fiscal Impact Analysis

Tax revenue generated for federal, state, and local governments

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Fiscal Impacts: Tax Revenue Generated

Tax revenues fund local transportation, public health, social services, schools, and county operations.

Statewide (California)

$1.2 Billion

in total annual tax revenue

$527.0M state & local
$673.0M federal

Los Angeles County

$750 Million

in total annual tax revenue

$326.8M state & local
$423.2M federal

Source: IMPLAN; Analysis: Zenith Economics, LLC. Los Angeles County.

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Supervisorial District Results

Economic and fiscal contributions across five Board of Supervisors districts

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Pensioners by Supervisorial District

District 5 has the largest pensioner population (25.7%) and receives the highest total pension expenditures ($629.9M).
District 3 has the smallest share at 10.9%, with $244.4M in benefits.

District	Pensioners	Share	Pension Amount ($M)
District 1	8,579	20.1%	$404.1
District 2	9,171	21.5%	$420.4
District 3	4,677	10.9%	$244.4
District 4	9,325	21.8%	$495.9
District 5	10,970	25.7%	$629.9
Total	**42,722**	**100%**	**$2,194.7**

Source: LACERA; Analysis: Zenith Economics, LLC. Pension amounts shown are post tax and insurance deductions.

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Economic Impact by Supervisorial District

District	Employment	Labor Income ($M)	GDP ($M)	Economic Output ($M)
District 1	2,379	$ 172.6	$ 394.8	$ 583.3
District 2	2,462	$ 179.2	$ 412.8	$ 612.8
District 3	1,526	$ 112.3	$ 257.1	$ 379.5
District 4	2,891	$ 209.5	$ 484.0	$ 713.9
District 5	3,683	$ 268.1	$ 614.4	$ 904.1
Total	**12,941**	**$ 941.6**	**$ 2,163.1**	**$ 3,193.6**

Source: IMPLAN; Analysis: Zenith Economics, LLC. District totals may not equal county-wide figures because LA County was modeled as a separate MRIO region.

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Membership Demographics

Gender, race/ethnicity, and age profile of LACERA pensioners

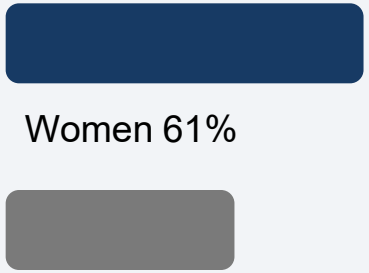
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Gender Composition of LACERA Membership

Women make up the majority across all three cohorts. The 78% female share among survivors reflects longer life expectancy and spousal benefit patterns.

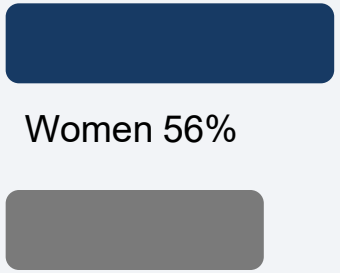
Active Employees

98,410



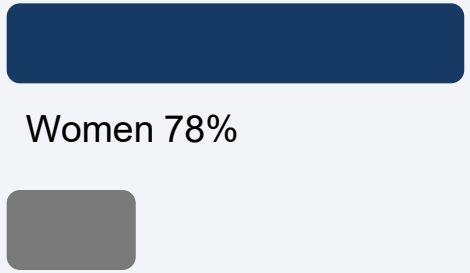
Retirees

68,762



Survivors

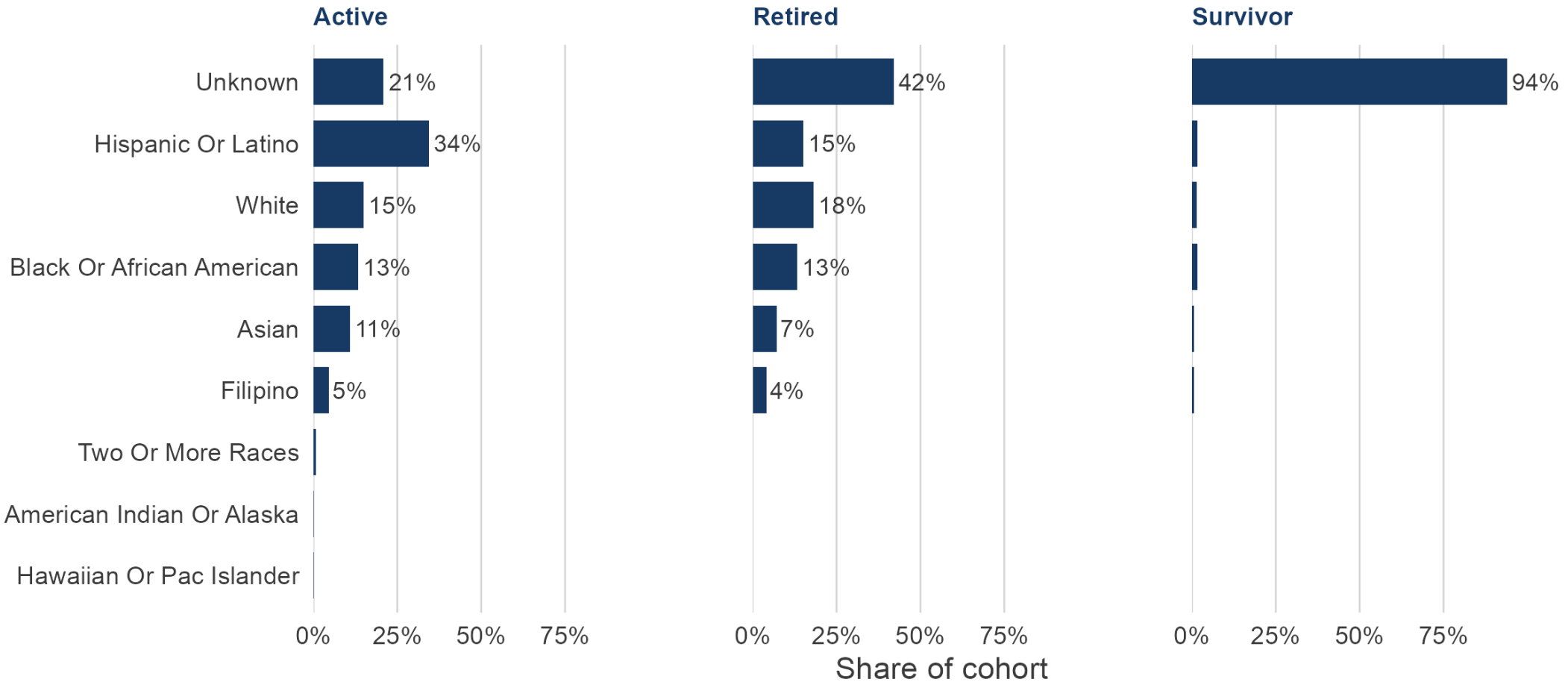
10,442



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Ethnicity composition by cohort, 2025

Share of members within each cohort



Source: LACERA membership data (2025). Analysis: Zenith Economics.

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Diversity & Age Profile

- LACERA's retiree population reflects the diversity of the LA County workforce
- Hispanic retirees make up 15% of pensioners with known race/ethnicity, the 2nd-largest group; Black or African American retirees are also well-represented
- Public employment and DB pensions have provided retirement security to communities that have historically had less access to employer-sponsored retirement plans
- Average retiree age: 73.2 years (median: 72)
- Most pensioners fall in the 65-to-74 range, consistent with typical career public-service retirement patterns
- Median time collecting benefits: 10.8 years

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Social Impacts

Broader benefits of defined benefit pension spending in Los Angeles County

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Broader Social Impacts

Retirement Security

DB pensions guarantee fixed monthly income regardless of market conditions. Nationally, 85% of full-time state/local employees participate in a DB plan. Total DB fund assets exceed $5.5 trillion.

Countercyclical Stability

Pension spending stays steady during recessions when wages and employment fall. During COVID-19 and the Great Recession, LACERA payments continued flowing to local businesses while other consumer spending contracted.

Workforce Recruitment

DB pensions help close the public-private compensation gap. Research shows they are among the strongest predictors of employee retention. A 2025 study found pension generosity reduced quit rates by 30.3%.

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Key Takeaways

LACERA pension expenditures produce measurable economic returns across the state and in every supervisorial district.

$5.3B

Statewide economic output

21,300+

Jobs supported across California

$750M

Tax revenue in LA County

77,000+

Retirees and survivors served

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Thank You

For a copy of the full report, please contact:

Barry Lew

blew@lacera.com

Prepared by Zenith Economics, LLC | Los Angeles, California

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Appendix

Key terms, methodology, assumptions, and limitations

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Glossary of Key Terms (1 of 2)

Term	Definition
Defined Benefit Plan	A retirement plan in which the retiree receives a fixed monthly payment based on salary history and length of employment. LACERA administers DB plans exclusively.
Defined Contribution Plan	A retirement plan in which the employee and/or employer contribute to an individual investment account (e.g. 401(k)). Retirement income depends on investment performance.
Direct Effect	The initial output of goods and services purchased by LACERA pensioners, spanning housing, food, healthcare, transportation, and entertainment.
Economic Output	The total value of production generated through spending, including intermediate inputs. Also referred to as total sales or gross output.
Employment	The number of jobs (part-time, full-time, and temporary) supported through LACERA pensioner household spending.
Fiscal Impact	Tax revenues generated for federal, state, and local government from economic activity attributable to LACERA pensioner spending.
IMPLAN	Impact Analysis for Planning. A widely used economic modeling platform providing region-specific data and multipliers for estimating how expenditures flow through local economies.
Indirect Effect	Additional economic output generated through supply chain interactions when businesses purchase goods and services from their own suppliers.

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Glossary of Key Terms (2 of 2)

Term	Definition
Induced Effect	Economic output generated when workers employed through direct and indirect activity spend their wages on goods and services, creating additional rounds of activity.
Input-Output Analysis	An analytical framework that examines inter-industry relationships to estimate how spending in one sector generates activity in other sectors of the economy.
Labor Income	The total value of all forms of employment income, including wages, salaries, benefits, and proprietor income.
MRIO	Multi-Regional Input-Output. An extension of standard I-O analysis that captures economic linkages between multiple geographic regions through commuting and trade patterns.
Multiplier Effect	The phenomenon by which an initial expenditure generates additional economic activity through successive rounds of spending. The ratio of total to direct impact is the multiplier.
Secondary Effect	The combined indirect and induced effects. Represents all economic activity generated beyond the initial direct expenditure.
Total Impact	The sum of direct, indirect, and induced effects; the full economic activity attributable to the initial expenditure.

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Methodology Summary

- Economic impacts estimated using input-output (I-O) analysis, a standard framework for measuring how spending in one sector generates activity across the broader economy
- IMPLAN (Impact Analysis for Planning) used as the primary modeling platform, with 2024 data-year inputs and the updated 528-sector industry classification
- Multi-Regional Input-Output (MRIO) model captures economic linkages between regions through commuting flows and inter-regional trade
- Study regions: State of California, Los Angeles County, five Supervisorial Districts, plus state legislative and congressional districts within LA County
- LACERA pension benefits treated as household income; adjusted for federal and state taxes to derive disposable income, then further adjusted using IMPLAN bracket-specific spending rates
- Fiscal impacts estimated using IMPLAN's built-in fiscal modules, capturing taxes at each stage of economic activity (direct, indirect, and induced)
- Sub-county allocation based on retiree residential ZIP codes, mapped to census tracts and supervisorial districts using HUD crosswalk files

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Key Assumptions

- Pension income spent within a region generates economic activity consistent with average consumer spending patterns for the relevant demographic group
- IMPLAN multipliers are derived from observed economic relationships during the 2024 data year and may not perfectly reflect current conditions
- Analysis covers only economic activity generated by pensioner household spending; does not include LACERA's own operational expenditures or investment activity
- Disposable income derived by adjusting gross pension benefits for federal and state income taxes, using Tax Policy Center and NBER TAXSIM effective rates for older households
- Approximately $3.4 billion in post-tax pensioner income flows into household consumption statewide
- Geographic allocation at the sub-county level uses retiree residential ZIP codes, with ZIP-to-district mapping via HUD USPS crosswalk files and LA County census tract data

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Limitations

- The model does not account for potential crowding-out effects (the possibility that pension-funded spending displaces other economic activity that would have occurred otherwise)
- Sub-regional estimates at the district level carry greater uncertainty than county or statewide figures, as smaller geographies are more sensitive to assumptions about where spending occurs
- Tax estimates rely on average effective rates and IMPLAN's fiscal models; actual tax collections may differ based on individual circumstances, exemptions, and policy changes
- Results are not directly comparable to the 2022 LACERA Economic Impact Study, which used an earlier IMPLAN data vintage and the former 546-sector industry classification
- Individual spending behaviors may differ from the average patterns assumed in the model; actual economic effects could be higher or lower depending on retiree-specific consumption decisions

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LOS ANGELES COUNTY
EMPLOYEES RETIREMENT
ASSOCIATION

LACERA

ECONOMIC, FISCAL, AND SOCIAL IMPACTS

LACERA Pensioners
2025 Economic Impact Study

MAY 2026

Prepared by
Zenith Economics, LLC

ZENITH ECONOMICS

Table of Contents

Executive Summary 4
Data 7
Methodology 11
Economic and Fiscal Impact Analysis 16
- Statewide Economic Impacts 16
- Los Angeles County Economic Impacts 17
  - Industry Composition of Impacts 18
- Fiscal Impacts 21
  - Statewide Fiscal Impacts 21
  - Los Angeles County Fiscal Impacts 21

Economic and Fiscal Impacts by Supervisorial District 22
- District-Level Economic Impacts 23

Membership Diversity and Demographic Breakdown 26
- Gender Composition 26
- Racial and Ethnic Composition 27
- Age Distribution 28
- Salary Distribution of Active Members 29
- Retirement Type and Length 30

Social Impacts 31
- Economic Security Through Defined Benefit Pensions 31
- Countercyclical Stability of Pension Spending 32
- Workforce Recruitment and Retention 32
- The Aging Population and Retirement Spending 33

Conclusion 34
Appendix 35
- Appendix A: Detailed Results by District and Impact Type 35
- Appendix B: Glossary of Key Terms 38
- Appendix C: References 39
- Appendix D: About Zenith Economics 41

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List of Figures

Figure 1: LACERA Membership by Cohort 7
Figure 2: Geographic Distribution of LACERA Pensioners Across the United States 9
Figure 3: Top Industries by Secondary Economic Output, Los Angeles County 19
Figure 4: Top Industries by Secondary Employment, Los Angeles County 20
Figure 5: Los Angeles County Board of Supervisors Districts Total gross pension expenditures range from $244.4 million in District 3 to $629.9 million in District 5. Districts 4 and 2 fall in the middle at $495.9 million and $420.4 million, respectively, while District 1 accounts for $404.1 million in annual pension payments. 22
Figure 6: Gender Composition of LACERA Membership by Cohort 26
Figure 7: LACERA Pensioners by Race/Ethnicity, Compared to Los Angeles County Population 27
Figure 8: Distribution of LACERA Pensioners by Age Group 28
Figure 9: Distribution of Active LACERA Members by Salary Group 29
Figure 10: Distribution of Years Since Retirement Among LACERA Pensioners 30

List of Tables

Table 1: Economic Output and Employment by Supervisorial District, 2025 ..... *6*
Table 2: LACERA Administrative Data Elements *8*
Table 3: External Economic Data Sources *10*
Table 4: Total 2025 Annual Economic Impact of LACERA Pensioners, California *16*
Table 5: Total 2025 Annual Economic Impact of LACERA Pensioners, Los Angeles County *17*
Table 6: Top 10 Sectors Supported by LACERA Pensioner Spending, Los Angeles County (by Employment and Output) *18*
Table 7: Annual Fiscal Impacts by Tax Type, Los Angeles County 2025 ..... *21*
Table 7: LACERA Pensioners and Benefits by Supervisorial District *23*
Table 8: Total Economic Impact by Supervisorial District, Los Angeles County *24*
Table 10: Total Fiscal Impacts by Supervisorial District *25*
Table A.1: Total Economic Output by Supervisorial District, by Impact Type ($ Millions) 2025 ..... *35*
Table A.2: Employment Supported by Supervisorial District, by Impact Type 2025 ..... *35*
Table A.3: Labor Income by Supervisorial District, by Impact Type ($ Millions) 2025 ..... *35*
Table A.4: Gross Regional Product by Supervisorial District, by Impact Type ($ Millions) 2025 ..... *36*
Table A.5: State and Local Fiscal Impacts by Supervisorial District ($ Millions) 2025 ..... *36*
Table A.6: Federal Fiscal Impacts by Supervisorial District ($ Millions) 2025 ..... *36*
Table A.7: State & Local Fiscal Impacts Supervisorial District, by Tax Source ($ Millions) 2025 ..... *37*
Table A.8: Federal Fiscal Impacts by Supervisorial District, by Tax Source ($ Millions) 2025 ..... *37*
Table B.1: Glossary of Key Terms *38*
Table B.2: Glossary of Key Acronyms *39*

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Executive Summary

The Los Angeles County Employees Retirement Association (LACERA) is an independent government agency that administers retirement benefits for eligible Los Angeles County employees and retirees. Established in 1938, LACERA has grown into one of the largest county retirement systems in the United States, managing a multi-billion-dollar portfolio and providing defined benefit pensions to tens of thousands of retired public servants.

This report presents an independent economic impact analysis of LACERA's pension benefit expenditures across the State of California, Los Angeles County, and its five Board of Supervisors districts. Conducted by Zenith Economics using IMPLAN's multi-regional input-output (MRIO) modeling framework, the analysis estimates the economic output, employment, labor income, and fiscal revenues attributable to household spending by LACERA retirees during the 2025 benefit year.

Pension payments to LACERA retirees constitute a substantial and recurring injection of consumer spending into regional economies. Because defined benefit pensions provide a fixed, predictable income, this spending is stable across business cycles and supports sustained demand for goods and services in the communities where retirees live.



Key Findings

The principal findings of this analysis are summarized below. All figures represent annualized impacts derived from 2025 LACERA benefit expenditure data[1]. Statewide impacts are inclusive of LA County impacts.

Aggregate Statewide Impacts (California)

- **$5.3 Billion in total economic output generated across California**
- **21.3 thousand jobs supported statewide**
- **$1.6 Billion in labor income generated**
- **$1.2 Billion in total tax revenue generated for federal, state, and local gov.**

Los Angeles County Impacts

- **$3.1 Billion in total economic output generated within Los Angeles County**
- **12.9 thousand jobs supported across the county**
- **$941.6 Million in labor income generated**
- **$750 million in total tax revenue, including $326.8 million in state and local taxes and $423.2 million in federal revenues**

[1] The analysis incorporates most LACERA benefits remunerated to plan participants in 2025. However, certain minor subsidies, benefits, or onetime payments e.g., funerary subsidies, were not included.

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Supervisorial District Impacts

Economic output generated by LACERA pensioners varied across the five Los Angeles County Board of Supervisors districts:

Table 1: Economic Output and Employment by Supervisorial District, 2025

District	Economic Output ($ M)	Jobs Supported
District 1	$ 583.3	2,379
District 2	$ 612.8	2,462
District 3	$ 379.5	1,526
District 4	$ 713.9	2,891
District 5	$ 904.1	3,683

Source: IMPLAN; Analysis: Zenith Economics, LLC. Expenditures and estimated impacts occurred during the 2025 calendar year.

Membership Profile

As of 2025, LACERA serves over 77,000 retirees or their survivors receiving pension benefits nationwide, of whom over 63,700 reside in California. Approximately 42,800 pensioners or their survivors, representing 67.3% of the statewide total, live in Los Angeles County and spend the bulk of their income within the regional economy. Total annual benefit payments prior to tax and insurance deductions were approximately $4.7 billion, with after-tax spending of roughly $4.2 billion flowing into household consumption.

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Data

This analysis relies on data from multiple sources, including LACERA-provided administrative records and publicly available economic datasets. This section describes the primary data inputs, their sources, and validation procedures.

LACERA-Provided Data

LACERA provided Zenith Economics with a detailed administrative dataset covering all retirees and beneficiaries who received pension payments during the 2025 benefit year. Records were provided at the payment level, meaning that a single retiree could appear multiple times across distinct income streams (for example, a service retirement benefit and a survivor benefit). Zenith aggregated these records to the individual payee level, summing financial fields and retaining demographic attributes, to produce a single observation per person for modeling purposes. The dataset included the following fields for each recipient:

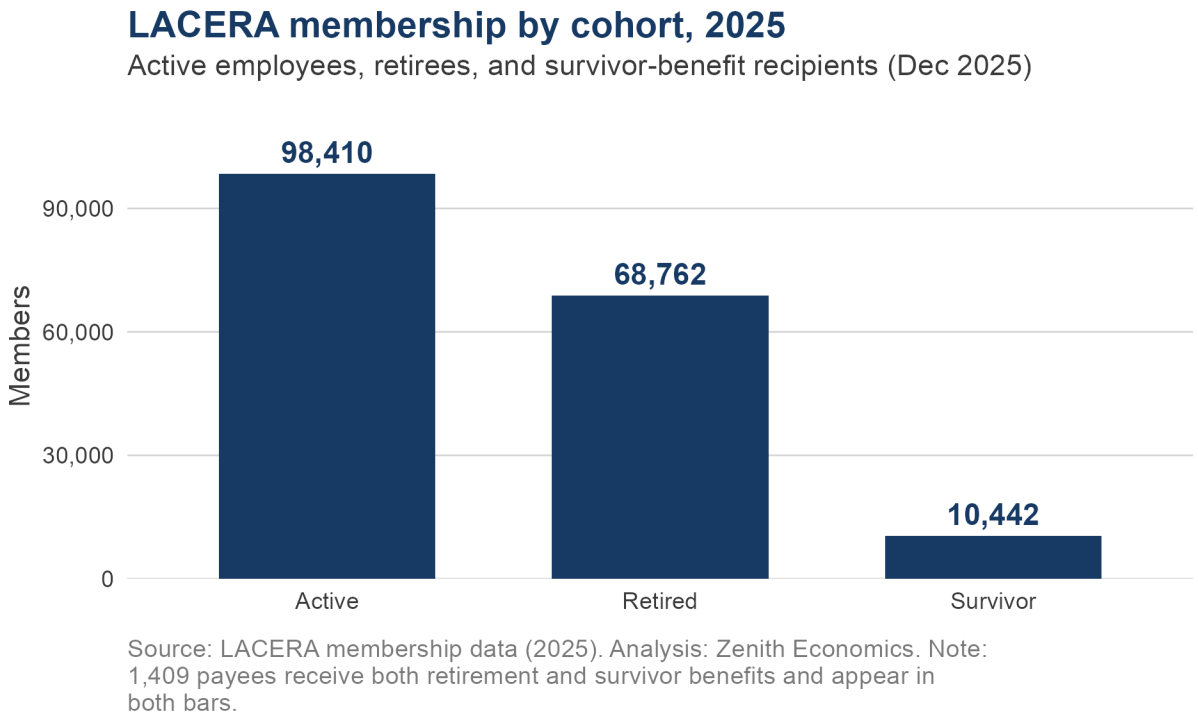


Figure 1: LACERA Membership by Cohort

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As of December 2025, LACERA's membership includes 98,410 active employees, 68,762 retirees drawing pension benefits, and 10,442 survivor-benefit recipients. Because 1,409 payees receive both retirement and survivor benefits, these individuals appear in both the retired and survivor counts.

