

P.S.

POST SCRIPT

NEWS FOR ACTIVE MEMBERS

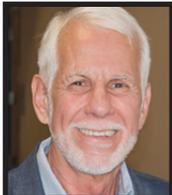
MARCH 2016 • VOL. 27, NO. 1



LACERA ACCOMPLISHMENTS

LACERA Welcomes Returning Board Members

Two elected and one appointed Board Member continue in their service to LACERA.



Board of Investments

Michael Schneider, a certified public accountant specializing in the real estate and entertainment industries, is a face familiar to many of us. Appointed by the

County Board of Supervisors, he returns to LACERA after having served with distinction on the Board of Investments from 2005 through 2014. We thank him for his longstanding commitment to LACERA.



Herman B. Santos, an attorney with the Public Defender's Office, was reelected by general members to serve his fifth consecutive term. A member of the Board of Investments since 2004, Mr. Santos has served as Chair of the Board of Investments, Chair of the Corporate Governance Committee, and Vice Chair of the Audit Committee.



Board of Retirement

Vivian H. Gray, Vice Chair of the Board of Retirement, ran in the last election unopposed and begins her second consecutive term. A practicing attorney with more than 25 years' experience, she also serves the State Association of County Retirement Systems as Chair of the Bylaws Committee, among other distinguished roles.

To read more about the seated members of LACERA's Boards of Retirement and Investments, visit their profile pages on lacera.com.

IN THIS ISSUE

- 2 From the Executive Desk
- 3 COLA
- 4 Inside My LACERA
- 4 Workshop Appointments
- 4 3 Things
- 5 LACERA Accomplishments
- 6 Public Records Act
- 6 FAQs: Services
- 6 Our Boards
- 7 Workshop Schedule



You Say
"County Employee"



We Say
"Active Member"



Definition of "ACTIVE MEMBER" :

A member of LACERA who is currently employed by Los Angeles County.

Los Angeles County Employees Retirement Association

Board of Retirement:

SHAWN R. KEHOE

Chair
Elected by Safety Members

VIVIAN H. GRAY

Vice Chair
Elected by General Members

WILLIAM DE LA GARZA

Secretary
Elected by Retired Members

ALAN J. BERNSTEIN

Appointed by Board of Supervisors

ANTHONY BRAVO

Appointed by Board of Supervisors

YVES CHERY

Elected by General Members

JOSEPH KELLY

County Treasurer and Tax Collector
Ex-Officio Member

KEITH KNOX

Chief Deputy County
Treasurer and Tax Collector
Alternate Ex-officio Member

DAVID L. MUIR

Alternate Retired Member
Elected by Retired Members

RONALD A. OKUM

Appointed by Board of Supervisors

WILLIAM R. PRYOR

Alternate Member
Elected by Safety Members

LES ROBBINS

Appointed by Board of Supervisors

Board of Investments:

DAVID GREEN

Chair
Elected by General Members

SHAWN R. KEHOE

Vice Chair
Elected by Safety Members

JOSEPH KELLY

Secretary
County Treasurer and Tax Collector
Ex-Officio Member

KEITH KNOX

Chief Deputy County Treasurer
and Tax Collector
Alternate Ex-Officio Member

DIANE A. SANDOVAL

Elected by Retired Members

HERMAN B. SANTOS

Elected by General Members

MICHAEL SCHNEIDER

Appointed by Board of Supervisors

KENNETH M. SIMRIL

Appointed by Board of Supervisors

ESTEVAN R. VALENZUELA

Appointed by Board of Supervisors

VALERIE ROSE VILLARREAL

Appointed by Board of Supervisors

Chief Executive Officer

GREGG RADEMACHER

Assistant Executive Officer

ROBERT HILL

Assistant Executive Officer

JJ Popowich

From the **Executive Desk**

Gregg Rademacher – CEO, LACERA



Membership Numbers Increase, **LACERA Responds**

We now serve more than 162,500 current and former Los Angeles County employees – or, as we call them, active and retired members – up from about 159,800 in fiscal year 2014. There are a couple reasons for this increase in membership. People are living longer after retirement than previously, and the population is growing. With more L.A. County residents comes the need for new and/or expanded County services and more County employees.

As the membership number grows, so does our need for continued improvement to the scope and quality of our services and systems. We must devise strategies that help us accommodate more members while continuing to fulfill our mission to produce, protect, and provide the promised benefits.

LACERA develops strategic plans to internally communicate the association's goals and the strategic initiatives needed to achieve them. A strategic plan is formed every three years and updated as necessary during that time, acting as a dynamic guide, with initiatives added to it as necessary. The next strategic plan will detail initiatives planned for fiscal years 2017 through 2019.

Shaping Our Plan

Our strategic plans are the product of discussion and debate among