Table 2: LACERA Administrative Data Elements

Data Element	Description
Retirement cohort	Retiree or survivor beneficiary
Payment description	Service retirement, disability retirement, survivor continuation, or minor survivor
Option beneficiary status	Beneficiary designation under selected retirement option
Gender	Member gender
Benefit amounts	Gross, taxable, and non-taxable annual amounts paid (2025)
Retirement age	Age at retirement
Service credit	Years of credited service
Residential ZIP code	Used for geographic allocation to sub-county regions
Race/ethnicity	Self-reported racial or ethnic identification
Age and date of birth	Current age and date of birth
Insurance withholdings	Health insurance premium withholdings (up to five plan types per member)

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Regional Allocation of Benefits

To model economic impacts at the sub-county level, pension benefits were allocated to specific geographies using each retiree's residential ZIP code as the primary geographic identifier. Because ZIP codes do not align neatly with political boundaries, Zenith employed the U.S. Department of Housing and Urban Development (HUD) USPS Crosswalk to map each ZIP code to its corresponding census tract.[1] Where a ZIP code overlapped multiple tracts, the tract receiving the highest share of residential addresses was assigned, following the allocation methodology described in Wilson and Din (2018).[2] Census tracts within Los Angeles County were then mapped to Board of Supervisors districts using the County's 2020 census tract crosswalk.[3] Retirees residing outside California were included in the MRIO model to capture inter-regional trade and commuting flows, ensuring that statewide impact estimates reflect spending by all LACERA pensioners regardless of state of residence. These retirees were assigned a state code based on their reported residential zip code.

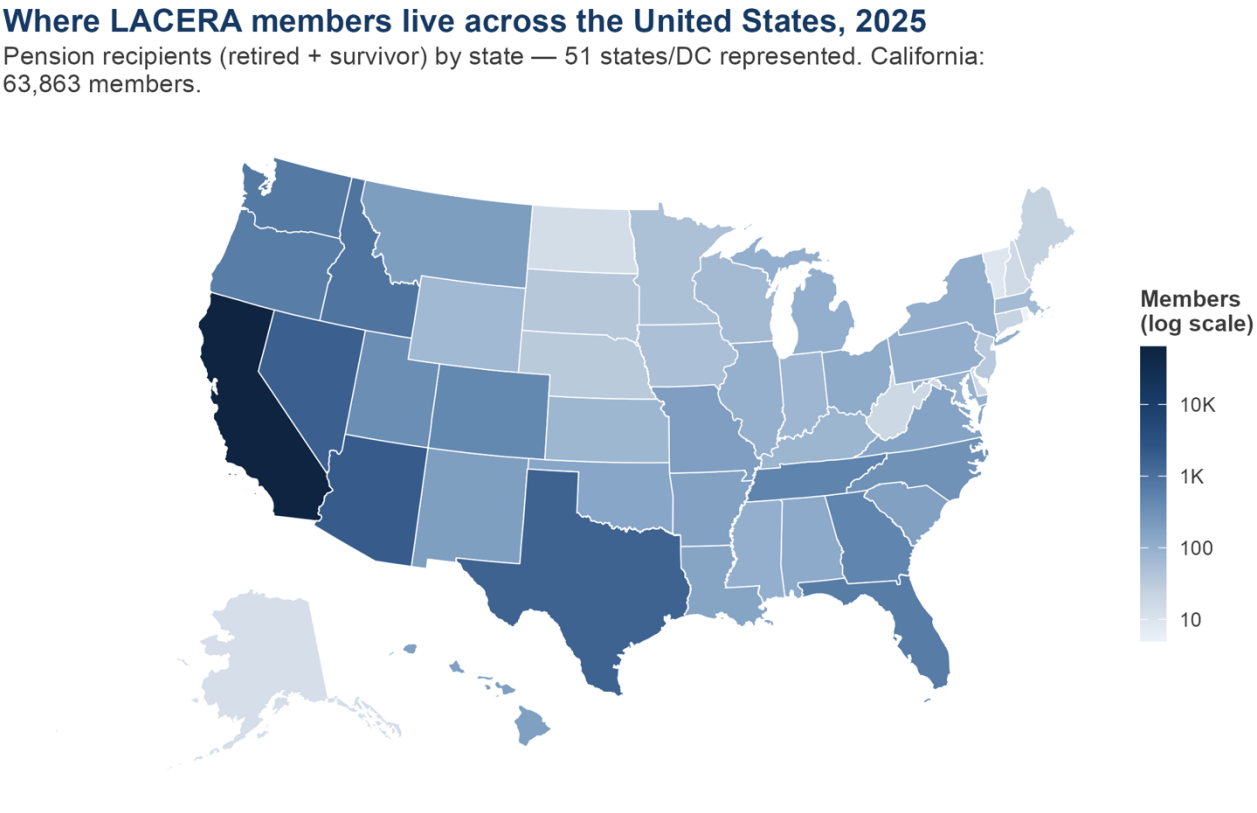


Figure 2: Geographic Distribution of LACERA Pensioners Across the United States

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Economic Data Sources

In addition to LACERA-provided pension data, Zenith Economics utilized the following external data sources to construct the input-output models and contextualize findings:

Table 3: External Economic Data Sources

Source	Data Used
IMPLAN (2024 data year)	Regional economic multipliers, social accounting matrices, industry-specific employment and wage data, and inter-regional trade flow estimates
U.S. Bureau of Economic Analysis (BEA)	Regional GDP, personal income, and consumer expenditure data
U.S. Bureau of Labor Statistics (BLS)	Employment statistics, volunteering data, and Consumer Expenditure Survey information
U.S. Census Bureau	American Community Survey demographic and income data for Los Angeles County and California
Tax Policy Center (Urban-Brookings Tax Policy Center Microsimulation Model)	Average federal income tax rates by expanded cash income bracket for older adults, used to estimate federal tax liabilities on pension income
NBER TAXSIM (Version 35)	State income tax rates for elder household units, used to estimate state tax liabilities on pension income
HUD USPS Crosswalk (U.S. Department of Housing and Urban Development)	ZIP code to census tract and congressional district crosswalk files, used for geographic allocation of pension benefits to sub-county regions

Data Validation

Zenith Economics employed several validation procedures to ensure the accuracy of model inputs. Benefit totals were cross-referenced with LACERA's published financial statements to confirm consistency. Geographic distributions were verified against known retiree population concentrations, and ZIP-to-tract mappings were validated against the HUD crosswalk's residential ratio scores. Where individual records contained incomplete location data, Zenith applied conservative allocation methods consistent with observed distributions across complete records.

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Methodology

This section describes the analytical framework used to estimate the economic, fiscal, and social impacts of LACERA's pension benefit expenditures. The methodology follows standard practices in regional economic impact analysis and is mostly consistent (apart from some model improvements) with the approach used in the prior 2022 study of LACERA's economic contributions.

Input-Output Analysis

The economic impact estimates in this report are derived from input-output (I-O) analysis, a widely used framework for examining how spending in one sector of the economy generates activity in other sectors. I-O models capture the interdependencies among industries within a defined economic region: when consumers purchase goods and services, the businesses that receive those dollars in turn purchase inputs from their own suppliers, pay wages to employees, and generate tax revenues for government. These sequential rounds of spending produce a cumulative "multiplier effect" that exceeds the initial expenditure.

The total economic impact of any expenditure is decomposed into three components:

- **Direct Effect:** The initial output of goods and services purchased by LACERA pensioners through household spending. These expenditures span categories including housing, food, healthcare, transportation, retail, financial services, and entertainment.
- **Indirect Effect:** Additional output generated through supply chain interactions. When a pensioner spends money at a grocery store, for example, that retailer purchases inventory from wholesalers, who in turn source goods from manufacturers. Each of these business-to-business transactions constitutes part of the indirect effect.
- **Induced Effect:** As firms in the direct and indirect supply chains expand their operations, they increase payrolls through hiring or wage growth. The subsequent household spending by those workers generates additional economic activity, which constitutes the induced effect.

The sum of direct, indirect, and induced effects equals the total economic impact. In this report, the combination of indirect and induced effects is referred to as the "secondary" impact, representing the full multiplier effect of LACERA pensioner spending beyond the initial transaction.

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IMPLAN Modeling Platform

Zenith Economics uses IMPLAN (Impact Analysis for Planning) as its primary modeling platform for economic and fiscal impact analysis. IMPLAN is an industry-leading input-output modeling system used by government agencies, universities, and private research organizations worldwide. The platform provides region-specific economic data covering 528 industry sectors (in more recent vintages), allowing analysts to model how expenditures flow through local economies with a high degree of granularity.

IMPLAN's underlying data is compiled from the U.S. Bureau of Economic Analysis, the Bureau of Labor Statistics, the U.S. Census Bureau, and other federal statistical agencies. The platform applies Social Accounting Matrix (SAM) multipliers that account for inter-industry transactions, institutional spending patterns, and regional purchasing coefficients. For this study, Zenith utilized IMPLAN's 2024 data year, which represents the most recent complete economic dataset available at the time of analysis.

Notably, this study employs IMPLAN's updated 528-sector industry classification scheme and post-pandemic economic data, both of which differ from the inputs used in the 2022 LACERA Economic Impact Study. The prior study relied on an earlier IMPLAN vintage based on pre-pandemic or pandemic-era economic conditions, as well as the former 546-sector classification framework. Additionally, the methodology is further adapted to current best practices for retirement contribution analyses. Direct comparisons of specific impact categories between the two studies should therefore be made with caution, as differences may reflect these methodological and data updates rather than changes in the underlying economic activity generated by LACERA pension benefits.

Multi-Regional Input-Output (MRIO) Approach

Rather than analyzing each geographic region in isolation, this study employs a multi-regional input-output (MRIO) model. The MRIO framework captures economic linkages between regions through commuting patterns and inter-regional trade flows. In a standard single-region I-O model, any spending that occurs outside the study area is treated as a "leakage" and is excluded from impact estimates. The MRIO approach instead traces those leakages to neighboring regions, providing a fuller picture of how spending in one area generates economic activity in others.

This distinction is especially relevant for a county as large and economically interconnected as Los Angeles. Workers commute across supervisorial district boundaries daily, and supply chains routinely cross jurisdictional lines. The MRIO model

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accounts for these flows, producing more accurate sub-regional estimates than would be possible with independent single-region models.

The MRIO approach used in this report is generally consistent with the methodology applied in the 2022 LACERA economic impact analysis and represents current best practice for multi-region studies of this type.

Study Regions

This analysis estimates economic and fiscal impacts across the following geographies:

- The State of California
- Los Angeles County
- The five Los Angeles County Board of Supervisors districts
- All California State Senate districts fully or partially within Los Angeles County
- All California State Assembly districts fully or partially within Los Angeles County
- All U.S. House of Representatives districts fully or partially within Los Angeles County

This geographic scope is more comprehensive than the 2022 analysis, which covered California, Los Angeles County, and the five supervisorial districts. The inclusion of state legislative and federal congressional districts enables LACERA to provide district-specific economic information to elected officials at multiple levels of government. Note that both state and federal congressional district findings are not reported in this technical report due to space constraints.

Modeling Household Spending

For modeling purposes, LACERA pension benefits are treated as household income that is subsequently spent on consumer goods and services. Zenith's approach closely follows the methods established by the National Institute on Retirement Security's "*Pensionomics 2025*" report. In particular, the same tax treatment was utilized for this study.[6]

To estimate the disposable income available for household consumption, Zenith Economics applied a sequential tax adjustment to each retiree's gross taxable pension income. Federal income tax liabilities were estimated using average effective tax rates for older adults published by the Tax Policy Center, based on the Urban-Brookings Microsimulation Model.[4] State income tax liabilities were estimated using California-

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specific rates from the National Bureau of Economic Research's TAXSIM model (Version 35), calibrated to elder household units.[5] Health insurance premiums withheld from pension payments were also deducted. The resulting figure represents each retiree's estimated disposable pension income.

Because IMPLAN models household spending on goods and services rather than total income, disposable income was further adjusted using IMPLAN's bracket-specific household spending rates. These rates, which vary by income level, isolate the share of income directed toward commodity purchases and exclude savings, transfers, and other non-consumption outlays. For the purposes of this study, we assumed a savings rate of 0%, which is well grounded in economic theory. Each retiree was assigned to one of nine IMPLAN household income brackets based on their disposable income, and the corresponding spending rate was applied to produce the final model input. These adjusted spending figures were then mapped to IMPLAN's 528-sector industry classification system and entered as household spending events within the MRIO model.

This approach captures only the economic activity generated by pensioner household spending. It does not include LACERA's own operational expenditures (employee salaries, administrative costs, vendor payments), investment activities, or the spending of active LACERA members. The scope is intentionally limited to isolate the impact of pension benefit payments flowing through the consumer economy.

Fiscal Impact Methodology

Fiscal impacts, or the tax revenues generated for government at all levels, are estimated using IMPLAN's built-in fiscal modules. These modules calculate taxes generated at each stage of economic activity (direct, indirect, and induced) across the following categories:

- Sales and excise taxes (state and local)
- Property taxes (local)
- Personal income taxes (state and federal)
- Corporate profits taxes (state and federal)
- Social insurance contributions (federal)
- Other taxes and fees

Fiscal impacts are reported separately for state and local governments and for the federal government and are further broken out by supervisorial district where applicable.

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Limitations and Assumptions

As with any economic modeling exercise, the estimates in this report are subject to certain assumptions and limitations that readers should consider when interpreting results:

- The analysis assumes that pension income spent within a region generates economic activity consistent with average consumer spending patterns for the relevant demographic group. Individual spending behavior may differ.
- IMPLAN multipliers are derived from observed economic relationships during the data year (2024) and may not perfectly reflect current economic conditions or even actual economic conditions from the data year for the specified regions, given the margins of error that exist in data from federal government datasets that feed into the IMPLAN model.
- The model does not account for potential crowding-out effects (i.e., the possibility that pension-funded spending displaces other economic activity that would have occurred in its absence). This is standard practice in regional economic impact analysis, as pension income represents a net transfer from the retirement fund to the local economy.
- Sub-regional estimates at the district level carry greater uncertainty than county or statewide figures, as smaller geographies are more sensitive to assumptions about where spending occurs relative to where retirees reside.
- Tax estimates rely on average effective rates and IMPLAN's fiscal models; actual tax collections may differ based on individual circumstances, exemptions, and policy changes.
- Results from this analysis are not directly comparable to estimates published in the 2022 LACERA Economic Impact Study. That study utilized an earlier IMPLAN data vintage and the former 546-sector industry classification scheme. Differences in estimated employment, output, and other impact categories between the two studies reflect updates to IMPLAN's underlying data (particularly from a COVID-impacted data year to a post-COVID data year), multiplier coefficients, and sector definitions, along with a strengthened methodology to reflect current best practices.

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Economic and Fiscal Impact Analysis

This section presents the estimated economic and fiscal impacts of LACERA pensioner household spending across California and Los Angeles County. Impacts are reported in terms of economic output, employment supported, labor income generated, and tax revenues produced for government at all levels.

Statewide Economic Impacts

LACERA's pension benefit payments generate substantial economic activity throughout California. After tax deductions, approximately $3.4 billion in pensioner income flows into household consumption statewide each year. Through the multiplier effects captured by the MRIO model, this spending generates total economic activity well in excess of the initial expenditures.

Table 4: Total 2025 Annual Economic Impact of LACERA Pensioners, California

Impact Type	Employment (000s)	Labor Income ($M)	GSP ($M)	Economic Output ($M)
Direct Effect	11.9	829.4	1,923.3	3,063.9
Indirect Effect	5.0	458.2	758.9	1,337.7
Induced Effect	4.5	334.6	639.8	985.0
Total Effect	**21.3**	**1,622.2**	**3,322.0**	**5,386.6**

Source: IMPLAN; Analysis: Zenith Economics, LLC. Note: Totals may not sum exactly due to rounding. Expenditures and estimated impacts occurred during the 2025 calendar year.

Total economic output generated across California from LACERA pensioner household spending amounts to $5.3 billion, supporting over 21,300 jobs and generating $1.6 billion in labor income. The majority of this activity (approximately 59.2%) is concentrated within Los Angeles County, where most LACERA retirees reside. The remainder is distributed across the rest of California, where pensioners residing outside Los Angeles County generate direct economic activity through their own household spending, and where supply chain interactions and induced spending from LA County generate activity across county boundaries.

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Los Angeles County Economic Impacts

Los Angeles County absorbs the largest share of economic activity generated by LACERA pensioners. Of the 42,800 LACERA retirees residing in the county, the vast majority spend the bulk of their income within the regional economy on housing, food, healthcare, transportation, retail goods, and personal services.

Table 5: Total 2025 Annual Economic Impact of LACERA Pensioners, Los Angeles County

Impact Type	Employment (000s)	Labor Income ($M)	GRP ($M)	Economic Output ($M)
Direct Effect	7.9	538.9	1,262.6	2,013.9
Indirect Effect	2.7	231.3	378.3	671.4
Induced Effect	2.4	171.4	327.6	508.3
Total Effect	**12.9**	**941.6**	**1,968.5**	**3,193.6**

Source: IMPLAN; Analysis: Zenith Economics, LLC. Note: Totals may not sum exactly due to rounding. Expenditures and estimated impacts occurred during the 2025 calendar year.

Within Los Angeles County, LACERA pensioner spending generates $3.1 billion in total economic output annually, supports over 12,900 jobs, and produces $941.6 million in labor income. Direct spending accounts for the largest share of total impact, at approximately 63.1% of economic output. Secondary impacts, or the sum of indirect and induced effects, contribute an additional $1.1 billion in economic output, reflecting the substantial multiplier activity generated through supply chains and re-spending of wages earned by workers in impacted industries.

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Industry Composition of Impacts

LACERA pensioner spending supports employment and output across a wide range of industries within Los Angeles County. The largest direct beneficiaries in terms of employment are concentrated in service sectors that cater to household consumers.

Table 6: Top 10 Sectors Supported by LACERA Pensioner Spending, Los Angeles County (by Employment and Output)

Rank	Sector	Employment	Output ($ M)
1	Real Estate	696	558
2	Food Services and Beverage Places	1,580	198
3	Health Care Services (non-hospital)	1,136	167
4	Professional, Scientific, Techn. Svcs.	576	151
5	Wholesale Trade	307	146
6	Hospitals	481	129
7	Insurance Carriers and Related Activities	294	113
8	Banking and Financial Services	134	74
9	Administrative and Support Services	571	67
10	Government Enterprises	147	63
	All Other Industries	*7,017*	*1,224*
	Total Direct	**12,941**	**2,890**

Source: IMPLAN (data year 2024); Analysis: Zenith Economics, LLC. Industries aggregated by 3-Digit NAICS code. Figures rounded.

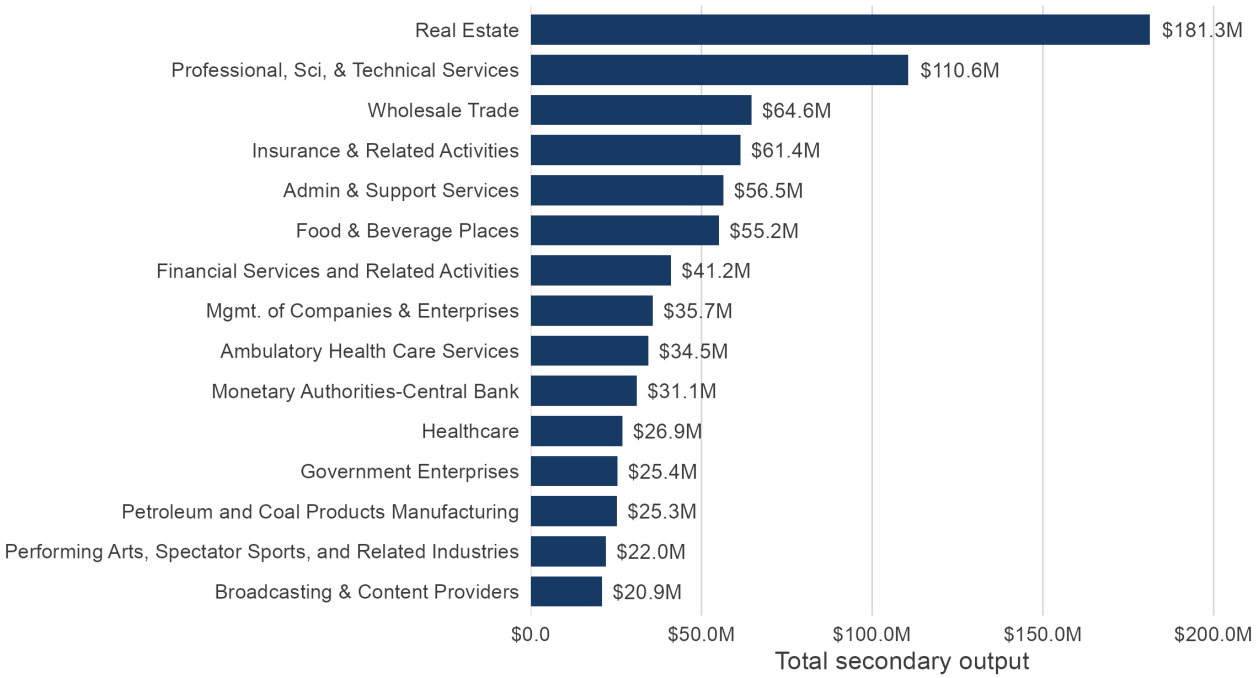
Real Estate related sectors (including owner-occupied and tenant-occupied housing) receive the largest share of direct spending, consistent with the outsized role of housing costs in household budgets throughout the Los Angeles region. Healthcare (including physicians and outpatient care), food services, trade, professional services, and personal services also receive significant portions of pensioner spending.

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Secondary impacts are concentrated in different sectors than direct spending. Insurance agencies and brokerages, real estate services, financial intermediation, and employment services tend to capture the largest indirect effects, as these industries provide business-to-business services that support the consumer-facing sectors where pensioners spend directly.

Top 15 industries by total secondary output through LACERA pensioner support (Los Angeles County), 2025

Indirect + induced economic output, 2025



Source: Bureau of Economic Analysis, IMPLAN (data year 2024). Amounts in real 2026 dollars. Figures rounded

Figure 3: Top Industries by Secondary Economic Output, Los Angeles County

Real estate leads all industries in secondary output generated through LACERA pensioner spending, at $181.3 million annually, followed by professional, scientific, and technical services ($110.6 million) and wholesale trade ($64.6 million).

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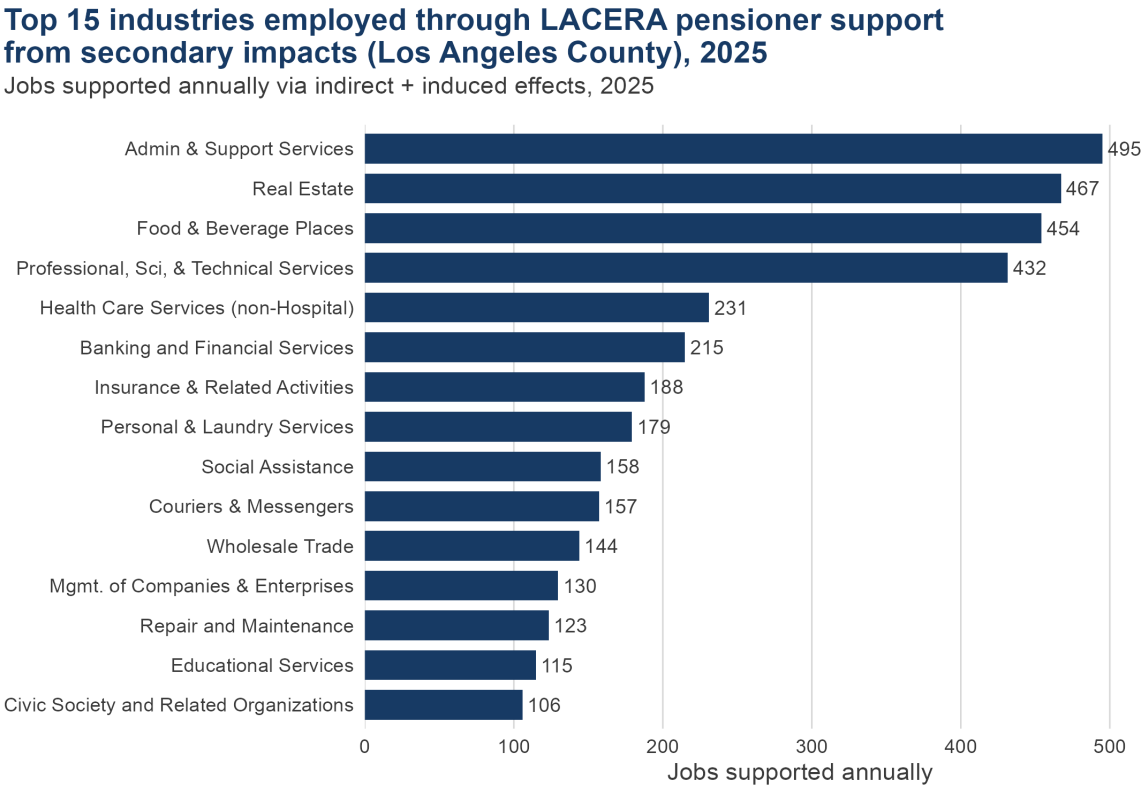


Figure 4: Top Industries by Secondary Employment, Los Angeles County

Administrative and support services account for the largest share of secondary employment at 495 jobs annually, followed by real estate (467) and food and beverage establishments (454). Professional, scientific, and technical services support an additional 432 jobs through indirect and induced effects.

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Fiscal Impacts

The economic activity generated by LACERA pensioner spending produces tax revenue for government at all levels. These fiscal impacts arise from multiple points in the economic chain: pensioners pay income and sales taxes on their own consumption; businesses supported by pensioner spending pay corporate taxes and contribute to social insurance programs; and their workers pay income and payroll taxes.

Statewide Fiscal Impacts

Across California, the economic activity attributable to LACERA pensioner spending generates $1.2 billion in annual tax revenue. Of this total, $527.0 million is collected by state and local governments, while approximately $683.6 million flows to the federal government.

Los Angeles County Fiscal Impacts

Within Los Angeles County, total fiscal impacts from LACERA pensioner economic activity amount to $750.0 million annually. State and local governments collect $326.8 million, with sales tax ($77 M) and income tax ($136.2 M) representing the two largest components. Federal revenues total $423.2 million, driven primarily by social insurance contributions ($102.3 M) and personal income taxes ($277.5 M).

Table 7: Annual Fiscal Impacts by Tax Type, Los Angeles County 2025

Tax Type	State & Local ($ M)	Federal ($ M)	Total ($ M)
Other Taxes and Fees	20.4	-	20.4
Corporate Profits Taxes	21.2	35.4	56.6
Property Taxes	67.5	-	67.5
Sales and Excise Taxes	77.0	8.0	85.0
Social Insurance	4.6	102.3	106.9
Personal Income Taxes	136.2	277.5	413.7
Total Fiscal Impact	**326.8**	**423.2**	**750.0**

Source: IMPLAN; Analysis: Zenith Economics, LLC. Note: Totals may not sum exactly due to rounding. Expenditures and estimated impacts occurred during the 2025 calendar year.

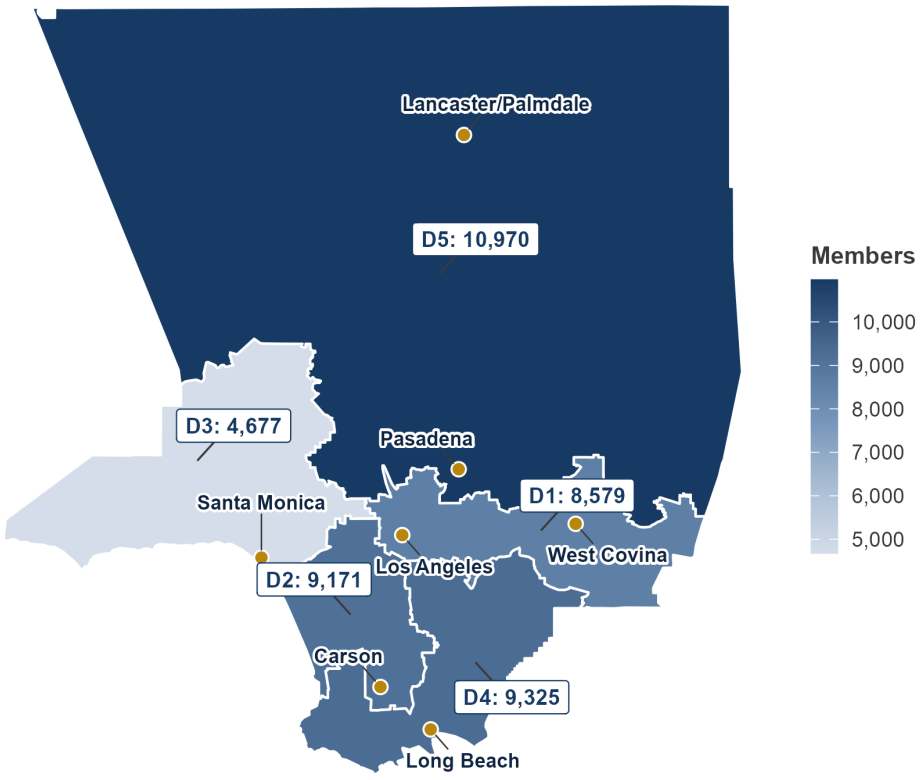
Sales tax revenues generated by LACERA pensioner spending contribute to funding for local transportation, public health, social services, and county general fund operations. Property tax revenues support schools, libraries, parks, and other public services throughout the county. Fiscal contributions of this kind represent a direct return to the communities where LACERA retirees live and spend.

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Economic and Fiscal Impacts by Supervisorial District

Many LACERA pensioners reside throughout Los Angeles County, and their economic contributions vary across the five Board of Supervisors districts. Differences in impact magnitude reflect variations in the number of retirees per district, the size of individual pension benefits, and the economic structure of each district's local economy.

Pension recipients across LA County supervisor districts, 2025
Unique payees (retired + survivor) per district, Dec 2025



Source: LACERA membership data (2025). Analysis: Zenith Economics. Map: U.S. Census TIGER/Line LA County tracts (2022).

Figure 5: Los Angeles County Board of Supervisors Districts Total gross pension expenditures range from $244.4 million in District 3 to $629.9 million in District 5. Districts 4 and 2 fall in the middle at $495.9 million and $420.4 million, respectively, while District 1 accounts for $404.1 million in annual pension payments.

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Table 7: LACERA Pensioners and Benefits by Supervisorial District

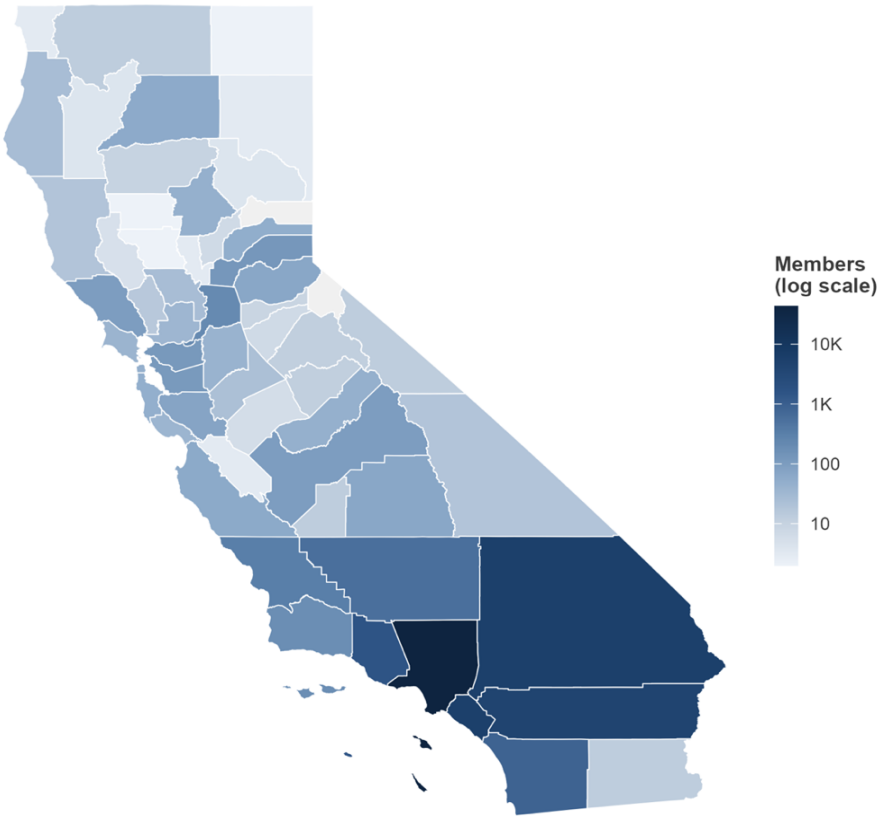
District	Pensioners	Share of Total (%)	Pension Amount ($ M)	Share of Total (%)
District 1	8,579	20.1%	404.1	18.4%
District 2	9,171	21.5%	420.4	19.2%
District 3	4,677	10.9%	244.4	11.1%
District 4	9,325	21.8%	495.9	22.6%
District 5	10,970	25.7%	629.9	28.7%
Total	**42,722**	**100.0%**	**2,194.7**	**100.0%**

Source: LACERA; Analysis: Zenith Economics. Note: Pension amounts shown are post tax, insurance deductions.

Similarly, LACERA pensioners can be found in 56 of California's 58 counties. Only the two most remote counties have no identifiable resident pension recipients. Retiree spending benefits the wider state economy, supporting hundreds of additional jobs and generating millions in additional economic output.

Where LACERA members live across California, 2025

Pension recipients (retired + survivor) by county — 56 of 58 CA counties represented. LA County: 42,991 members.



Source: LACERA membership data (2025). Analysis: Zenith Economics. Map: U.S. Census TIGER/Line cartographic-boundary file (2022).

District-Level Economic Impacts

Table 8: Total Economic Impact by Supervisorial District, Los Angeles County

District	Employment	Labor Income ($ M)	GDP ($ M)	Economic Output ($ M)
District 1	2,379	172.6	394.8	583.3
District 2	2,462	179.2	412.8	612.8
District 3	1,526	112.3	257.1	379.5
District 4	2,891	209.5	484.0	713.9
District 5	3,683	268.1	614.4	904.1
Total	**12,941**	**941.6**	**2,163.1**	**3,193.6**

Source: IMPLAN; Analysis: Zenith Economics, LLC. Note: Totals may not sum exactly due to rounding. District totals may not equal the county-wide figures in Table 5 because Los Angeles County was modeled as the primary geography; district-level results were derived by tagging retirees to supervisorial districts.

District 5 generates the largest economic impact from LACERA pensioner spending at $904.1 million in total output, followed by District 4 ($713.9 million). The distribution of impacts across districts is influenced both by the number of retirees residing in each district and by the average benefit level, which itself reflects the salary history and years of service of retirees concentrated in different parts of the county.

Employment supported by LACERA pensioner spending ranges from 1,526 jobs supported in District 3 to 3,683 jobs supported in District 5. These jobs span the same industries identified in the county-level analysis (e.g. housing, healthcare, food services, retail, and personal services) though the industry mix varies based on the economy of each district.

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District-Level Fiscal Impacts

Fiscal revenues generated by LACERA pensioner spending range from $90.1 million in District 3 to $215.3 million in District 5. These revenues contribute to funding public services at the local, state, and federal levels, with sales and property taxes providing direct support to county and municipal services in each district.

Table 8: Total Fiscal Impacts by Supervisorial District

District	State & Local Taxes ($ M)	Federal Taxes ($ M)	Total Fiscal Impact ($ M)
District 1	$ 59.3	$ 74.8	$ 134.1
District 2	$ 62.0	$ 78.9	$ 140.9
District 3	$ 38.8	$ 51.3	$ 90.1
District 4	$ 73.6	$ 96.0	$ 169.6
District 5	$ 93.1	$ 122.2	$ 215.3
Total	**$ 326.8**	**$ 423.2**	**$ 750.0**

Source: IMPLAN; Analysis: Zenith Economics, LLC. Note: Totals may not sum exactly due to rounding. District totals may not equal the county-wide figures in Table 7 because Los Angeles County was modeled as the primary geography; district-level results were derived by tagging retirees to supervisorial districts.

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Membership Diversity and Demographic Breakdown

LACERA's retiree population reflects the diversity of the Los Angeles County workforce. This section presents demographic breakouts of LACERA pensioners by race and ethnicity, age group, benefit level, and retirement type.

Gender Composition

Women make up the majority of all three membership cohorts: 61% of active employees, 56% of retirees, and 78% of survivor-benefit recipients. The higher female share among survivors is consistent with longer average life expectancy for women and the prevalence of spousal survivor benefits.

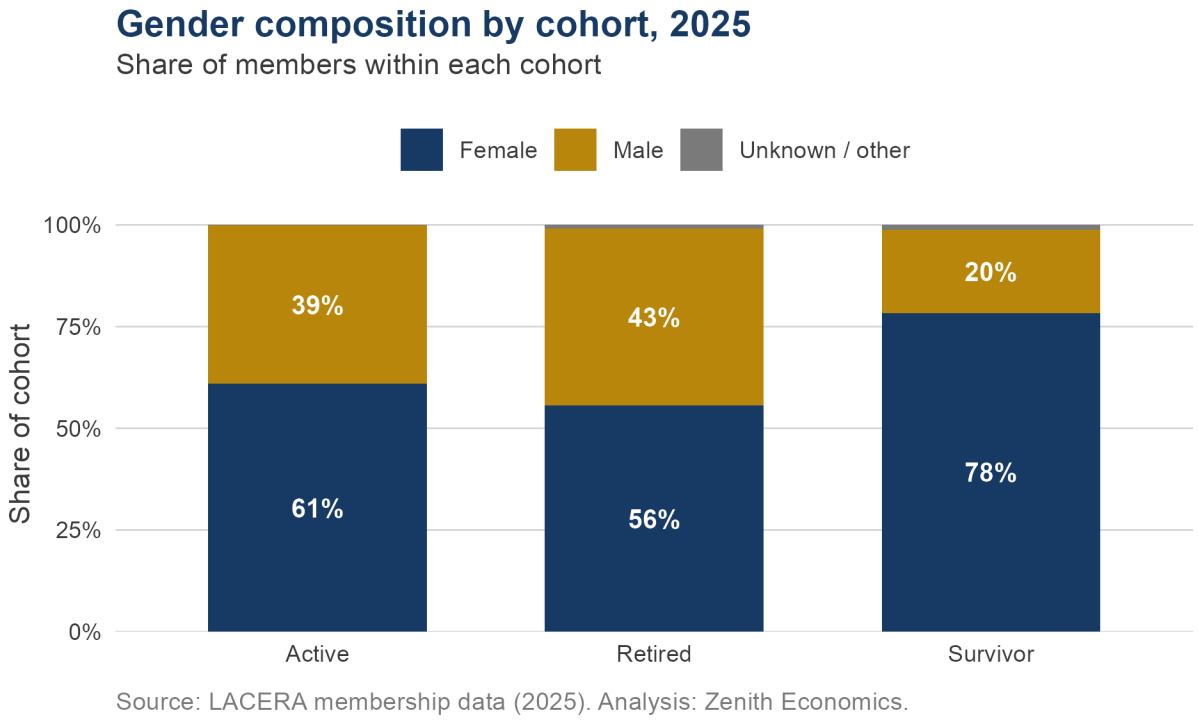


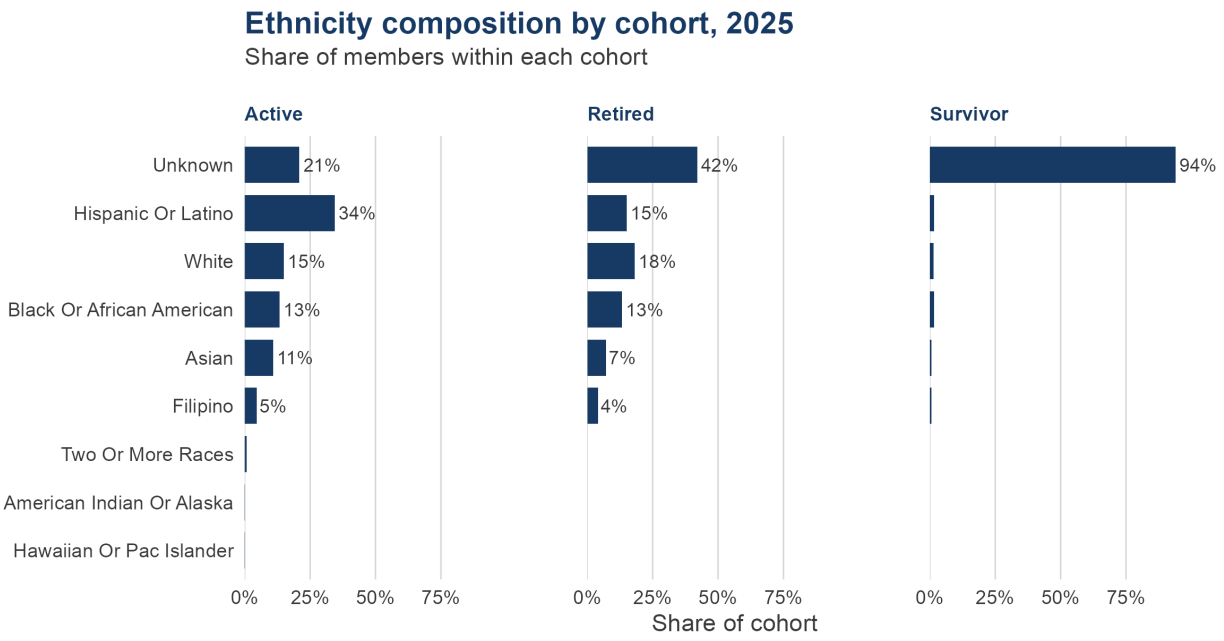
Figure 6: Gender Composition of LACERA Membership by Cohort

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Racial and Ethnic Composition

The racial and ethnic composition of LACERA's retirees is highly diverse, reflecting the county government's long history of employing a workforce representative of Los Angeles County's population. Historically underrepresented groups constitute substantial segments of LACERA's retired membership.

Figure 7: LACERA Pensioners by Race/Ethnicity, Compared to Los Angeles County Population



Source: LACERA membership data (2025). Analysis: Zenith Economics.

Hispanic retirees constitute 15% of LACERA's pensioner population (amongst retirees with known race or ethnicity), making them 2nd among racial/ethnic groups. Black or African American retirees represent 13% of LACERA pensioners, significantly higher than their current 8% share of Los Angeles County's general population. Non-Filipino Asian retirees account for 7% of pensioners. White retirees represent 18% of LACERA retirees.

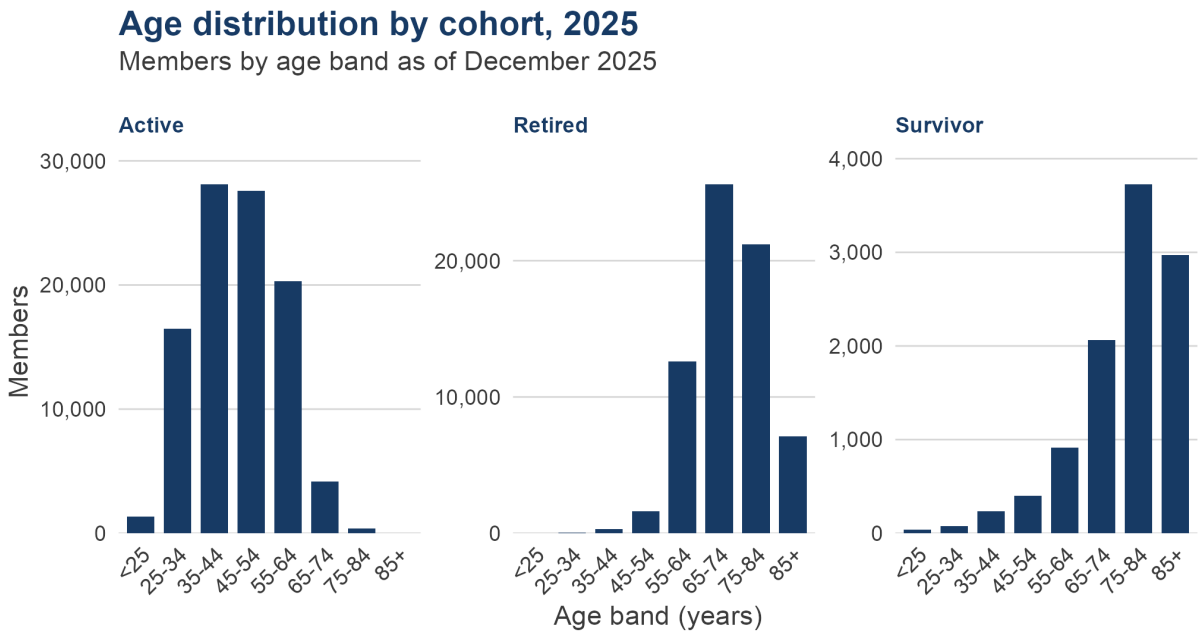
This demographic profile underscores the role of public employment, and the defined benefit pensions that accompany it, in providing retirement security to communities that have historically had less access to private-sector retirement benefits. The economic impacts reported elsewhere in this study are distributed across these diverse communities throughout Los Angeles County.

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Age Distribution

LACERA pensioners span a wide age range, from early retirees in their fifties to centenarians. The average age of a LACERA retiree is 73.2 and the median age is 72 years old.

Figure 8: Distribution of LACERA Pensioners by Age Group



Source: LACERA membership data (2025). Analysis: Zenith Economics. Excludes rows with missing birth date or sentinel year.

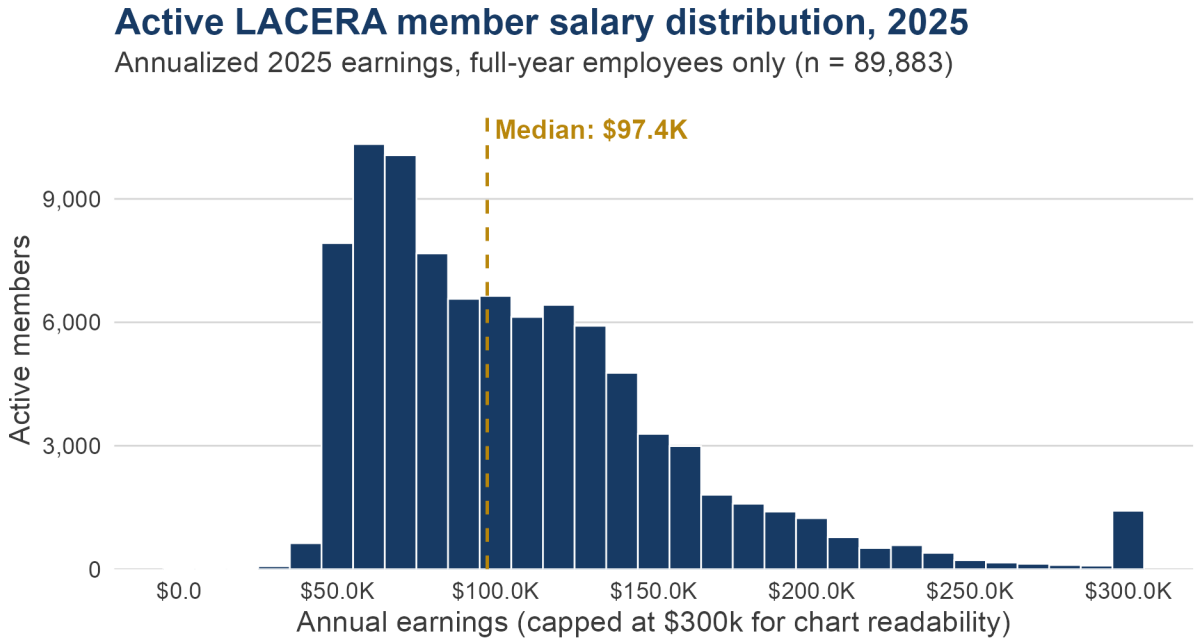
Most LACERA pensioners fall in the 65-to-74 age range, consistent with typical retirement patterns for career public employees. The substantial population of retirees aged 75 and older reflects both the longevity of LACERA members and the ongoing value of defined benefit income security for older adults who may have exhausted other savings or face increasing healthcare costs.

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Salary Distribution of Active Members

The salary distribution of LACERA's active members provides context for future pension benefit levels and their associated economic impacts. As of April 2026, LACERA has 99,468 active members enrolled in its retirement plans. Salary records for the 2025 calendar year are available for 98,410 of these members; the remaining 1,058 were hired after December 31, 2025, and do not yet have full-year salary data. The salary figures used in this analysis reflect actual earnings reported by employers, which may include overtime, bonus pay, and other forms of compensation beyond base salary. The median annual salary among active LACERA members with 2025 records is approximately $97,400.

Figure 9: Distribution of Active LACERA Members by Salary Group



Source: LACERA membership data (2025). Analysis: Zenith Economics. 1,372 members earned above the $300k cap and appear in the rightmost bin.

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Retirement Type and Length

LACERA retirees fall into two primary categories: service retirees, who retired after completing a qualifying period of employment, and disability retirees, who retired due to a qualifying disability incurred during their county service. Of LACERA's current retiree population, 82.1% are service retirees and 17.9% are disability retirees. An additional 15.2% are survivors or beneficiaries receiving continuation benefits.

Across all retirement types, the median LACERA retiree has been collecting benefits for 10.8 years. The distribution peaks between 4 and 6 years since retirement, then tapers gradually; a small number of retirees have received benefits for 40 years or more.

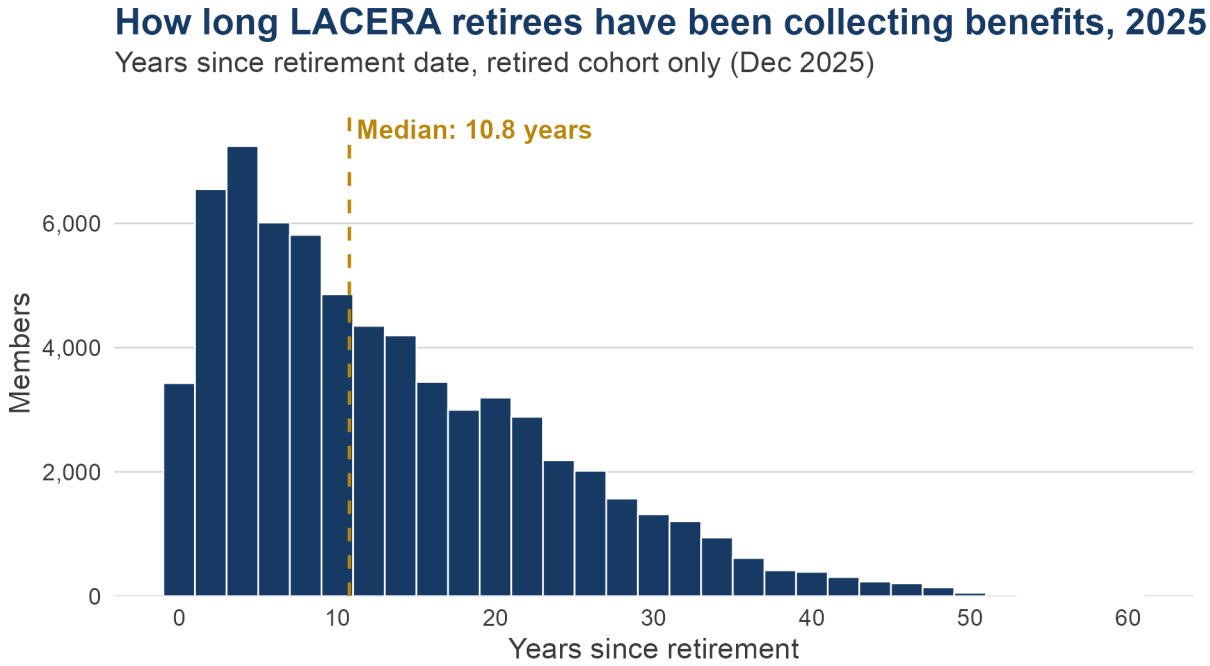


Figure 10: Distribution of Years Since Retirement Among LACERA Pensioners

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Social Impacts

Beyond the quantitative economic and fiscal impacts documented in the preceding sections, LACERA's pension system produces broader social benefits for the communities it serves. This section examines several dimensions of social impact, including the economic stability that defined benefit pensions provide to retirees, the role of pension spending during economic downturns, and the community contributions made by LACERA retirees.

Economic Security Through Defined Benefit Pensions

LACERA administers exclusively defined benefit (DB) pension plans, which guarantee retirees a fixed monthly income based on their years of service and salary history. This structure provides a level of financial security distinct from defined contribution (DC) plans such as 401(k) accounts, where retirement income depends on investment performance and may be depleted during an individual's lifetime.

The guaranteed nature of DB pension income has important economic implications. Because retirees can rely on a predictable monthly payment regardless of market conditions, they are able to maintain consistent spending patterns over time. This predictability is valuable both for individual retirees, who face less risk of outliving their retirement savings, and for the regional economies that depend on sustained consumer demand.

Nationally, approximately 85% of full-time state and local government employees participate in a defined benefit pension plan.[7] Total financial assets held by state and local DB pension funds exceeded $5.4 trillion as of mid-2023.[8] A 2025 study by the National Institute on Retirement Security estimated that DB pension expenditures nationwide supported 7.1 million jobs and generated $1.5 trillion in economic output during the 2022 benefit year.[9]

Research from the Center for Retirement Research at Boston College has found that DB pension plans generate higher average investment returns than DC plans, with DB plans outperforming DC plans by approximately 0.7 percentage points annually over extended periods.[9] This performance differential stems in part from professional management, lower administrative fees, and the ability of large, pooled funds to access a broader range of asset classes.

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Countercyclical Stability of Pension Spending

One of the less frequently discussed properties of DB pension spending is its countercyclical nature. During recessions and economic downturns, workers face layoffs, reduced hours, and declining wages, all of which reduce consumer spending and deepen the downturn. Retirees receiving DB pensions, by contrast, continue to receive the same monthly income regardless of macroeconomic conditions. Their spending provides a stabilizing floor of demand for local businesses.

This property was evident during the COVID-19 pandemic and the preceding Great Recession. Industries like food services and retail, which depend heavily on consumer foot traffic, experienced sharp declines in revenue as employed workers cut spending. Pensioner spending, however, continued at roughly normal levels throughout both downturns, providing ongoing revenue to businesses that might otherwise have faced closure or deeper layoffs.[10,11]

The Los Angeles County economy is particularly sensitive to consumer spending fluctuations given its concentration in service-sector industries. LACERA's 42,722 county-based retirees represent a reliable source of local demand that persists through economic cycles, mitigating some of the volatility that would otherwise affect the county's service-sector employers.

Workforce Recruitment and Retention

Defined benefit pensions are a significant component of total compensation for public-sector employees and play a documented role in workforce recruitment and retention. Los Angeles County employs workers across a broad range of occupations, from public safety and healthcare to social services, engineering, and administration, many of which compete for talent with private-sector employers offering higher base salaries.

The pension benefit helps close this compensation gap by providing long-term retirement security that most private employers no longer offer. Research has consistently shown that DB pension availability is a meaningful factor in public-sector employees' decisions to remain in government service, reducing costly turnover and preserving institutional knowledge.[12,13,14] The economic impacts documented in this report are, in part, a downstream consequence of this retention effect: career public servants who spend decades in county employment accumulate pension benefits that subsequently circulate through the local economy for decades after retirement.

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The Aging Population and Retirement Spending

The economic significance of pension spending is increasing as the U.S. population ages. The Census Bureau estimates that by 2030, one in five Americans will be of retirement age.[15] In 2020, an estimated 55.8 million people were aged 65 or older; that figure is projected to reach 71.6 million by 2030.[16]

As the retired population grows relative to the working-age population, retirement income, along with the consumer spending it supports, will constitute an increasing share of total economic demand. Systems like LACERA that provide reliable, inflation-adjusted income to large populations of retirees will play an increasingly important role in sustaining local economic activity, particularly in regions like Los Angeles County where the retiree population is concentrated.

An aging population also reinforces the value of pension spending's countercyclical properties. As a growing share of consumer demand comes from retirement income rather than employment income, the economy's overall sensitivity to cyclical employment fluctuations may be partially moderated, at least in regions with large populations of DB pension recipients.

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Conclusion

LACERA's pension benefit payments produce measurable and substantial economic contributions throughout Los Angeles County and the State of California. The more than 77,000 retirees and beneficiaries receiving LACERA pensions spend much of their income within the regional economy, supporting employment across dozens of industries and generating tax revenues for government at every level.

Within Los Angeles County, LACERA pensioner spending generates $3.1 billion in annual economic output, supports over 12,900 jobs, and produces $941.6 million in labor income. Fiscal contributions total $750 million in tax revenue annually, funding public services across the county. Statewide, total economic output attributable to LACERA pensioners reaches $5.3 billion, with over 21,300 jobs supported and $1.2 billion in total tax revenue generated.

Impacts extend across all five supervisorial districts, and the inclusion of state legislative and congressional districts in this analysis demonstrates that LACERA's economic reach touches communities throughout the county and beyond. The benefits are distributed broadly, reflecting the geographic diversity of LACERA's retiree population.

Beyond the quantitative impacts, LACERA's defined benefit structure provides retirement security to a diverse population of former public servants, supports local economies during periods of economic stress, and enables retirees to contribute their time and resources to community organizations. More importantly, pension benefits act as a durable backstop against economic stress, lessening the probability LACERA retirees will face housing insecurity or be forced to seek additional resources from local government or NGOs.

As the population ages and retirement spending represents a growing share of total consumer demand, the economic role of systems like LACERA will continue to be significant for the regions they serve.

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Appendix

Appendix A: Detailed Results by District and Impact Type

Table A.1: Total Economic Output by Supervisorial District, by Impact Type ($ Millions) 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Direct	367.2	382.3	228.8	455.6	580.0
Indirect	123.2	134.2	89.3	144.8	180.0
Induced	93.0	96.3	61.3	113.5	144.2
Total	**583.3**	**612.8**	**379.5**	**713.9**	**904.1**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

Table A.2: Employment Supported by Supervisorial District, by Impact Type 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Direct	1,442	1,498	879	1,779	2,271
Indirect	504	518	360	585	741
Induced	433	446	286	527	672
Total	**2,379**	**2,462**	**1,526**	**2,891**	**3,683**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

Table A.3: Labor Income by Supervisorial District, by Impact Type ($ Millions) 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Direct	98.4	102.1	60.4	121.9	156.2
Indirect	42.8	44.7	31.1	49.4	63.2
Induced	31.4	32.3	20.8	38.2	48.7
Total	**172.6**	**179.2**	**112.3**	**209.5**	**268.1**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

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Table A.4: Gross Regional Product by Supervisorial District, by Impact Type ($ Millions) 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Direct	265.3	276.9	166.2	329.9	418.9
Indirect	69.5	74.0	51.4	80.9	102.5
Induced	60.0	62.0	39.4	73.2	93.0
Total	**394.8**	**412.8**	**257.1**	**484.0**	**614.4**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

Table A.5: State and Local Fiscal Impacts by Supervisorial District ($ Millions) 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Direct	46.4	48.4	29.7	58.1	73.6
Indirect	6.0	6.4	4.6	7.1	8.9
Induced	6.9	7.2	4.5	8.4	10.7
Total	**59.3**	**62.0**	**38.8**	**73.6**	**93.1**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

Table A.6: Federal Fiscal Impacts by Supervisorial District ($ Millions) 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Direct	57.7	60.9	39.3	75.3	96.1
Indirect	9.6	10.2	7.0	11.5	14.4
Induced	7.5	7.8	4.9	9.2	11.6
Total	**74.8**	**78.9**	**51.3**	**96.0**	**122.2**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

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Table A.7: State & Local Fiscal Impacts Supervisorial District, by Tax Source ($ Millions) 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Corporate Profits Taxes	3.9	4.1	2.5	4.7	5.9
Other Taxes and Fees	3.8	3.9	2.4	4.5	5.7
Personal Income Taxes	24.1	25.3	16.5	31.1	39.3
Property Taxes	12.5	13.0	7.9	15.1	19.1
Sales and Excise Taxes	14.2	14.8	9.0	17.2	21.7
Social Insurance	0.8	0.9	0.5	1.0	1.3
Total	**59.3**	**62.0**	**38.8**	**73.6**	**93.0**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

Table A.8: Federal Fiscal Impacts by Supervisorial District, by Tax Source ($ Millions) 2025

Impact Type	District 1	District 2	District 3	District 4	District 5
Corporate Profits Taxes	6.6	6.9	4.1	7.9	9.9
Other Taxes and Fees	0.0	0.0	0.0	0.0	0.0
Personal Income Taxes	48.1	51.0	34.1	63.4	80.9
Property Taxes	0.0	0.0	0.0	0.0	0.0
Sales and Excise Taxes	1.5	1.5	0.9	1.8	2.2
Social Insurance	18.6	19.5	12.1	22.9	29.1
Total	**74.8**	**78.9**	**51.2**	**96.0**	**122.1**

Source: Bureau of Economic Analysis, IMPLAN (data year 2024); Analysis: Zenith Economics, LLC.

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Appendix B: Glossary of Key Terms

The following terms are used throughout this report. Definitions are provided to assist readers and provide general context.

Table B.1: Glossary of Key Terms

Term	Definition
Defined Benefit Plan	A retirement plan sponsored by the employer in which the retiree receives a fixed monthly payment calculated based on factors including salary history and length of employment. LACERA administers defined benefit plans exclusively.
Defined Contribution Plan	A retirement plan in which the employee and potentially the employer make contributions to an individual investment account (such as a 401(k) or 403(b)). Retirement income depends on the performance of those investments and is not guaranteed.
Direct Effect	The initial output of goods and services resulting from household spending by LACERA pensioners. These expenditures cover categories including housing, food, healthcare, finance, retail, transportation, and entertainment.
Economic Output	The total value of production generated through spending, including the value of intermediate inputs such as goods and services used in the production process. Also referred to as total sales or gross output.
Employment	The number of jobs (headcount of part-time, full-time, and temporary positions) supported through household spending by LACERA pensioners. Includes both new positions + existing jobs sustained by pensioner demand.
Fiscal Impact	Tax revenues generated for federal, state, and local government because of economic activity attributable to LACERA pensioner spending.
IMPLAN	Impact Analysis for Planning. A widely used economic modeling platform that provides region-specific data and multipliers for estimating how expenditures flow through local economies.
Indirect Effect	Additional economic output generated through supply chain interactions. When a pensioner spends money at a business, that business purchases goods and services from its own suppliers, generating indirect activity.
Induced Effect	Economic output generated when workers employed through direct and indirect activity spend their wages on goods and services, creating an additional round of economic activity.
Input-Output Analysis	An analytical framework that examines inter-industry relationships to estimate how spending in one sector generates activity in other sectors of the economy.
Labor Income	The total value of all forms of employment income generated through LACERA pensioner spending, including wages, salaries, benefits, and proprietor income.
MRIO (Multi-Regional Input-Output)	An extension of standard input-output analysis that captures economic linkages between multiple geographic regions through commuting and trade patterns, providing more accurate sub-regional estimates.
Multiplier Effect	The phenomenon by which an initial expenditure generates additional economic activity through successive rounds of spending in the supply chain and by workers. The ratio of total impact to direct impact is the multiplier.
Secondary Effect	The combined indirect and induced effects. Represents all economic activity generated beyond the initial direct expenditure.
Total Impact	The sum of direct, indirect, and induced effects; the full economic activity attributable to the initial expenditure.

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Table B.2: Glossary of Key Acronyms

Acronym	Definition
BEA	Bureau of Economic Analysis
BLS	Bureau of Labor Statistics
CPI-U	Consumer Price Index for All Urban Consumers
EIS	Economic Impact Study
GRP	Gross Regional Product
GSP	Gross State Product
HUD	U.S. Department of Housing and Urban Development
I-O	Input-Output (Model)
IMPLAN	Impact Analysis for Planning
MRIO	Multi-Regional Input-Output
QCEW	Quarterly Census of Employment and Wages
SAM	Social Accounting Matrix

Appendix C: References

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Appendix D: About Zenith Economics

Zenith Economics, LLC is an independent economic consultancy based in Los Angeles, California, providing expertise in Economic Impact Analysis, Land Use Policy, and Economic Development to public-sector, private-sector, and non-profit clients.

The Zenith team brings over 20 years of collective experience in economic research. Zenith's principal researchers hold IMPLAN Certified Economist (ICEP) accreditation, recognizing them among the foremost global experts in input-output modeling for economic and fiscal impact analysis. Members of the Zenith team have contributed to more than six dozen economic impact studies spanning government agencies, educational institutions, infrastructure projects, and cultural organizations.

Two members of the team that produced this report (Samuel Maury-Holmes and Johnathan Cahill) also contributed to the 2022 LACERA Economic Impact Analysis while at Beacon Economics, providing continuity of expertise between the two studies.

Project Team: Zenith Economics

Samuel Maury-Holmes, ICEP — Project Manager.
Johnathan Cahill, MSc, ICEP — Project Researcher.
Kevin Williams, PhD — Project Reviewer.
Makayla Keasler — Project Designer.

Special Thanks To:

Barry Lew — Project Manager.
Rebecca Sun — Data Specialist.
Ilana Boivie — Assistant Director of Strategic Resources for the International Association of Machinists and Aerospace Workers (IAM) and author of "Pensionomics 2025".

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THANK YOU FOR READING

Disclaimer:

This report was prepared by Zenith Economics, LLC for the Los Angeles County Employees Retirement Association (LACERA). The analysis, findings, and conclusions presented herein are based on data provided by LACERA and publicly available economic data sources, processed using the IMPLAN multi-regional input-output modeling platform. While Zenith Economics has taken reasonable steps to verify the accuracy of all data inputs and model outputs, the estimates contained in this report are subject to the assumptions and limitations described in the Methodology section and should not be interpreted as precise forecasts or retrospectives of economic activity. This report is intended for informational and planning purposes only and does not constitute financial, legal, or investment advice. Zenith Economics assumes no liability for decisions made on the basis of the information presented in this report. Reproduction or distribution of this report, in whole or in part, requires prior written authorization from LACERA.

Contact Information

www.zenithecon.com

info@zenithecon.com

LACERA

FOR INFORMATION ONLY

May 20, 2026

TO: Each Trustee
Board of Retirement

FROM: Ricki Contreras
Administrative Services Division Manager

Elsy Gutierrez
Supervising Administrative Assistant II

FOR: June 3, 2026, Board of Retirement Meeting

SUBJECT: Contracting Activity Report – April 2026

The Board of Retirement (BOR) adopted the Policy for the Procurement of Goods and Services (PGS) on September 4, 2024, as revised by the BOR on February 4, 2026. The PGS requires the Vendor Management Group to provide the BOR a monthly report on all contracting activity. Below is a summary of the contracting activity for the month of April 2026.

Category	Total	Approximate Dollar Amount
New Contracts	18	$859,860.00
Renewals	12	$1,110,723.00
Amendment	4	$120,685.00
Extension	0	$0.00
Total	**30**	**$2,091,268.00**

Attachment

EG: eg

C: Luis Lugo, Chief Executive Officer
Jessica Baxter, Assistant Executive Officer
JJ Popowich, Assistant Executive Officer
Jon Grabel, Chief Investments Officer
Steven P. Rice, Chief Counsel
Leisha Collins, Chief Internal Audit
Carly Ntoya, Director of Human Resources

Summary of Contracting Activity: April 2026

Vendor	Division	Type	Term (Months)	New/Renewals	Total Contract Value
Gartner, Inc.	Administrative Services	Professional Services Agreement	14	N	$68,017.00
Castellan Solutions Inc.*	Administrative Services	Software Subscription Agreement	12	R	$42,032.00
Caseguard, Inc.	Disability Retirement Services	Software Subscription Agreement	12	R	$16,986.00
Gartner, Inc.	Financial and Accounting Services	Professional Services Agreement	14	N	$183,984.00
The Centre for Organization Effectiveness	Human Resources	Consulting Service Agreement	12	N	$6,925.00
SWG Associates	Human Resources	Professional Services Agreement for Employee Training and Education Services	12	N	$5,000.00
Segal Western States	Human Resources	Consulting Service Agreement	12	N	$130,000.00
LA County Human Resources	Human Resources	Professional Services Agreement for Employee Training and Education Services	12	N	$10,722.00
LA County Human Resources	Human Resources	Professional Services Agreement for Employee Training and Education Services	12	N	$5,820.00
Aon Consulting, Inc.	Human Resources	Consulting Service Agreement	12	R	$9,000.00
Udemy, Inc.	Human Resources	Software Subscription Agreement	36	R	$137,495.00
Liebert Cassidy Whitmore, A Professional Law Corporation**	Internal Audit	Consulting Service Agreement	3	N	$50,000.00
Crowe LLP**	Internal Audit	Consulting Service Agreement	12	N	$46,945.00
Diversified Automation Services, Inc.*	Systems	Equipment and Professional Services Agreement	1	N	$63,237.00
Eccentex Corporation	Systems	Consulting Service Agreement	3	N	$44,500.00
Pinnacle Communication Services	Systems	Professional Services Agreement	1	N	$4,425.00
Pinnacle Communication Services	Systems	Professional Services Agreement	1	N	$3,425.00
Lawvu Limited**	Systems	Software Subscription Agreement	43	N	$125,880.00
Avtech Software, Inc.	Systems	Equipment and Maintenance Service Agreement	12	N	$1,749.00
Insight Global, LLP	Systems	Staffing Services Agreement	6	N	$104,000.00
Primetek Cagatay Civici	Systems	Technology Support Services	12	N	$5,000.00
Wakatime LLP	Systems	Software Subscription	12	N	$231.00
Carahsoft* BOR Approved FY25/26 Budget	Systems	Software Subscription Agreement	36	R	$804,216.00
Figma, Inc.	Systems	Software Subscription Agreement	12	R	$2,304.00
Greymatter	Systems	Software Subscription Agreement	12	R	$600.00
SHI International	Systems	Software License Agreement	17	R	$57,920.00
SHI International	Systems	Software License Agreement	12	R	$10,195.00
Websitepulse	Systems	Software License Agreement	12	R	$1,356.00
Godaddy LLC	Systems	Software Subscription Agreement	48	R	$416.00
Sectigo, Inc.	Systems	Software Subscription Agreement	36	R	$28,203.00
Total					**$1,970,583.00**

Vendor	Division	Type	Term (Months)	Amendment/Extension	Total Contract Value
Johnson Consulting Group	Human Resources	Consulting Service Agreement	24	A	$8,000.00
Softchoice Corporation	Systems	Software License Agreement	28	A	$1,141.00
Softchoice Corporation	Systems	Software License Agreement	27	A	$6,468.00
TTEC Government Solutions , LLC	Systems	Professional Services Agreement	6	A	$105,076.00
Total					**$120,685.00**

Legend
*Non-Competative Procurements
** Contract executed by Business Owner

LACERA

FOR INFORMATION ONLY

May 12, 2026

TO: Trustees – Board of Retirement

FROM: Jean J. Kim
Senior Staff Counsel

DATE: Board of Retirement Meeting of June 3, 2026

SUBJECT: **REPORT OF REVISED PAY ITEM**

INTRODUCTION

This memorandum addresses the following existing pay item, for which the Board of Retirement (the "Board") previously made a pensionability determination:

Public Response Dispatcher Bonus (Item No. 336)

As this pay item has been modified, staff has reviewed it to ensure that the prior legal analysis and pensionability determination are still applicable. For the reasons discussed below, the original legal analysis and the related pensionability determination regarding the pay item remains relevant and applicable to the revised pay item. Therefore, no additional Board determination is necessary.

A summary of the revised pay code is attached as Attachment A, and the analysis presented in support of the Board's prior pensionability determination is attached as Attachment B.

BOARD AUTHORITY TO MAKE PENSIONABILITY DETERMINATIONS

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

Items of compensation are analyzed as pensionable:

- for legacy members under the definition of "compensation earnable" in Cal. Govt. Code §31461; and
- for PEPRA members under the definition of "pensionable compensation" in Cal. Govt. Code §7522.34.

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

LEGAL ANALYSIS OF REVISED PAY ITEMS

Public Response Dispatcher Bonus (Item No. 336)

The Public Response Dispatcher Bonus (Item No. 336) was created to award a bonus to employees, who are employed in certain identified classifications, possess the CA POST Public Safety Dispatcher Certification and meet related eligibility criteria. Individuals meeting these eligibility criteria are awarded an additional compensation of 7.5096% of their salary. Possession of this certification is not an essential job requirement for the designated classifications.

The original pensionability determination for this item was as follows:

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

(2) Determined to not qualify as pensionable compensation for PEPRA members because it is a bonus that is paid in addition to the base pay or normal monthly rate of pay and is therefore excluded under Cal. Govt. Code §7522.34(c)(10).

This pay item is now being revised to extend eligibility to any person employed as Head Sheriff Dispatcher (Item no. 2454) who meets the other eligibility criteria. Since the only change has been to extend eligibility to an additional classification, there is no impact on the original pensionability analysis. Therefore, the revised pay item remains pensionable for legacy members and not pensionable for PEPRA members.

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

Reviewed and Approved



Steven P. Rice
Chief Counsel

JJK/ss
Attachments

Attachment A

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

Pay Event Code	Pay Event Title	Pay Event Description	Original Analysis (BOR Date)
INCLUDED under Section 31461 and EXCLUDED under 7522.34			
336	**PUBLIC RESPONSE DISPATCHER**	This pay event is being **revised to extend eligibility** to a non-represented classification as a result of an amendment to Section 6.120.020 of the County Code. Beginning September 28, 2021, any person employed as Head Sheriff Dispatcher (Item No. 2454) who meets the eligibility criteria below shall receive a bonus of 7.5096%. • Verification of CA POST Public Safety Dispatcher Certification • Verification that POST Continued Professional Training (CPT) requirements have been met (e.g., every 2 years) • The employee's last Performance Evaluation was competent or better • The employee must not be on an improvement plan as part of an overall improvement needed Performance Evaluation	6/13/2019

Attachment B

Original Analysis of Pay Code 336 (Reviewed by BOR on 6/13/2019)

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

Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
INCLUDED under Section 31461					
336	PUBLIC RESPONSE DISPATCHER BONUS	Effective 1/1/2019, any full-time, permanent employee in the following classifications is eligible for the following additional compensation: Public Response Dispatcher I (Item No. 2450) Public Response Dispatcher II (Item No. 2451) Public Response Dispatcher Specialist (Item No. 2452) Supervising Public Response Dispatcher (Item No. 2453) The eligibility criteria is as follows: • Verification of CA POST Public Safety Dispatcher Certification • Verification that POST Continued Professional Training (CPT) requirements have been met (e.g., every 2 years) • The employee's last Performance Evaluation was competent or better • The employee must not be on an improvement plan as part of an overall improvement needed Performance Evaluation. The employee shall receive additional compensation of 7.5%, which is 29 standard salary levels (7.5096%).	(a)	—	A State of California POST Public Safety Dispatcher Certificate is awarded to employees who have satisfactorily completed the CA Public Safety Dispatchers' Basic Course and the agency's probationary period. Possession of the CA POST Public Safety Dispatcher Certification and attaining POST Continued Professional Training (CPT) requirements are not an essential job requirement for the designated classifications. This additional compensation applies to all similarly situated Public Response Dispatchers, it is paid based on the "average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate of pay," and is included as "compensation earnable" under 31461(a).

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

Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
EXCLUDED under Section 7522.34					
336	PUBLIC RESPONSE DISPATCHER BONUS	Effective 1/1/2019, any full-time, permanent employee in the following classifications is eligible for the following additional compensation: Public Response Dispatcher I (Item No. 2450) Public Response Dispatcher II (Item No. 2451) Public Response Dispatcher Specialist (Item No. 2452) Supervising Public Response Dispatcher (Item No. 2453) The eligibility criteria is as follows: • Verification of CA POST Public Safety Dispatcher Certification • Verification that POST Continued Professional Training (CPT) requirements have been met (e.g., every 2 years) • The employee's last Performance Evaluation was competent or better • The employee must not be on an improvement plan as part of an overall improvement needed Performance Evaluation. The employee shall receive additional compensation of 7.5%, which is 29 standard salary levels (7.5096%).	—	(c)(10)	A State of California POST Public Safety Dispatcher Certificate is awarded to employees who have satisfactorily completed the CA Public Safety Dispatchers' Basic Course and the agency's probationary period. Possession of the CA POST Public Safety Dispatcher Certification and attaining POST Continued Professional Training (CPT) requirements are not an essential job requirement for the designated classifications. This compensation is paid to Public Response Dispatchers is in addition to the normal monthly rate of pay and is excluded as "pensionable compensation" under 7522.34(c)(10).

LACERA

FOR INFORMATION ONLY

May 22, 2026

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Barry W. Lew
Legislative Affairs Officer

FOR: June 3, 2026 Board of Retirement Meeting
June 10, 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. Bills from the 2025 legislative session that were enacted, vetoed, or died are no longer being tracked.

Reviewed and Approved:

Luis Lugo, Chief Executive Officer

Attachments
LACERA Legislative Report Index
LACERA Legislative Report

cc: Luis Lugo
JJ Popowich
Jessica Baxter
Steven P. Rice
Jon Grabel
Scott Zdrazil
Tony Roda, Williams & Jensen
Naomi Padron, MKP Government Relations

CATEGORY	BILL	AUTHOR	TITLE	BOR POSITION	PAGE
BROWN_ACT	AB 2498	Phillip Chen (R)	Exempt Surplus Land: Surplus Land		14
BROWN_ACT	AB 259	Blanca E. Rubio (D)	Open Meetings: Local Agencies: Teleconferences		1
BROWN_ACT	AB 409	Joaquin Arambula (D)	Open Meetings: Teleconferences: Community College		3
BROWN_ACT	AB 467	Mike Fong (D)	Open Meetings: Teleconferences: Neighborhood Councils		4
BROWN_ACT	SB 1159	Christopher Cabaldon (D)	Artificial Intelligence: Transparency and Governance		20
BROWN_ACT	SB 1187	Maria Elena Durazo (D)	Open Meetings: Majority		21
BROWN_ACT	SB 239	Jesse Arreguin (D)	Open Meetings: Teleconferencing: Subsidiary Body		17
PUBLIC_EMPLOYMENT	AB 1564	Patrick Ahrens (D)	Employer-employee relations: Confidential Communication		8
PUBLIC_EMPLOYMENT	AB 340	Patrick Ahrens (D)	Employer-Employee Relations: Confidential Communication		2
PUBLIC_INVESTMENT	AB 1439	Robert Garcia (D)	Public Retirement Systems: Development Projects: Labor		7
PUBLIC_INVESTMENT	SB 1319	Maria Elena Durazo (D)	California Public Records Act: Public Investment Funds		22
PUBLIC_RETIREMENT	AB 1054	Mike A. Gipson (D)	Public Employees Retirement: Deferred Retirement Option		5
PUBLIC_RETIREMENT	AB 1383	Tina McKinnor (D)	Public Employees Retirement Benefits	Watch	6
PUBLIC_RETIREMENT	AB 1601	Chris Rogers (D)	County Employees' Retirement: Cost-of-Living Adjustment		9
PUBLIC_RETIREMENT	AB 1619	Avelino Valencia (D)	Public Employees' Retirement: Administration	Support If Amended	10
PUBLIC_RETIREMENT	AB 1660	Pilar Schiavo (D)	Public Guardians and Public Administrators		11
PUBLIC_RETIREMENT	AB 1844	Blanca Pacheco (D)	Judges Retirement System II: Beneficiaries		12
PUBLIC_RETIREMENT	AB 2336	Alexandra Macedo (R)	Personal Income Tax Law: Exclusions from Income		13
PUBLIC_RETIREMENT	AB 2780	Public Employment and Retirement	Public Employees' Retirement	Support	15
PUBLIC_RETIREMENT	ACA 2	Corey Jackson (D)	Legislature: Retirement		16
PUBLIC_RETIREMENT	SB 538	Megan Dahle (R)	Public Employees' Retirement System: Teaching		18
PUBLIC_RETIREMENT	SB 850	Angelique Ashby (D)	Prisons		19
SOCIAL_SECURITY	HR 1700	Valerie Hoyle (D)	Social Security Benefits		24
SOCIAL_SECURITY	HR 904	Jeff Van Drew (R)	Gross Income SS Benefit Inclusion Repeal		23
SOCIAL_SECURITY	S 1504	Bill Cassidy (R)	Social Security Administration		26
SOCIAL_SECURITY	S 1505	Bill Cassidy (R)	Social Security Beneficiaries		27
SOCIAL_SECURITY	S 770	Bernard Sanders (I)	Social Security Benefits		25

State Net **Search Results**

Term:

No term applied.

Tracking

Include tracked measures only

1.

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

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

2.

California Assembly Bill 340 (2025-2026)

CA A 340 | Patrick Ahrens (D-026) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Appropriations Committee

Employer-Employee Relations: Confidential Communication

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

Code:

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

Status:

Aug 29, 2025: In SENATE Committee on APPROPRIATIONS: Held in committee.

+ Show full status history

PUBLIC_EMPLOYMENT

No tags, commentary, or attachment applied

3.

California Assembly Bill 409 (2025-2026)

CA A 409 | Joaquin Arambula (D-031) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Local Government Committee

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

4.

California Assembly Bill 467 (2025-2026)

CA A 467 | Mike Fong (D-049) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Local Government Committee

Open Meetings: Teleconferences: Neighborhood Councils

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

Code:

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

Status:

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

+ Show full status history

BROWN_ACT

No tags, commentary, or attachment applied

5.

California Assembly Bill 1054 (2025-2026)

CA A 1054 | Mike A. Gipson (D-065) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Labor, Public Employment and Retirement...

Public Employees Retirement: Deferred Retirement Option

Establishes the Deferred Retirement Option Program as a voluntary program within the Public Employees Retirement System for employees of State Bargaining Units 5 (Highway Patrol) and 8 (Firefighters). Requires 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:

May 6, 2026: To SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

+ Show full status history

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

6.

California Assembly Bill 1383 (2025-2026)

CA A 1383 | Tina McKinnor (D-061) and 21 Co-sponsors | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Labor, Public Employment and Retirement...

Public Employees Retirement Benefits

AI-generated

This bill addresses public employees' retirement benefits, particularly for safety members including firefighters and police officers. The bill modifies pensionable compensation limits and retirement formulas under the Public Employees' Retirement Law and California Public Employees' Pension Reform Act of 2013. The bill also addresses retirement benefits under the State Teachers' Retirement System for new members.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

An act to amend Sections ~~7522.10 and 7522.25~~ 7522.02, 7522.10, 7522.15, 7522.25, and 20516 of, and to add Sections 7522.19 and 7522.26 to, the Government Code, relating to public employees' retirement, and making an appropriation therefor.

Status:

May 13, 2026: In SENATE. Read second time and amended. Re-referred to Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

May 13, 2026: From SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT with author's amendments.

+ Show full status history

PUBLIC_RETIREMENT

Tags:

Staff_Recommendation: Neutral

IBLC_Recommendation: Watch

BOR_Position: Watch

7.

California Assembly Bill 1439 (2025-2026)

CA A 1439 | Robert Garcia (D-050) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Labor, Public Employment and Retirement...

Public Retirement Systems: Development Projects: Labor

Requires the boards of Public Employees' Retirement System (PERS) and the State Teachers' Retirement System (STRS) to contract with the University of California Labor Centers to conduct an independent study to determine the impacts on public employee retirement funds of prohibiting the board of a public pension or retirement system, as defined, from investing in development projects in California that do not provide labor standards protections for workers.

Code:

```
An act to add Section 7513.77 to the Government Code, relating to public retirement systems.
```

Status:

May 6, 2026: To SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

+ Show full status history

PUBLIC_INVESTMENT

Commentary:

Comment:

May 21, 2026 - 4:22 P.M. (PDT)
The bill was amended to apply to CalPERS and CalSTRS only and no longer applies to the 1937 Act systems.

8.

California Assembly Bill 1564 (2025-2026)

CA A 1564 | Patrick Ahrens (D-026) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Third Reading File

Employer-employee relations: Confidential Communication

AI-generated

This bill addresses employer-employee relations for public sector workers in California. The bill prohibits public employers from questioning public employees or their union representatives about confidential communications made in connection with representation on matters within the scope of the employee organization's representation. The bill also prohibits compelling disclosure of such confidential communications to third parties.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

An act to add Section 3558.9 to the Government Code, relating to employer-employee relations.

Status:

May 19, 2026: In ASSEMBLY. Read second time. To third reading.

+ Show full status history

Hearing Dates:

05/22/2026 Assembly Third Reading File

PUBLIC_EMPLOYMENT

No tags, commentary, or attachment applied

9.

California Assembly Bill 1601 (2025-2026)

CA A 1601 | Chris Rogers (D-002) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Labor, Public Employment and Retirement...

County Employees' Retirement: Cost-of-Living Adjustment

Permits the county board of supervisors for Sonoma County to authorize a cost-of-living adjustment to the retirement allowances, optional death allowances, or annual death allowances payable by the retirement system. Requires the board of supervisors to take actions, including collaborating with the retirement board to identify the eligible retired members, survivors, beneficiaries, or successors in interest designated, or a subset of those benefit recipients, to receive the cost-of-living adjustment.

Code:

```
An act to add Section 31874.7 to the Government Code, relating to public employees' retirement.
```

Status:

May 6, 2026: To SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

+ Show full status history

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

10.

California Assembly Bill 1619 (2025-2026)

CA A 1619 | Avelino Valencia (D-068) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Third Reading File

Public Employees' Retirement: Administration

AI-generated

This bill addresses public employees' retirement administration by modifying compensation rates for certain board members of retirement systems. The bill affects the State Teachers' Retirement System, the Public Employees' Retirement System, and county retirement systems established under the County Employees Retirement Law of 1937. The bill changes the per-meeting compensation for specified board members from one hundred dollars to three hundred twenty dollars.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

An act to amend Section 22223 of the Education Code, and to amend ~~Section 31521~~ Sections 20091, 31521, and 31521.1 of the Government Code, relating to public employees' retirement.

Status:

May 14, 2026: In ASSEMBLY. Read second time. To third reading.

+ Show full status history

Hearing Dates:

05/22/2026 Assembly Third Reading File

PUBLIC_RETIREMENT

Tags:

Staff_Recommendation: Support_If_Amended

IBLC_Recommendation: Support_If_Amended

BOR_Position: Support_If_Amended

11.

California Assembly Bill 1660 (2025-2026)

CA A 1660 | Pilar Schiavo (D-040) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Judiciary Committee

Public Guardians and Public Administrators

AI-generated

This bill amends sections of the California Probate Code relating to public guardians and public administrators. It addresses the powers of public guardians to take control of property and issue written certifications, and the powers of public administrators to handle decedent estates. The bill modifies the enforcement mechanisms for compliance by financial institutions and other entities with requirements to provide information and surrender property.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

An act to amend Sections 2901, 2901.5, 7603, and 7660~~ and~~ of the Probate Code, relating to probate.

Status:

May 13, 2026: To SENATE Committee on JUDICIARY.

+ Show full status history

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

12.

California Assembly Bill 1844 (2025-2026)

CA A 1844 | Blanca Pacheco (D-064) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Senate Labor, Public Employment and Retirement...

Judges Retirement System II: Beneficiaries

AI-generated

This bill addresses the Judges' Retirement System II by allowing judges to designate beneficiaries other than their spouse to receive retirement benefits and survivor allowances. The bill proposes to provide the same survivor benefits that are currently available to surviving spouses to designated beneficiaries. The bill also removes the minimum 20-year service requirement for certain survivor allowances.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

An act to amend Sections 75522.5, 75570, 75570.5, 75571.5, 75590, and 75591 of, and to add Section 75574 to, the Government Code, relating to judges' retirement.

Status:

May 6, 2026: To SENATE Committees on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT and APPROPRIATIONS.

+ Show full status history

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

13.

California Assembly Bill 2336 (2025-2026)

CA A 2336 | Alexandra Macedo (R-033) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Assembly Revenue and Taxation Committee

Personal Income Tax Law: Exclusions from Income

Excludes under the Personal Income Tax Law, for taxable years beginning on or after January 1, 2026, and before January 1, 2031, from gross income the first $25,000 of overtime pay received by a taxpayer during the taxable year. Excludes from gross income the first $25,000 received by a taxpayer as proceeds from a defined benefit plan, as defined.

Code:

```
An act to add and repeal Sections 17147 and 17147.1 of the Revenue and Taxation Code, relating
                    to taxation, to take effect immediately, tax levy.
```

Status:

Apr 27, 2026: In ASSEMBLY Committee on REVENUE AND TAXATION: Held in committee.

+ Show full status history

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

14.

California Assembly Bill 2498 (2025-2026)

CA A 2498 | Phillip Chen (R-059) | Pending | Fiscal Committee (No) | Urgency Clause (No) |
Assembly Local Government Committee

Exempt Surplus Land: Surplus Land

AI-generated

This bill proposes to amend Section 54221 of the Government Code relating to local government surplus land disposal. The bill addresses the definition of exempt surplus land and specifically clarifies what constitutes valid legal restrictions. The amendment specifies that option agreement requirements are included among contractual obligations that can make surplus land exempt from certain disposal requirements.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

~~An act to amend Section 54952.2 of the Government Code, relating to local government.~~

An act to amend Section 54221 of the Government Code, relating to local government.

Status:

Mar 19, 2026:	In ASSEMBLY. Read second time and amended. Re-referred to Committee on LOCAL GOVERNMENT.
Mar 19, 2026:	From ASSEMBLY Committee on LOCAL GOVERNMENT with author's amendments.
Mar 19, 2026:	To ASSEMBLY Committees on LOCAL GOVERNMENT and HOUSING AND COMMUNITY DEVELOPMENT.

+ Show full status history

BROWN_ACT

Commentary:

Comment:

Mar 17, 2026 - 2:06 P.M. (PDT)
Spot bill with nonsubstantive change.

15.

California Assembly Bill 2780 (2025-2026)

CA A 2780 | Public Employment and Retirement | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Labor, Public Employment and Retirement...

Public Employees' Retirement

AI-generated

This bill modifies provisions of the State Teachers' Retirement System and the County Employees Retirement Law of 1937. The bill addresses retirement benefit calculations, investment duties, membership definitions, application procedures, and board composition requirements. Changes are made to notification timeframes, limitation periods for erroneous payments, and compensation limits for certain participants.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

An act to amend Sections ~~22156.07,~~ 22170.5, 22250, 22455.5, 24201.5, 24204, 24209, 24209.3, 24210, 25006, 25009, 26300, and 26606 of, and to amend, repeal, and add Sections 22164.5, 26004, 26113, 26135.7, 26139, and 26139.5 of, the Education Code, and to amend Sections 31520, 31520.1, 31520.2, 31621.7, 31622, 31639.3, 31641, 31641.2, 31641.6, 31641.20, 31641.21, and 31835 of, and to add Sections 31540.5 and 31789.6 to, the Government Code, relating to retirement, and making an appropriation therefor.

Status:

May 20, 2026: To SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

+ Show full status history

PUBLIC_RETIREMENT

Tags:

Staff_Recommendation: Support

IBLC_Recommendation: Support

BOR_Position: Support

16.

California Assembly Constitutional Amendment 2 (2025-2026)

CA ACA 2 | Corey Jackson (D-060) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | ASSEMBLY

Legislature: Retirement

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

Code:

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

Status:

Dec 2, 2024: INTRODUCED.

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

17.

California Senate Bill 239 (2025-2026)

CA S 239 | Jesse Arreguin (D-007) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Assembly Local Government Committee

Open Meetings: Teleconferencing: Subsidiary Body

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

Code:

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

Status:

May 11, 2026: To ASSEMBLY Committee on LOCAL GOVERNMENT.

+ Show full status history

BROWN_ACT

No tags, commentary, or attachment applied

18.

California Senate Bill 538 (2025-2026)

CA S 538 | Megan Dahle (R-001) | Failed | Fiscal Committee (Yes) | Urgency Clause (No) | SENATE

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:

Feb 2, 2026: In SENATE. Returned to Secretary of Senate pursuant to Joint Rule 56.

+ Show full status history

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

19.

California Senate Bill 850 (2025-2026)

CA S 850 | Angelique Ashby (D-008) | Failed | Fiscal Committee (Yes) | Urgency Clause (No) | SENATE

Prisons

Requires a correctional officer or other prison staff member employed by the Department of Corrections and Rehabilitation who is a current member of a public retirement system, convicted of sexually assaulting an inmate within the prison system, to forfeit all rights and benefits in the retirement system. Requires an officer or staff member who first becomes a member of a system on or after the specified date, who is convicted of sexually assaulting an inmate, to forfeit all rights and benefits.

Code:

An act to add Section 7522.75 to the Government Code, and to add Section 5030 to, and to add Article 8 (commencing with Section 2049) to Chapter 1 of Title 1 of Part 3 of, the Penal Code, relating to prisons.

Status:

Feb 2, 2026: In SENATE. Returned to Secretary of Senate pursuant to Joint Rule 56.

+ Show full status history

PUBLIC_RETIREMENT

No tags, commentary, or attachment applied

20.

California Senate Bill 1159 (2025-2026)

CA S 1159 | Christopher Cabaldon (D-003) and 4 Co-sponsors | Pending | Fiscal Committee (No) | Urgency Clause (No) | Assembly Privacy and Consumer Protection Committee

Artificial Intelligence: Transparency and Governance

AI-generated

This bill proposes to clarify that artificial intelligence systems, autonomous agents, robots, and other nonhuman entities are not included in the definition of 'person,' 'interested person,' 'participant,' 'member of the public,' and similar terms under California's transparency and governance laws. The bill addresses concerns that AI systems could overwhelm governmental processes through automated mass engagement such as submitting thousands of public records requests or generating mass public comments. The bill would modify multiple acts including the California Public Records Act, the Bagley-Keene Open Meeting Act, the Ralph M. Brown Act, the Political Reform Act of 1974, the Administrative Procedure Act, and the California Environmental Quality Act.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

An act to amend Sections 7920.520, 11405.70, 11500, and 82047 of, and to add ~~Section 17.5 to~~ Sections 11121.5, 11342.575, 11370.1.5, and 54951.5 to, the Government Code, and to amend Section 21066 of the Public Resources Code, relating to artificial intelligence.

Status:

May 18, 2026: To ASSEMBLY Committees on PRIVACY AND CONSUMER PROTECTION and JUDICIARY.

+ Show full status history

BROWN_ACT

No tags, commentary, or attachment applied

21.

California Senate Bill 1187 (2025-2026)

CA S 1187 | Maria Elena Durazo (D-026) | Pending | Fiscal Committee (No) | Urgency Clause (No) | Assembly Local Government Committee

Open Meetings: Majority

Defines majority for purposes of the Ralph M. Brown Act to mean the number of members of the legislative body equaling more than half of the total number of seats on the legislative body. Specifies that if a seat on the legislative body is vacant, that seat is to still be counted as a seat on the legislative body.

Code:

```
An act to add Section 54952.65 to the Government Code, relating to local government.
```

Status:

May 18, 2026: To ASSEMBLY Committee on LOCAL GOVERNMENT.

+ Show full status history

BROWN_ACT

Commentary:

Comment:

May 21, 2026 - 4:48 P.M. (PDT)
The bill is intended to be a spot bill and will be amended to another subject matter.

22.

California Senate Bill 1319 (2025-2026)

CA S 1319 | Maria Elena Durazo (D-026) | Pending | Fiscal Committee (Yes) | Urgency Clause (No) | Senate Appropriations Committee

California Public Records Act: Public Investment Funds

AI-generated

This bill amends the California Public Records Act regarding disclosure requirements for alternative investments made by public investment funds. The bill modifies what information must be disclosed to the public about alternative investment vehicles while maintaining exemptions for certain proprietary records. The bill adds new disclosure requirements and clarifies existing exemptions for records containing portfolio position information.

Show more

AI-generated content should be reviewed for accuracy. Submit feedback

Code:

```
An act to amend Section 7928.710 of the Government Code, relating to public records.
```

Status:

May 14, 2026: In SENATE Committee on APPROPRIATIONS: Held in committee.

+ Show full status history

PUBLIC_INVESTMENT

Commentary:

Comment:

May 21, 2026 - 4:18 P.M. (PDT)
The SACRS Board of Directors adopted an "oppose" position on the bill on 4/17/2026. Plan sponsor organizations such as the California State Association of Counties (CSAC), Urban Counties Caucus (UCC), and Rural County Representatives of California (RCRC) have also registered their opposition.

The bill is being held in the Assembly Appropriations Committee and will not move forward the rest of 2026. It will also not carry forward into 2027 since 2026 is the last year of the 2025-26 two-year session.

23.

United States House Bill 904 (2025-2026)

US H 904 | Jeff Van Drew (R-NJ 02) and 2 Co-sponsors | Pending | House Ways and Means Committee

Gross Income SS Benefit Inclusion Repeal

Amends the Internal Revenue Code of 1986 to repeal the inclusion in gross income of Social Security benefits.

Status:

Jan 31, 2025: To HOUSE Committee on WAYS AND MEANS.
Jan 31, 2025: INTRODUCED.
+ Show full status history

Related:

US S 2716

SOCIAL_SECURITY

No tags, commentary, or attachment applied

24.

United States House Bill 1700 (2025-2026)

US H 1700 | Valerie Hoyle (D-OR 04) and 36 Co-sponsors | Pending |
House Transportation & Infrastructure Committee

Social Security Benefits

Enhances Social Security benefits and ensure the long-term solvency of the Social Security program.

Status:

Feb 27, 2025: To HOUSE Committee on TRANSPORTATION AND INFRASTRUCTURE.
Feb 27, 2025: To HOUSE Committee on EDUCATION AND THE WORKFORCE.
Feb 27, 2025: To HOUSE Committee on WAYS AND MEANS.
Feb 27, 2025: INTRODUCED.

+ Show full status history

Identical:

US S 770

Related:

US S 4196

SOCIAL_SECURITY

No tags, commentary, or attachment applied

25.

United States Senate Bill 770 (2025-2026)

US S 770 | Bernard Sanders (I-VT) and 10 Co-sponsors | Pending | Senate Finance Committee

Social Security Benefits

Enhances Social Security benefits and ensure the long-term solvency of the Social Security program.

Status:

Feb 27, 2025: To SENATE Committee on FINANCE.
Feb 27, 2025: In SENATE. Read second time.
Feb 27, 2025: INTRODUCED.
+ Show full status history

Identical:

US H 1700

Related:

US S 4196

SOCIAL_SECURITY

No tags, commentary, or attachment applied

26.

United States Senate Bill 1504 (2025-2026)

US S 1504 | Bill Cassidy (R-LA) and 13 Co-sponsors | Pending | Senate Finance Committee

Social Security Administration

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

Status:

Apr 29, 2025: To SENATE Committee on FINANCE.
Apr 29, 2025: In SENATE. Read second time.
Apr 29, 2025: INTRODUCED.
+ Show full status history

Identical:

US H 5284

SOCIAL_SECURITY

No tags, commentary, or attachment applied

27.

United States Senate Bill 1505 (2025-2026)

US S 1505 | Bill Cassidy (R-LA) and 3 Co-sponsors | Pending | Senate Finance Committee

Social Security Beneficiaries

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

Status:

Apr 29, 2025: To SENATE Committee on FINANCE.
Apr 29, 2025: In SENATE. Read second time.
Apr 29, 2025: INTRODUCED.
+ Show full status history

SOCIAL_SECURITY

No tags, commentary, or attachment applied

LACERA

FOR INFORMATION ONLY

May 20, 2026

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger TG
Chief Financial Officer

FOR: June 3, 2026 Board of Retirement Meeting
June 10, 2026 Board of Investments Meeting

SUBJECT: **Monthly Trustee Travel & Education Report – April 2026**

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 July 1, 2025 through April 30, 2026.

Trustees' attendance of monthly Board and Committee meetings at LACERA's office are considered administrative meetings per the Trustee Travel Policy. In order to streamline report volume and information, these regular meetings, category M, 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
Chief Executive Officer

TG/JT/EW/AC/SE/gj

Attachments

c: J. Popowich
J. Baxter
J. Grabel
S. Rice
R. Contreras

LACERA

TRUSTEE TRAVEL AND EDUCATION REPORT
FOR FISCAL YEAR 2025 - 2026
APRIL 2026

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
	-	Edu - National University: Compensation and Benefits (Weekly Course) - VIRTUAL	02/02/2026 - 02/28/2026	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
X	-	Edu - NCPERS Legislative Conference & Policy Day - Washington DC	01/26/2026 - 01/28/2026	Canceled
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
	4	Edu - 2026 Infrastructure Investor Global Summit - Berlin Germany	03/24/2026 - 03/27/2026	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

	-	Edu - 2026 Forward Together Conference - Laguna Beach CA	03/18/2026 - 03/20/2026	Attended
	-	Edu - With Intelligence the Annual 2026 (formerly Pension Bridge) - Los Angeles CA	04/20/2026 - 04/22/2026	Attended
	-	Edu - Infraday California 2026 - Los Angeles CA	04/22/2026 - 04/23/2026	Attended
X	-	Edu - Harvard Kennedy School - AI in Action (Weekly Course) - VIRTUAL	10/10/2025 - 11/10/2025	Canceled
	-	Edu - SuperReturn Real Assets North America - Houston TX	04/28/2026 - 04/30/2026	Host Canceled
Shawn Kehoe				
B	-	Admin - Retirement Benefits Meeting with Professional Peace Officers Association - San Dimas CA	11/01/2025 - 11/01/2025	Attended
	-	Admin - Professional Peace Officers Association (PPOA) Board Offsite - Dana Point CA	01/30/2026 - 01/30/2026	Attended
V	-	Edu - 2025 CALAPRS Trustee Round Table - VIRTUAL	10/03/2025 - 10/03/2025	Attended
Aleen Langton				
A	1	Edu - IFEBP: Public Plan Trustees Institute – Level I - Chicago IL	07/15/2025 - 07/16/2025	Attended
	2	Edu - PREA's 2026 Spring Conference - Nashville TN	03/26/2026 - 03/27/2026	Attended
	3	Edu - 2026 Wharton Investment Strategies and Portfolio Management - Philadelphia PA	04/20/2026 - 04/24/2026	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
	-	Edu - 2026 PPI La Jolla Roundtable - San Diego CA	02/25/2026 - 02/27/2026	Attended
	-	Edu - 2026 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/18/2026 - 03/19/2026	Attended
	-	Admin - Strategic Global Advisors - Pasadena CA	04/09/2026 - 04/09/2026	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
	-	Edu - Wharton Fundamentals of Portfolio Management (Weekly Course) - VIRTUAL	01/01/2026 - 02/01/2026	Attended
	-	Edu - Wharton Investment Products (Weekly Courses) - VIRTUAL	01/02/2026 - 02/02/2026	Attended
	-	Edu - NCPERS 2026 Public Retirement Systems Study - VIRTUAL	02/24/2026 - 02/24/2026	Attended
	-	Edu - NCPERS Policy and Budget Outlook: What's Ahead for Public Pensions in 2026 - VIRTUAL	02/26/2026 - 02/26/2026	Attended
	-	Edu - Nasdaq The New Proxy Playbook: Practical Board Oversight After the 2026 Regulatory Shift - VIRTUAL	03/16/2026 - 03/16/2026	Attended
	-	Edu - NCPERS Navigating the 2026 Public Pension Compensation Survey - VIRTUAL	04/07/2026 - 04/07/2026	Attended
X	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Canceled
	-	Edu - NCPERS Legislative Conference & Policy Day - Washington DC	01/26/2026 - 01/28/2026	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

X	-	Edu - 2026 PPI Study Mission to West Asia - Abu Dhabi UAE and Riyadh Saudia Arabia	04/13/2026 - 04/16/2026	Host Canceled
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
	3	Edu - NACD Master Class Technology and Innovation Oversight - Washington DC	04/09/2026 - 04/10/2026	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
	-	Edu - 2026 Pension Bridge Private Credit - San Diego CA	02/02/2026 - 02/04/2026	Attended
	-	Edu - 2026 PPI La Jolla Roundtable - San Diego CA	02/25/2026 - 02/27/2026	Attended
	-	Edu - 2026 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/18/2026 - 03/19/2026	Attended
	-	Edu - With Intelligence the Annual 2026 (formerly Pension Bridge) - Los Angeles CA	04/20/2026 - 04/22/2026	Attended
	-	Edu - 2026 AIF West Coast Investors - Los Angeles CA	04/23/2026 - 04/23/2026	Attended
V	-	Edu - Wharton Asset Allocation Program (Weekly Course) - VIRTUAL	01/02/2026 - 03/02/2026	Attended
X	-	Edu - NCPERS Legislative Conference & Policy Day - Washington DC	01/26/2026 - 01/28/2026	Canceled
	-	Edu - 2026 PPI Study Mission to West Asia - Abu Dhabi UAE and Riyadh Saudia Arabia	04/13/2026 - 04/16/2026	Host 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.

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FOR INFORMATION ONLY

May 20, 2026

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger TG
Chief Financial Officer

FOR: June 3, 2026 Board of Retirement Meeting
June 10, 2026 Board of Investments Meeting

SUBJECT: **FY 2025-2026 3RD QUARTER TRUSTEE TRAVEL & EDUCATION EXPENDITURE REPORTS**

The following reports are attached for your review:

(1) Trustee Travel & Education Expenditure Report which includes expenses for events between July 1, 2025 and March 31, 2026 excluding Board and Committee Meetings.

(2) Board and Committee Meetings Expenditure Report which includes expenses for Trustee Board and Committee attendance between July 1, 2025 and March 31, 2026.

(3) Trustee Cancellation & Credit Expenditures Report which includes credits and expenses associated with trip cancellations for events between July 1, 2025 and March 31, 2026. Reports for FY 2024-2025 and FY 2025-2026 are also provided to monitor the availability and use of credits.

REVIEWED AND APPROVED:

Luis Lugo

Luis A. Lugo
Chief Executive Officer

TG/JT/EW/AC/SA/gj

Attachments

c: J. Popowich
J. Baxter
J. Grabel
S. Rice
R. Contreras

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3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2026
FOR EVENTS DURING JULY 2025 - MARCH 2026

Cat		Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Nancy Durazo														
A	1	Edu - Harvard Business School Executive Education Program: Audit Committees in a New Era of Governance - Boston MA - 07/23/2025 - 07/25/2025	Attended	$10,448.37	$8,000.00	$775.76	$1,672.61	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
V	-	Edu - National University: Ethics (Weekly Course) - VIRTUAL - 08/04/2025 - 10/14/2025	Attended	$1,989.00	$1,989.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - National University: Public Admin, Urban Planning, Redevelopment (Weekly Course) - VIRTUAL - 09/02/2025 - 10/02/2025	Attended	$1,989.00	$1,989.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - National University: Compensation and Benefits (Weekly Course) - VIRTUAL - 02/02/2026 - 02/28/2026	Attended	$2,094.00	$2,094.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Nancy Durazo:		$16,520.37	$14,072.00	$775.76	$1,672.61	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Bobbie Fesler														
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025	Attended	$300.15	$300.15	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Bobbie Fesler:		$300.15	$300.15	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Mike Gatto														
B	-	Edu - iGlobal Forum 28th Real Estate Private Equity Summit: West - Los Angeles CA - 09/25/2025 - 09/25/2025	Attended	$548.84	$499.00	$0.00	$0.00	$0.00	$49.84	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025	Attended	$1,812.17	$300.15	$1,252.38	$0.00	$0.00	$115.64	$0.00	$144.00	$0.00	$0.00	$0.00
		Totals for Mike Gatto:		$2,361.01	$799.15	$1,252.38	$0.00	$0.00	$165.48	$0.00	$144.00	$0.00	$0.00	$0.00

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3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2026
FOR EVENTS DURING JULY 2025 - MARCH 2026

Cat		Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
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	$9,667.49	$7,500.00	$915.32	$792.36	$82.81	$0.00	$0.00	$150.00	$0.00	$227.00	$0.00
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025	Attended	$1,231.07	$300.15	$834.92	$0.00	$0.00	$0.00	$0.00	$96.00	$0.00	$0.00	$0.00
		Totals for Elizabeth Ginsberg:		$10,898.56	$7,800.15	$1,750.24	$792.36	$82.81	$0.00	$0.00	$246.00	$0.00	$227.00	$0.00
Jason Green														
A	1	Edu - 2025 SuperReturn Europe - Amsterdam Netherlands - 11/04/2025 - 11/07/2025	Attended	$19,226.92	$6,062.90	$2,657.49	$8,982.61	$268.74	$103.18	$0.00	$0.00	$0.00	$1,152.00	$0.00
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025	Attended	$1,653.64	$300.15	$1,077.83	$0.00	$0.00	$141.26	$0.00	$134.40	$0.00	$0.00	$0.00
		Totals for Jason Green:		$20,880.56	$6,363.05	$3,735.32	$8,982.61	$268.74	$244.44	$0.00	$134.40	$0.00	$1,152.00	$0.00
Patrick Jones														
A	1	Edu - Goldman Sachs the Garland Summit: Enduring Legacy - New York City NY - 10/29/2025 - 10/30/2025	Attended	$8,065.81	$606.24	$3,498.07	$3,356.45	$178.19	$12.32	$0.00	$0.00	$204.54	$210.00	$0.00
	2	Edu - Infrastructure Investor Global Summit - America Forum - New York City NY - 11/04/2025 - 11/05/2025	Attended	$7,010.39	$2,550.00	$2,051.74	$1,861.96	$218.18	$6.51	$0.00	$0.00	$0.00	$322.00	$0.00
	3	Edu - 2025 Public Funds - Austin TX - 11/18/2025 - 11/20/2025	Attended	$2,625.96	$150.00	$1,049.43	$801.97	$324.56	$0.00	$0.00	$0.00	$0.00	$300.00	$0.00
	4	Edu - 2026 Infrastructure Investor Global Summit - Berlin Germany - 03/24/2026 - 03/27/2026	Attended	$18,283.02	$7,158.39	$2,907.59	$7,280.33	$392.96	$0.00	$0.00	$0.00	$0.00	$543.75	$0.00

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3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2026
FOR EVENTS DURING JULY 2025 - MARCH 2026

Cat		Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Patrick Jones														
B	-	Edu - 2025 The Investment Diversity Exchange (TIDE) Spark - Dana Point CA - 07/09/2025 - 07/10/2025	Attended	$2,293.12	$399.00	$1,539.40	$0.00	$0.00	$83.72	$0.00	$104.00	$0.00	$167.00	$0.00
	-	Edu - Locust Point Capital INC Business Dinner - Los Angeles CA - 08/07/2025 - 08/07/2025	Attended	$109.68	$0.00	$0.00	$0.00	$109.68	$0.00	$0.00	$0.00	$109.68	$0.00	$0.00
	-	Edu - The Toigo Foundation Presents Industry Insights - Los Angeles CA - 12/04/2025 - 12/04/2025	Attended	$383.93	$363.93	$0.00	$0.00	$0.00	$0.00	$0.00	$20.00	$0.00	$0.00	$0.00
	-	Edu - 12th Annual Northern California Institutional Forum - Berkeley CA - 12/08/2025 - 12/09/2025	Attended	$1,617.63	$100.00	$531.52	$408.97	$341.14	$0.00	$0.00	$0.00	$0.00	$236.00	$0.00
	-	Edu - 2026 Forward Together Conference - Laguna Beach CA - 03/18/2026 - 03/20/2026	Attended	$2,286.19	$0.00	$1,513.20	$0.00	$646.20	$72.79	$0.00	$0.00	$646.20	$54.00	$0.00
X	-	Edu - Harvard Kennedy School - AI in Action (Weekly Course) - VIRTUAL - 10/10/2025 - 11/10/2025	Canceled	$45.00	$45.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Patrick Jones:		$42,720.73	$11,372.56	$13,090.95	$13,709.68	$1,455.03	$175.34	$0.00	$124.00	$960.42	$1,832.75	$0.00

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Cat		Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Shawn Kehoe														
B	-	Admin - Retirement Benefits Meeting with Professional Peace Officers Association - San Dimas CA - 11/01/2025 - 11/01/2025	Attended	$41.16	$0.00	$0.00	$0.00	$0.00	$41.16	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Admin - Professional Peace Officers Association (PPOA) Board Offsite - Dana Point CA - 01/30/2026 - 01/30/2026	Attended	$71.20	$0.00	$0.00	$0.00	$0.00	$71.20	$0.00	$0.00	$0.00	$0.00	$0.00
V	-	Edu - 2025 CALAPRS Trustee Round Table - VIRTUAL - 10/03/2025 - 10/03/2025	Attended	$50.00	$50.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Shawn Kehoe:		$162.36	$50.00	$0.00	$0.00	$0.00	$112.36	$0.00	$0.00	$0.00	$0.00	$0.00
Aleen Langton														
A	1	Edu - IFEBP: Public Plan Trustees Institute – Level I - Chicago IL - 07/15/2025 - 07/16/2025	Attended	$4,317.08	$1,400.00	$933.36	$1,423.37	$90.85	$46.34	$0.00	$245.16	$0.00	$178.00	$0.00
	2	Edu - PREA's 2026 Spring Conference - Nashville TN - 03/26/2026 - 03/27/2026	Attended	$2,731.30	$153.00	$1,593.13	$618.80	$0.00	$45.82	$0.00	$192.55	$0.00	$128.00	$0.00
B	-	Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA - 09/19/2025 - 09/19/2025	Attended	$636.83	$175.00	$274.39	$0.00	$0.00	$76.44	$0.00	$42.00	$0.00	$69.00	$0.00
	-	Edu - iGlobal Forum 28th Real Estate Private Equity Summit: West - Los Angeles CA - 09/25/2025 - 09/25/2025	Attended	$951.68	$499.00	$317.22	$0.00	$0.00	$22.96	$0.00	$71.50	$0.00	$41.00	$0.00
	-	Edu - NAIC Amplify Alts Forum 2025 - Los Angeles CA - 10/01/2025 - 10/01/2025	Attended	$500.00	$500.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - CFA Society Los Angeles (Conversations that Connect) - Los Angeles CA - 11/06/2025 - 11/06/2025	Attended	$259.00	$259.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - 2026 PPI La Jolla Roundtable - San Diego CA - 02/25/2026 - 02/27/2026	Attended	$3,221.40	$1,560.00	$1,352.73	$0.00	$0.00	$175.45	$0.00	$133.22	$0.00	$0.00	$0.00

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TRAVEL AND EDUCATION EXPENDITURE REPORT
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FOR EVENTS DURING JULY 2025 - MARCH 2026

Cat		Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Aleen Langton														
B	-	Edu - 2026 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/18/2026 - 03/19/2026	Attended	$364.90	$320.67	$0.00	$0.00	$0.00	$44.23	$0.00	$0.00	$0.00	$0.00	$0.00
V	-	Edu - Wharton Asset Allocation Program (Weekly Course) - VIRTUAL - 08/01/2025 - 10/01/2025	Attended	$1,200.00	$1,200.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - 2025 CALAPRS Trustee Round Table - VIRTUAL - 10/03/2025 - 10/03/2025	Attended	$50.00	$50.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - Wharton Fundamentals of Portfolio Management (Weekly Course) - VIRTUAL - 01/01/2026 - 02/01/2026	Attended	$1,200.00	$1,200.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - Wharton Investment Products (Weekly Courses) - VIRTUAL - 01/02/2026 - 02/02/2026	Attended	$1,200.00	$1,200.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
X	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025	Canceled	$10.15	$10.15	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Aleen Langton:		$16,642.34	$8,526.82	$4,470.83	$2,042.17	$90.85	$411.24	$0.00	$684.43	$0.00	$416.00	$0.00
Debbie Martin														
A	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA - 07/13/2025 - 07/16/2025	Attended	$5,935.65	$3,105.00	$1,997.13	$527.96	$107.56	$0.00	$0.00	$0.00	$0.00	$198.00	$0.00
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025	Attended	$300.15	$300.15	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Debbie Martin:		$6,235.80	$3,405.15	$1,997.13	$527.96	$107.56	$0.00	$0.00	$0.00	$0.00	$198.00	$0.00

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3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2026
FOR EVENTS DURING JULY 2025 - MARCH 2026

Cat		Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Alma Martinez														
V	-	Edu - Wharton Asset and Portfolio Management Certificate Program (Weekly Course) - VIRTUAL - 07/01/2025 - 09/30/2025	Attended	$3,000.00	$3,000.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - Wharton Executive Education - Investment Products (Weekly Course) - VIRTUAL - 07/01/2025 - 09/30/2025	Attended	$1,000.00	$1,000.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
	-	Edu - Harvard Business School - Alternative Investments (Weekly Course) - VIRTUAL - 08/13/2025 - 09/17/2025	Attended	$1,850.00	$1,850.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Alma Martinez:		$5,850.00	$5,850.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Nicole Mi														
A	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA - 07/13/2025 - 07/16/2025	Attended	$5,887.00	$3,105.00	$1,995.80	$357.34	$153.86	$0.00	$0.00	$0.00	$0.00	$275.00	$0.00
	2	Edu - 2nd Annual AAPI LEAD Summit - Atlanta GA - 07/23/2025 - 07/25/2025	Attended	$2,525.23	$349.45	$876.55	$1,006.36	$79.87	$0.00	$0.00	$0.00	$0.00	$213.00	$0.00
B	-	Edu - 2025 The Investment Diversity Exchange (TIDE) Spark - Dana Point CA - 07/09/2025 - 07/10/2025	Attended	$1,163.14	$399.00	$602.80	$0.00	$0.00	$67.34	$0.00	$40.00	$0.00	$54.00	$0.00
	-	Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA - 09/19/2025 - 09/19/2025	Attended	$549.77	$175.00	$274.39	$0.00	$0.00	$44.38	$0.00	$28.00	$0.00	$28.00	$0.00
	-	Edu - 2025 NACD PSW Corporate Directors Symposium - Los Angeles CA - 11/13/2025 - 11/13/2025	Attended	$1,068.57	$650.00	$283.76	$0.00	$0.00	$36.61	$0.00	$57.20	$0.00	$41.00	$0.00
	-	Edu - 2026 Pension Bridge Private Credit - San Diego CA - 02/02/2026 - 02/04/2026	Attended	$1,535.90	$301.39	$956.44	$0.00	$0.00	$140.07	$0.00	$70.00	$0.00	$68.00	$0.00

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3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2026
FOR EVENTS DURING JULY 2025 - MARCH 2026

Cat		Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Nicole Mi														
B	-	Edu - 2026 PPI La Jolla Roundtable - San Diego CA - 02/25/2026 - 02/27/2026	Attended	$3,244.20	$1,560.00	$1,352.73	$0.00	$0.00	$142.25	$0.00	$148.22	$0.00	$41.00	$0.00
	-	Edu - 2026 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/18/2026 - 03/19/2026	Attended	$435.10	$320.00	$0.00	$0.00	$0.00	$74.10	$0.00	$0.00	$0.00	$41.00	$0.00
V	-	Edu - Wharton Asset Allocation Program (Weekly Course) - VIRTUAL - 01/02/2026 - 03/02/2026	Attended	$1,200.00	$1,200.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
		Totals for Nicole Mi:		$17,608.91	$8,059.84	$6,342.47	$1,363.70	$233.73	$504.75	$0.00	$343.42	$0.00	$761.00	$0.00
Lisa Proft														
B	-	Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025	Attended	$1,322.05	$300.15	$834.92	$0.00	$0.00	$63.98	$0.00	$96.00	$0.00	$27.00	$0.00
		Totals for Lisa Proft:		$1,322.05	$300.15	$834.92	$0.00	$0.00	$63.98	$0.00	$96.00	$0.00	$27.00	$0.00
David Ryu														
B	-	Edu - Emerging Managers Summit 2025 - Laguna Niguel CA - 12/07/2025 - 12/08/2025	Attended	$4,878.61	$2,895.00	$1,652.61	$0.00	$0.00	$94.50	$0.00	$0.00	$0.00	$236.50	$0.00
	-	Edu - Pension Power - Sacramento CA - 12/12/2025 - 12/12/2025	Attended	$1,310.68	$0.00	$138.58	$932.96	$51.22	$7.42	$0.00	$80.00	$0.00	$100.50	$0.00
		Totals for David Ryu:		$6,189.29	$2,895.00	$1,791.19	$932.96	$51.22	$101.92	$0.00	$80.00	$0.00	$337.00	$0.00
		Grand Totals:		$147,692.13	$69,794.02	$36,041.19	$30,024.05	$2,289.94	$1,779.51	$0.00	$1,852.25	$960.42	$4,950.75	$0.00

Category Legend:

A - Pre-Approved/Board Approved Educational Conferences
B - 1) Board Approved Administrative Meetings and 2) Pre-Approved Educational Conferences in CA where total cost is no more than $3,000 provided that a Trustee may not incur over $15,000 for all expenses of attending all such Educational Conferences and Administrative Meetings in a fiscal year per Trustee Travel Policy; Section III.A
V - Virtual Event
X - Canceled events for which expenses have been incurred.

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3RD QUARTER TRUSTEE
TRAVEL AND EDUCATION EXPENDITURE REPORT
FOR FISCAL YEAR 2026
FOR EVENTS DURING JULY 2025 - MARCH 2026

		Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Nancy Durazo												
	FYTD (M):	$903.35	$0.00	$0.00	$0.00	$366.99	$536.36	$0.00	$0.00	$0.00	$0.00	$0.00
Trevor Fay												
	FYTD (M):	$1,381.82	$0.00	$1,173.18	$0.00	$0.00	$138.64	$0.00	$70.00	$0.00	$0.00	$0.00
Bobbie Fesler												
	FYTD (M):	$4,265.71	$0.00	$3,299.20	$0.00	$0.00	$642.51	$0.00	$324.00	$0.00	$0.00	$0.00
Mike Gatto												
	FYTD (M):	$489.88	$0.00	$0.00	$0.00	$217.91	$266.97	$0.00	$0.00	$0.00	$5.00	$0.00
Elizabeth Ginsberg												
	FYTD (M):	$10.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$10.00	$0.00	$0.00	$0.00
Jason Green												
	FYTD (M):	$1,751.39	$0.00	$0.00	$0.00	$0.00	$1,710.39	$0.00	$0.00	$0.00	$41.00	$0.00
James Harris												
	FYTD (M):	$56.70	$0.00	$0.00	$0.00	$0.00	$56.70	$0.00	$0.00	$0.00	$0.00	$0.00
Patrick Jones												
	FYTD (M):	$1,046.80	$0.00	$256.67	$0.00	$0.00	$694.13	$0.00	$28.00	$0.00	$68.00	$0.00
Shawn Kehoe												
	FYTD (M):	$4,330.32	$0.00	$3,525.32	$0.00	$0.00	$0.00	$0.00	$564.00	$0.00	$241.00	$0.00
Aleen Langton												
	FYTD (M):	$117.14	$0.00	$0.00	$0.00	$0.00	$52.64	$0.00	$0.00	$0.00	$64.50	$0.00
Debbie Martin												
	FYTD (M):	$976.82	$0.00	$352.77	$0.00	$0.00	$589.05	$0.00	$35.00	$0.00	$0.00	$0.00

Nicole Mi												
	FYTD (M):	$4,498.92	$0.00	$3,565.53	$0.00	$0.00	$600.38	$0.00	$333.01	$0.00	$0.00	$0.00
Wayne Moore												
	FYTD (M):	$227.74	$0.00	$0.00	$0.00	$0.00	$227.74	$0.00	$0.00	$0.00	$0.00	$0.00
Lisa Proft												
	FYTD (M):	$102.32	$0.00	$0.00	$0.00	$0.00	$82.32	$0.00	$20.00	$0.00	$0.00	$0.00
Les Robbins												
	FYTD (M):	$650.41	$0.00	$0.00	$0.00	$0.00	$650.41	$0.00	$0.00	$0.00	$0.00	$0.00
David Ryu												
	FYTD (M):	$248.76	$0.00	$0.00	$0.00	$0.00	$248.76	$0.00	$0.00	$0.00	$0.00	$0.00
	Total of FYTD (M):	$21,058.08	$0.00	$12,172.67	$0.00	$584.90	$6,497.00	$0.00	$1,384.01	$0.00	$419.50	$0.00

Category Legend:
M - Regular Board and Committee Meetings

LACERA

TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT
FOR FISCAL YEAR 2025
FOR EVENTS DURING JULY 2024 - JUNE 2025

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Patrick Jones												
Edu - IDAC 2024 Annual Summit - Broomfield CO - 09/24/2024 - 09/26/2024 - Canceled	X	$150.00	$150.00	$0.00	$0.00	$0.00	**Yes**	$0.00		$0.00		
Edu - Catalyst: California's Emerging & Diverse Investment Manager Forum - Sacramento CA - 05/12/2025 - 05/13/2025 - Canceled	X	$0.00	$0.00	$0.00	$0.00	$0.00	**Pending**	$0.00		$336.96	**5/12/2026**	
Attendee Totals:		$150.00	$150.00	$0.00	$0.00	$0.00		$0.00		$336.96		
Aleen Langton												
Edu - NCPERS Public Safety Conference - Palm Springs CA - 10/27/2024 - 10/30/2024 - Canceled	Z	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Attendee Totals:		$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Debbie Martin												
Edu - 2024 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 10/14/2024 - 10/18/2024 - Canceled	Z	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Edu - 2025 Wharton Investment Strategies and Portfolio Management - Philadelphia PA - 05/19/2025 - 05/23/2025 - Canceled	X	$2,265.20	$0.00	$0.00	$2,265.20	$0.00	**Yes**	$0.00		$0.00		
Attendee Totals:		$2,265.20	$0.00	$0.00	$2,265.20	$0.00		$0.00		$0.00		
Grand Totals:		$2,449.44	$150.00	$0.00	$2,265.20	$0.00		$0.00		$0.00		

Category Legend:
X - Canceled events for which expenses have been incurred.
Z - Trip was Canceled - Balance of $0.00

LACERA

TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT
FOR FISCAL YEAR 2026
FOR EVENTS DURING JULY 2025 - MARCH 2026

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Jason Green												
Edu - NCPERS Legislative Conference & Policy Day - Washington DC - 01/26/2026 - 01/28/2026 - Host Canceled	X	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$1,682.77	1/23/2027	
Attendee Totals:		$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$1,682.77		
Patrick Jones												
Edu - Harvard Kennedy School - AI in Action (Weekly Course) - VIRTUAL - 10/10/2025 - 11/10/2025 - Canceled	X	$45.00	$45.00	$0.00	$0.00	$0.00	**Yes**	$0.00		$0.00		
Attendee Totals:		$45.00	$45.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Aleen Langton												
Edu - NCPERS 2025 Public Pension Funding Forum - Chicago IL - 08/17/2025 - 08/19/2025 - Canceled	Z	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Edu - 2025 SACRS Fall Conference - Huntington Beach CA - 11/11/2025 - 11/14/2025 - Canceled	X	$10.15	$10.15	$0.00	$0.00	$0.00	**Yes**	$0.00		$0.00		
Edu - Trustee Leadership Forum's (TLF) Peer Mentoring Project (PMP) at the Center for Labor and a Just Economy (CLJE) - Boston MA - 11/12/2025 -	Z	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Edu - 2025 CII NYU Corporate Governance Bootcamp - New York City NY - 11/20/2025 - 11/21/2025 - Canceled	Z	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Edu - NCPERS Legislative Conference & Policy Day - Washington DC - 01/26/2026 - 01/28/2026 - Host Canceled	X	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$1,337.66	**Pending**	
Attendee Totals:		$10.15	$10.15	$0.00	$0.00	$0.00		$0.00		$1,337.66		
Debbie Martin												
Edu - 2025 UC Irvine Audit Committee Summit - Irvine CA - 09/19/2025 - 09/19/2025 - Canceled	Z	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Attendee Totals:		$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Nicole Mi												
Edu - AAAIM Elevate 2025 - New York City NY - 09/29/2025 - 10/01/2025 - Canceled	Z	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$0.00		
Edu - NCPERS Legislative Conference & Policy Day - Washington DC - 01/26/2026 - 01/28/2026 - Host Canceled	X	$0.00	$0.00	$0.00	$0.00	$0.00		$0.00		$1,716.19	1/23/2027	
Attendee Totals:		$0.00	$0.00	$256.66	$0.00	$0.00		$0.00		$1,716.19		
Grand Totals:		$55.15	$55.15	$256.66	$0.00	$0.00		$0.00		$3,398.96		

LACERA

FOR INFORMATION ONLY

May 20, 2026

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger TG
Chief Financial Officer

FOR: June 3, 2026 Board of Retirement Meeting
June 10, 2026 Board of Investments Meeting

SUBJECT: **FY 2025-2026 3RD QUARTER STAFF TRAVEL REPORT**

Attached for your information for trips between July 1, 2025 and March 31, 2026 (1) Staff Travel Report and (2) the Transportation and Travel Accounts Budget to Actual Divisional Expenditures as of March 31, 2026. No staff travel expenses were reported on the Q1 (2026 Calendar Year) FPPC Form 801 for Travel and Other Payments Paid by Third Parties.

REVIEWED AND APPROVED:

Luis Lugo
_____
Luis A. Lugo
Chief Executive Officer

TG/JT/EW/AC/SA/gj

Attachments

c: J. Popowich
J. Baxter
J. Grabel
S. Rice
R. Contreras

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Administrative Services				
James Beasley	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Marilu Bretado	1	Edu - Lean Six Sigma Yellow Belt Certification Training - Chicago IL	11/16/2025 - 11/19/2025	Attended
	2	Edu - MAILCOM 2026 - Las Vegas NV	03/23/2026 - 03/25/2026	Attended
Ricki Contreras	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Esmeralda Delgado	1	Edu - ARMA California Summer Conference - Irvine CA	07/24/2025 - 07/25/2025	Attended
	2	Edu - ARMA InfoCon 2025 - Phoenix AZ	10/18/2025 - 10/22/2025	Attended
	3	Edu - CALAPRS Advanced Course in Retirement Plan Administration - Costa Mesa CA	12/03/2025 - 12/05/2025	Attended
	4	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	5	Edu - MAILCOM 2026 - Las Vegas NV	03/23/2026 - 03/25/2026	Attended
Angeles Garcia	1	Edu - Lean Six Sigma Yellow Belt Certification Training - Chicago IL	11/16/2025 - 11/19/2025	Attended
	2	Edu - MAILCOM 2026 - Las Vegas NV	03/23/2026 - 03/25/2026	Attended
Elsy Gutierrez	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	2	Edu - SCPLRC Session: What Your Agency Needs to Know About AB 339 & Contracting Obligations - Cerritos CA	03/19/2026 - 03/19/2026	Attended
Sandra Sanchez	1	Edu - ARMA California Summer Conference - Irvine CA	07/24/2025 - 07/25/2025	Attended
	2	Edu - ARMA InfoCon 2025 - Phoenix AZ	10/18/2025 - 10/22/2025	Attended
Martin Sandoval	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Jonathan Sosa	1	Edu - DRI 2026 Business Continuity Conference - Jacksonville FL	02/22/2026 - 02/25/2026	Attended

LACERA

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Benefits				
Sylvia Botros	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Louis Gittens	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Dmitriy Khaytovich	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Theodore King	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Laura Magallanes	1	Edu - NCPERS 2026 Communications & Member Services Summit - San Diego CA	03/02/2026 - 03/04/2026	Attended
Shonita Peterson	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Carla Quezada	1	Edu - CALAPRS Advanced Course in Retirement Plan Administration - Costa Mesa CA	12/03/2025 - 12/05/2025	Canceled
Alfred Tirado	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
Communications				
Erika Heru	1	Admin - Retirement University video recordings at the SAG Studio - Los Angeles CA	10/27/2025 - 10/27/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Christian Ibarra	1	Edu - Adobe MAX 2025 Creativity Conference - Los Angeles CA	10/28/2025 - 10/30/2025	Attended
	2	Admin - Press Check at Classic Litho for an upcoming campaign - Torrance CA	11/24/2025 - 11/24/2025	Attended
Cynthia Martinez	1	Admin - Advance Office Tech Expo and Open House - Irvine CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	3	Edu - NCPERS 2026 Communications & Member Services Summit - San Diego CA	03/02/2026 - 03/04/2026	Attended
Veronica Yi Martinez	1	Admin - Advance Office Tech Expo and Open House - Irvine CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Disability Litigation Services				
Eugenia Der	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Vincent Lim	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended

LACERA

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Disability Litigation Services				
Jason Waller	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Disability Retirement Services				
Hernan Barrientos	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	3	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Tamara Caldwell	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	3	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Amabelle Delin	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
David Gharibian	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Russell Lurina	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Shayne Matsuura	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Vickie Neely	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Tony Phung	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Ricardo Salinas	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Melena Sarkisian	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Maria Silva	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	3	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Frida Skugrud	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended
Gabriela Valadez	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Canceled
Kerri Wilson	1	Edu - SCCE Anaheim Basic Compliance & Ethics Academy - Anaheim CA	12/08/2025 - 12/11/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended

LACERA

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Executive Offices				
Linda Ghazarian	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Laura Guglielmo	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - RELAC 2025 Holiday Luncheon and Toy Drive - Burbank CA	12/02/2025 - 12/02/2025	Attended
	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Barry Lew	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	3	Edu - SCCE Anaheim Basic Compliance & Ethics Academy - Anaheim CA	12/08/2025 - 12/11/2025	Attended
	4	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	5	Edu - NCPERS Legislative Conference & Policy Day - Washington DC	01/26/2026 - 01/28/2026	Canceled
	6	Admin - NASRA Winter Meeting and Joint Legislative Conference - Washington DC	02/28/2026 - 03/03/2026	Attended
	7	Admin - SACRS Legislative Committee Meeting - Sacramento CA	03/13/2026 - 03/13/2026	Attended
Luis Lugo	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Norma Minjarez	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Bonnie Nolley	1	Edu - SCCE Anaheim Basic Compliance & Ethics Academy - Anaheim CA	12/08/2025 - 12/11/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
John Popowich	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	3	Admin - RELAC 2025 Holiday Luncheon and Toy Drive - Burbank CA	12/02/2025 - 12/02/2025	Attended
	4	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	5	Edu - NCPERS 2026 Communications & Member Services Summit - San Diego CA	03/02/2026 - 03/04/2026	Attended

LACERA

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Financial & Accounting Services				
Ted Granger	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Michael Huang	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Judy Tran	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Ervin Wu	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Human Resources				
Lucy Alvarez-Nunez	1	Edu - SCPLRC Annual Conference 2026 - Lakewood CA	02/19/2026 - 02/19/2026	Attended
Sandra Carbajal	1	Edu - NeoGov Ignite Conference - Las Vegas NV	09/29/2025 - 10/01/2025	Attended
Armand Castillon	1	Edu - NeoGov Ignite Conference - Las Vegas NV	09/29/2025 - 10/01/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Rachel Figueroa	1	Edu - NeoGov Ignite Conference - Las Vegas NV	09/29/2025 - 10/01/2025	Attended
	2	Edu - NeoGov Academy - Santa Ana CA	03/23/2026 - 03/23/2026	Attended
Tila Luong	1	Edu - NeoGov Ignite Conference - Las Vegas NV	09/29/2025 - 10/01/2025	Attended
	2	Edu - HR Star Conference 2026 - Los Angeles CA	03/25/2026 - 03/25/2026	Attended
Carly Ntoya	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Roberta Van Nortrick	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended

LACERA

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Internal Audit				
Delfino Aguilar	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
Nathan Amick	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
Richard Bendall	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
	3	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	4	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Leisha Collins	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Perla Gonzalez	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
Christina Logan	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
	2	Edu - SCCE Anaheim Basic Compliance & Ethics Academy - Anaheim CA	12/08/2025 - 12/11/2025	Attended
George Lunde	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Canceled
Alejandro Ochoa	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
Kristina Sun	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
Gabriel Tafoya	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
Christian Velasco	1	Edu - APPFA Professional Development Conference - Folsom CA	10/20/2025 - 10/23/2025	Attended
Investments				
Didier Acevedo	1	Admin - CFALA and CFA Institute Inclusion Roundtable - Los Angeles CA	09/04/2025 - 09/04/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - 2025 AIF West Coast Investors' Forum. Didier speaking at Forum - Santa Monica CA	09/17/2025 - 09/18/2025	Attended
	4	Admin - Due diligence on Dragoneer - San Francisco CA	09/23/2025 - 09/23/2025	Attended
	5	Admin - Clearlake's 2025 Limited Partners' Annual Meeting - Los Angeles CA	10/08/2025 - 10/09/2025	Attended
	6	Admin - Due diligence on Otro Capital - New York City NY	11/18/2025 - 11/19/2025	Attended
	7	Admin - Due diligence on Bregal Sagemount - New York City NY	01/07/2026 - 01/08/2026	Attended

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Didier Acevedo	8	Admin - 2026 Upfront Summit - Los Angeles CA	02/24/2026 - 02/26/2026	Canceled
	9	Admin - ALTSLA 2026 - Los Angeles CA	03/23/2026 - 03/25/2026	Attended
Neda Alihemati	1	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
	3	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
Magdalia Armstrong	1	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
	3	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	4	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	5	Admin - Acadian's Client Conference and meet with existing managers (Frontier, JP Morgan, Lazard, Systematic) - Boston MA New York City NY and Teaneck NJ	09/29/2025 - 10/03/2025	Attended
Calvin Chang	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Jason Choi	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - Due diligence on Kayne Anderson - Rancho Palos Verdes CA	11/06/2025 - 11/06/2025	Attended
	3	Admin - III Capital Management's AGM, and due diligence on Varde, Napier Park, Waterfall, and Siguler Guff - New York City NY and Boca Raton FL	01/26/2026 - 01/30/2026	Canceled
Esmeralda Del Bosque	1	Admin - Custodial bank (SSB/SSGA/SSGM) and CBRE diligence meetings. Esmeralda speaking at SSB Women's Forum (7/22) - Boston MA	07/22/2025 - 07/24/2025	Attended
	2	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	3	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	4	Admin - State Street's North America Asset Owner Client Advisory Board Meeting - Boston MA	10/20/2025 - 10/21/2025	Attended
	5	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Terra Elijah	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - California Permanent Cropland Farm Tour - Fresno CA	02/23/2026 - 02/23/2026	Attended
	3	Edu - AIM San Diego - Agriculture Investment Marketplace - San Diego CA	02/24/2026 - 02/26/2026	Attended
Adrian Gonzalez	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - Acadian's Client Conference and meet with existing managers (Frontier, JP Morgan, Lazard, Systematic) - Boston MA New York City NY and Teaneck NJ	09/29/2025 - 10/03/2025	Attended
	3	Admin - 2026 Upfront Summit - Los Angeles CA	02/24/2026 - 02/26/2026	Canceled

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Jesus Gonzalez	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - Due diligence on Leonard Green - Los Angeles CA	10/21/2025 - 10/21/2025	Attended
Jon Grabel	1	Admin - CII 2025 Fall Conference - San Francisco CA	09/08/2025 - 09/08/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - 2025 AIF West Coast Investors' Forum. Didier speaking at Forum - Santa Monica CA	09/17/2025 - 09/18/2025	Attended
	4	Admin - AAAIM Elevate 2025 - New York City NY	09/29/2025 - 10/01/2025	Attended
	5	Admin - 2025 WIIIN's Annual Luncheon - Los Angeles CA	10/09/2025 - 10/09/2025	Attended
	6	Admin - Visit with Senior Executives at LACERA's Major Business Partners and Prospective Ones - New York City NY	10/13/2025 - 10/17/2025	Attended
	7	Admin - SEM Consortium 2025 - New York City NY	10/27/2025 - 10/29/2025	Canceled
	8	Admin - The Toigo Foundation Presents Industry Insights - Los Angeles CA	12/04/2025 - 12/04/2025	Attended
	9	Admin - 2025 KKR CIO Symposium - Washington DC	12/08/2025 - 12/09/2025	Canceled
	10	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	11	Admin - Milken Institute Financial Innovations Lab: Innovative Financing Models for Resilient Communities - Santa Monica CA	01/26/2026 - 01/27/2026	Attended
	12	Admin - Girls Who Invest Advisory Board and Annual Alumni Meeting - New York City NY	02/26/2026 - 02/27/2026	Attended
	13	Admin - 2026 CII Spring Conference - Washington DC	03/09/2026 - 03/11/2026	Attended
Terri Herubin	1	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - Stockbridge Annual Conference - Denver CO	09/15/2025 - 09/16/2025	Attended
	4	Admin - Advisory Board Mtg. of AEW Value Investors Asia III (9/23) and Investor Only Mtg. (9/24) - Boston MA	09/22/2025 - 09/24/2025	Attended
	5	Admin - Whitman Peterson Fund V Annual General Meeting - Salt Lake City UT	10/14/2025 - 10/16/2025	Attended
	6	Admin - SEM Consortium 2025 - New York City NY	10/27/2025 - 10/29/2025	Attended
	7	Admin - PRISA I, II and III Advisory Council Meeting - Reston VA	11/12/2025 - 11/13/2025	Canceled
	8	Admin - Power of WE (CBRE Women's Conference) - Beverly Hills CA	11/18/2025 - 11/18/2025	Attended
	9	Admin - Due diligence for new commitments to Aermont, Clarion and PGIM - New York City NY	12/01/2025 - 12/04/2025	Attended
	10	Admin - Principal Financial Enhanced Fund Diligence - Des Moines IA	01/08/2026 - 01/09/2026	Attended
	11	Admin - Property tour Optional PRIME ASSET AMLI - Marina Del Rey CA	03/17/2026 - 03/17/2026	Attended
	12	Admin - Tour Esprit - Marina Del Rey CA	03/17/2026 - 03/17/2026	Attended

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Terri Herubin	13	Admin - Morgan Stanley Real Assets Investor Conference - Los Angeles CA	03/18/2026 - 03/18/2026	Attended
Eric Hu	1	Admin - Due diligence on Kingswood - Los Angeles CA	03/04/2026 - 03/04/2026	Attended
Susan Huang	1	Admin - Clarion property tour - Irvine CA	07/07/2025 - 07/07/2025	Attended
	2	Admin - Clarion property tour - Burbank CA	07/14/2025 - 07/14/2025	Attended
	3	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	4	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
Piers Hugh Smith	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Dale Johnson	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
John Kim	1	Admin - Custodial bank (SSB/SSGA/SSGM) and CBRE diligence meetings. Esmeralda speaking at SSB Women's Forum (7/22) - Boston MA	07/22/2025 - 07/24/2025	Attended
	2	Admin - Due diligence on Leonard Green - Los Angeles CA	10/21/2025 - 10/21/2025	Attended
Derek Kong	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - Due diligence on a potential manager, Regal Healthcare Capital Partners - New York City NY	11/03/2025 - 11/04/2025	Attended
	3	Admin - Kingswood Annual Investor Meeting - Santa Monica CA	11/05/2025 - 11/05/2025	Attended
	4	Admin - STG 2025 Annual LPAC and Limited Partner Meeting; meet with an existing manager (TSG) - Menlo Park CA	11/13/2025 - 11/14/2025	Attended
	5	Admin - Pollen Street Capital Partners Annual General Meeting, meet with existing and potential managers - Berlin Germany Paris France and London United Kingdom	11/30/2025 - 12/05/2025	Attended
	6	Admin - Due diligence on Kingswood - Los Angeles CA	03/04/2026 - 03/04/2026	Attended
Cheryl Lu	1	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	2	Admin - CFALA and CFA Institute Inclusion Roundtable - Los Angeles CA	09/04/2025 - 09/04/2025	Attended
	3	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	4	Edu - AIM San Diego - Agriculture Investment Marketplace - San Diego CA	02/24/2026 - 02/26/2026	Attended
Vache Mahseredjian	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	3	Admin - 2026 Oaktree Conference - Rancho Palos Verdes CA	03/03/2026 - 03/03/2026	Attended
	4	Admin - Glendon Opportunities Fund II AGM - Beverly Hills CA	03/10/2026 - 03/10/2026	Attended
Paulina Mora	1	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	2	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Paulina Mora	3	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
Quoc Nguyen	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - Due diligence on Kayne Anderson - Rancho Palos Verdes CA	11/06/2025 - 11/06/2025	Attended
Jude Perez	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - RELAC 2025 Holiday Luncheon and Toy Drive - Burbank CA	12/02/2025 - 12/02/2025	Attended
	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	4	Edu - 2026 NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA	03/18/2026 - 03/19/2026	Attended
	5	Admin - ALTSLA 2026 - Los Angeles CA	03/23/2026 - 03/25/2026	Attended
	6	Edu - CAIA Event - Los Angeles CA	03/23/2026 - 03/23/2026	Attended
Krista Powell	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - III Capital Management's AGM, and due diligence on Varde, Napier Park, Waterfall, and Siguler Guff - New York City NY and Boca Raton FL	01/26/2026 - 01/30/2026	Attended
Juan Quevedo	1	Admin - Clarion property tour - Irvine CA	07/07/2025 - 07/07/2025	Attended
	2	Admin - Clarion property tour - Burbank CA	07/14/2025 - 07/14/2025	Attended
	3	Admin - Workshop Event at Dimensional Fund Advisors - Santa Monica CA	07/24/2025 - 07/24/2025	Attended
	4	Admin - Oaktree in Person Workshops (3) Events- (7/29, 7/30 and 8/7) - Los Angeles CA	07/29/2025 - 08/07/2025	Attended
Cindy Rivera	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Michael Romero	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - PREA's 35th Annual Inst. Investor Conference - Boston MA	10/21/2025 - 10/23/2025	Attended
	3	Admin - Clarion Advisory Council Meetings and Conference - Boca Raton FL	10/29/2025 - 10/31/2025	Attended
	4	Admin - Tour Esprit - Marina Del Rey CA	03/17/2026 - 03/17/2026	Attended
Ron Senkandwa	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - Acadian's Client Conference and meet with existing managers (Frontier, JP Morgan, Lazard, Systematic) - Boston MA New York City NY and Teaneck NJ	09/29/2025 - 10/03/2025	Attended
Shelly Tilaye	1	Admin - Girls Who Invest Summer Social - Los Angeles CA	08/06/2025 - 08/06/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - Due diligence on Leonard Green - Los Angeles CA	10/21/2025 - 10/21/2025	Attended
	4	Admin - Silver Lake AGM and LPAC. Due diligence on Court Square. Meet with existing managers (Resolute, Vista, and/or StepStone) - New York City NY	03/02/2026 - 03/05/2026	Attended

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Chad Timko	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Kathryn Ton	1	Admin - Custodial bank (SSB/SSGA/SSGM) and CBRE diligence meetings. Esmeralda speaking at SSB Women's Forum (7/22) - Boston MA	07/22/2025 - 07/24/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	3	Admin - Due diligence on Leonard Green - Los Angeles CA	10/21/2025 - 10/21/2025	Attended
Mel Tsao	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - 2025 Bain Capital Real Estate Investor Meeting - San Francisco CA	11/12/2025 - 11/12/2025	Attended
Christopher Wagner	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Hanzhi Xia	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - Orion 2025 Annual Investor Meeting & LPAC, visit managers in NYC - New York City NY	10/20/2025 - 10/21/2025	Attended
	3	Edu - AIM San Diego - Agriculture Investment Marketplace - San Diego CA	02/24/2026 - 02/26/2026	Attended
Scott Zdrazil	1	Admin - ICGN Americas Conference and meet with NACD, CII, IFRS ISSB & Assoc of Capital Markets Investors-Brazil - New York City NY	07/14/2025 - 07/19/2025	Attended
	2	Admin - CFALA and CFA Institute Inclusion Roundtable - Los Angeles CA	09/04/2025 - 09/04/2025	Attended
	3	Admin - CII 2025 Fall Conference, member meetings, and Int'l Corp. Governance Network meeting - San Francisco CA	09/07/2025 - 09/08/2025	Attended
	4	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	5	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	6	Admin - CII Spring Conference and member meetings participation - Washington DC	03/08/2026 - 03/10/2026	Attended

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Legal Services				
Allison Barrett	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Jasmine Bath	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Frank Boyd	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Edu - SCCE Anaheim Basic Compliance & Ethics Academy - Anaheim CA	12/08/2025 - 12/11/2025	Attended
	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Michael Herrera	1	Edu - NAPPA Winter Conference 2026 - Nashville TN	02/18/2026 - 02/20/2026	Attended
Jean Kim	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA	07/13/2025 - 07/16/2025	Canceled
	2	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
Steven Rice	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - RELAC 2025 Holiday Luncheon and Toy Drive - Burbank CA	12/02/2025 - 12/02/2025	Canceled
	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Jessica Rivas	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Christine Roseland	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Susan Wang	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
Member Services				
Tatiana Bayer	1	Edu - ICMI Contact Center Expo 2025 - Orlando FL	10/28/2025 - 10/30/2025	Attended
	2	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	4	Edu - NCPERS 2026 Communications & Member Services Summit - San Diego CA	03/02/2026 - 03/04/2026	Attended
David Bayha	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Renee Copeland	1	Edu - ICMI Contact Center Expo 2025 - Orlando FL	10/28/2025 - 10/30/2025	Attended
Samantha Garcia	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
Vanessa Gonzalez	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	2	Edu - NCPERS 2026 Communications & Member Services Summit - San Diego CA	03/02/2026 - 03/04/2026	Attended
Maritza Perez	1	Edu - CALAPRS In-Person Disability Round Table - Santa Ana CA	03/27/2026 - 03/27/2026	Attended

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Member Services				
Kelly Puga	1	Edu - Genesys Xperience 2025 - Nashville TN	09/08/2025 - 09/10/2025	Attended
	2	Edu - ICMI Contact Center Expo 2025 - Orlando FL	10/28/2025 - 10/30/2025	Attended
	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Valerie Quiroz	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
John Slattery	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
QA & Metrics				
Mary Arenas	1	Edu - 2025 SACRS Fall Conference - Huntington Beach CA	11/11/2025 - 11/14/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Bernardo Buenaflor	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Dana Jones	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Retiree Healthcare				
Jan Bautista	1	Admin - Staying Healthy Together LACERA Retiree Event (Sept 24, 2024) (April 29, 2025) included - Burbank CA	09/23/2025 - 09/23/2025	Attended
Leilani Ignacio	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Keisha Munn	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Cassandra Smith	1	Edu - SALGBA - Fall Series - Jacksonville FL	09/09/2025 - 09/11/2025	Attended
	2	Edu - IFEBP Annual Employee Benefits Conference - Honolulu HI	11/09/2025 - 11/12/2025	Attended
	3	Admin - RELAC 2025 Holiday Luncheon and Toy Drive - Burbank CA	12/02/2025 - 12/02/2025	Attended
	4	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	5	Edu - NCPERS Legislative Conference & Policy Day - Washington DC	01/26/2026 - 01/28/2026	Canceled
	6	Edu - CIGNA Health Care National Accounts Forum - San Antonio TX	02/09/2026 - 02/11/2026	Attended
	7	Edu - Medicare, Medicaid, Duals & Commercial Markets Forum - Washington DC	03/23/2026 - 03/25/2026	Attended
Systems				
Selassie Burke	1	Edu - Microsoft Ignite 2025 - San Francisco CA	11/18/2025 - 11/21/2025	Attended
Christian Chabtini	1	Edu - Devnexus Conference 2026 - Atlanta GA	03/04/2026 - 03/06/2026	Attended
Ulyana Chibisov	1	Edu - JavaOne Conference 2026 - Redwood City CA	03/17/2026 - 03/19/2026	Attended
Kathy Delino	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Edu - Gartner IT Symposium 2025 - Orlando FL	10/20/2025 - 10/23/2025	Attended

STAFF TRAVEL REPORT
FOR FISCAL YEAR 2025 - 2026
MARCH 2026

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Systems				
Kathy Delino	3	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
	4	Edu - Gartner CIO Leadership Forum 2026 - Phoenix AZ	02/23/2026 - 02/24/2026	Attended
Chaitanya Errande	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Alonso Favela	1	Edu - PMI Global Summit 2025 - Phoenix AZ	11/12/2025 - 11/15/2025	Attended
Larisa Fradkin	1	Edu - JavaOne Conference 2026 - Redwood City CA	03/17/2026 - 03/19/2026	Attended
Ganesh Gopanapalli	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Lawrence Greene II	1	Edu - Microsoft Ignite 2025 - San Francisco CA	11/18/2025 - 11/21/2025	Attended
Francisco Jaranilla	1	Edu - Genesys Xperience 2025 - Nashville TN	09/08/2025 - 09/10/2025	Attended
	2	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Canceled
Kyle Kawakami	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Vasudevan Kuppuswamy	1	Edu - Los Angeles Digital Government Summit - Los Angeles CA	08/12/2025 - 08/12/2025	Attended
	2	Edu - IBM TechXchange 2025 - Orlando FL	10/06/2025 - 10/09/2025	Attended
Jim Lyle	1	Edu - Microsoft Ignite 2025 - San Francisco CA	11/18/2025 - 11/21/2025	Attended
Ravi Satchi	1	Edu - Devnexus Conference 2026 - Atlanta GA	03/04/2026 - 03/06/2026	Attended
Susana Seeckts	1	Edu - FABCON & SQLCON 2026 - Atlanta GA	03/16/2026 - 03/17/2026	Attended
Joseph Shiuan	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Rebecca Sun	1	Edu - FABCON & SQLCON 2026 - Atlanta GA	03/16/2026 - 03/17/2026	Attended
Glenn Timms	1	Edu - IBM TechXchange 2025 - Orlando FL	10/06/2025 - 10/09/2025	Attended
Summy Voong	1	Edu - Gartner IT Infrastructure, Operations & Cloud Strategies Conference - Las Vegas NV	12/09/2025 - 12/11/2025	Attended
	2	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Yoel Yeshurun	1	Admin - LACERA Management Offsite Meeting - San Marino CA	12/16/2025 - 12/16/2025	Attended
Alex Yin	1	Admin - Board of Investments Offsite Meeting - Long Beach CA	09/09/2025 - 09/10/2025	Attended
	2	Edu - Gartner IT Infrastructure, Operations & Cloud Strategies Conference - Las Vegas NV	12/09/2025 - 12/11/2025	Attended

FISCAL YEAR 2025-2026

Summary of All Units

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$121,900.00	$43,643.07	($78,256.93)
TRAVEL	879,700.00	262,290.73	(617,409.27)
TOTAL	1,001,600.00	305,933.80	(695,666.20)

FISCAL YEAR 2025-2026

LACERA BUDGET CONTROL REPORT

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$120,400.00	$42,741.33	($77,658.67)
TRAVEL	849,700.00	253,251.26	(596,448.74)
TOTAL	970,100.00	295,992.59	(674,107.41)

FISCAL YEAR 2025-2026

BOARD OF RETIREMENT

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$11,000.00	$4,368.19	($6,631.81)
TRAVEL	82,500.00	10,584.04	(71,915.96)
TOTAL	93,500.00	14,952.23	(78,547.77)

FISCAL YEAR 2025-2026

BOARD OF INVESTMENTS

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$26,000.00	$9,641.22	($16,358.78)
TRAVEL	220,000.00	73,208.70	(146,791.30)
TOTAL	246,000.00	82,849.92	(163,150.08)

FISCAL YEAR 2025-2026

ADMINISTRATIVE SERVICES DIVISION

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$2,300.00	$1,390.16	($909.84)
TRAVEL	45,100.00	12,199.82	(32,900.18)
TOTAL	47,400.00	13,589.98	(33,810.02)

FISCAL YEAR 2025-2026

BENEFITS DIVISION

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$2,100.00	$921.49	($1,178.51)
TRAVEL	12,600.00	9,900.91	(2,699.09)
TOTAL	14,700.00	10,822.40	(3,877.60)

FISCAL YEAR 2025-2026

COMMUNICATIONS

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$700.00	$612.44	($87.56)
TRAVEL	16,900.00	1,547.04	(15,352.96)
TOTAL	17,600.00	2,159.48	(15,440.52)

FISCAL YEAR 2025-2026

DISABILITY LITIGATION

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$800.00	$50.00	($750.00)
TRAVEL	6,500.00	0.00	(6,500.00)
TOTAL	7,300.00	50.00	(7,250.00)

FISCAL YEAR 2025-2026

DISABILITY RETIREMENT

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$1,500.00	$531.54	($968.46)
TRAVEL	6,500.00	6,029.53	(470.47)
TOTAL	8,000.00	6,561.07	(1,438.93)

FISCAL YEAR 2025-2026

ETHICS AND COMPLIANCE OFFICE

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$3,500.00	$827.88	($2,672.12)
TRAVEL	8,000.00	1,604.85	(6,395.15)
TOTAL	11,500.00	2,432.73	(9,067.27)

FISCAL YEAR 2025-2026

EXECUTIVE OFFICE

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$4,100.00	$896.35	($3,203.65)
TRAVEL	64,000.00	7,497.88	(56,502.12)
TOTAL	68,100.00	8,394.23	(59,705.77)

FISCAL YEAR 2025-2026

FINANCIAL AND ACCOUNTING SERVICES DIVISION

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$3,000.00	$32.34	($2,967.66)
TRAVEL	26,000.00	11,588.63	(14,411.37)
TOTAL	29,000.00	11,620.97	(17,379.03)

FISCAL YEAR 2025-2026

HUMAN RESOURCES

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$1,200.00	$604.27	($595.73)
TRAVEL	17,000.00	3,279.61	(13,720.39)
TOTAL	18,200.00	3,883.88	(14,316.12)

FISCAL YEAR 2025-2026

INFORMATION SECURITY

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

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

FISCAL YEAR 2025-2026

INTERNAL AUDIT SERVICES

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$2,000.00	$2,365.31	$365.31
TRAVEL	15,000.00	11,080.02	(3,919.98)
TOTAL	17,000.00	13,445.33	(3,554.67)

FISCAL YEAR 2025-2026

INVESTMENT OFFICE

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$33,000.00	$11,680.61	($21,319.39)
TRAVEL	186,000.00	55,877.10	(130,122.90)
TOTAL	219,000.00	67,557.71	(151,442.29)

FISCAL YEAR 2025-2026

LEGAL SERVICES

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$6,000.00	$534.33	($5,465.67)
TRAVEL	35,000.00	3,311.36	(31,688.64)
TOTAL	41,000.00	3,845.69	(37,154.31)

FISCAL YEAR 2025-2026

MEMBER SERVICES

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$16,800.00	$5,220.48	($11,579.52)
TRAVEL	36,200.00	19,591.33	(16,608.67)
TOTAL	53,000.00	24,811.81	(28,188.19)

FISCAL YEAR 2025-2026

QUALITY ASSURANCE

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$1,200.00	$286.59	($913.41)
TRAVEL	8,400.00	2,139.93	(6,260.07)
TOTAL	9,600.00	2,426.52	(7,173.48)

FISCAL YEAR 2025-2026

RETIREE HEALTH CARE BENEFITS PROGRAM

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$1,500.00	$901.74	($598.26)
TRAVEL	30,000.00	9,039.47	(20,960.53)
TOTAL	31,500.00	9,941.21	(21,558.79)

FISCAL YEAR 2025-2026

SYSTEMS DIVISION

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$3,000.00	$2,778.13	($221.87)
TRAVEL	50,000.00	23,810.51	(26,189.49)
TOTAL	53,000.00	26,588.64	(26,411.36)

FISCAL YEAR 2025-2026

SUMMARY EXCLUDES RHC

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$120,400.00	$42,741.33	($77,658.67)
TRAVEL	849,700.00	253,251.26	(596,448.74)
TOTAL	970,100.00	295,992.59	(674,107.41)

FISCAL YEAR 2025-2026

SUMMARY EXCLUDES RHC, BOR, AND BOI

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$83,400.00	$28,731.92	($54,668.08)
TRAVEL	547,200.00	169,458.52	(377,741.48)
TOTAL	630,600.00	198,190.44	(432,409.56)

FISCAL YEAR 2025-2026

BOR AND BOI ONLY

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$37,000.00	$14,009.41	($22,990.59)
TRAVEL	302,500.00	83,792.74	(218,707.26)
TOTAL	339,500.00	97,802.15	(241,697.85)

FISCAL YEAR 2025-2026

SUMMARY EXCLUDES BOR AND BOI

DETAIL OF TRANSPORTATION & TRAVEL ACCOUNTS
BASED ON EXPENDITURES AS OF MARCH 31, 2026

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION AND TRAVEL			
TRANSPORTATION	$84,900.00	$29,633.66	($55,266.34)
TRAVEL	577,200.00	178,497.99	(398,702.01)
TOTAL	662,100.00	208,131.65	(453,968.35)

LACERA

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

LACERA Los Angeles County Employees Retirement Association
300 N. Lake Ave., Pasadena, CA 91101 / PO Box 7060, Pasadena, CA 91109-7060 / www.lacera.gov / 626/564-6132 • 800/786-6464

FOR INFORMATION ONLY

May 14, 2026

TO: Each Trustee
Board of Retirement

FROM: Tamara Caldwell, Manager
Disability Retirement Services Division

FOR: June 3, 2026, Board of Retirement Meeting

SUBJECT: **2026 QUARTERLY REPORTS OF PAID INVOICES**
3rd QUARTER – JANUARY 1, 2026 TO MARCH 31, 2026

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).[1]

[1] These invoices were processed under the prior policy in effect at the time and are not subject to the current policy requirements.

Noted and Reviewed:

JJ Popowich, Assistant Executive Officer

Confidential Attachments

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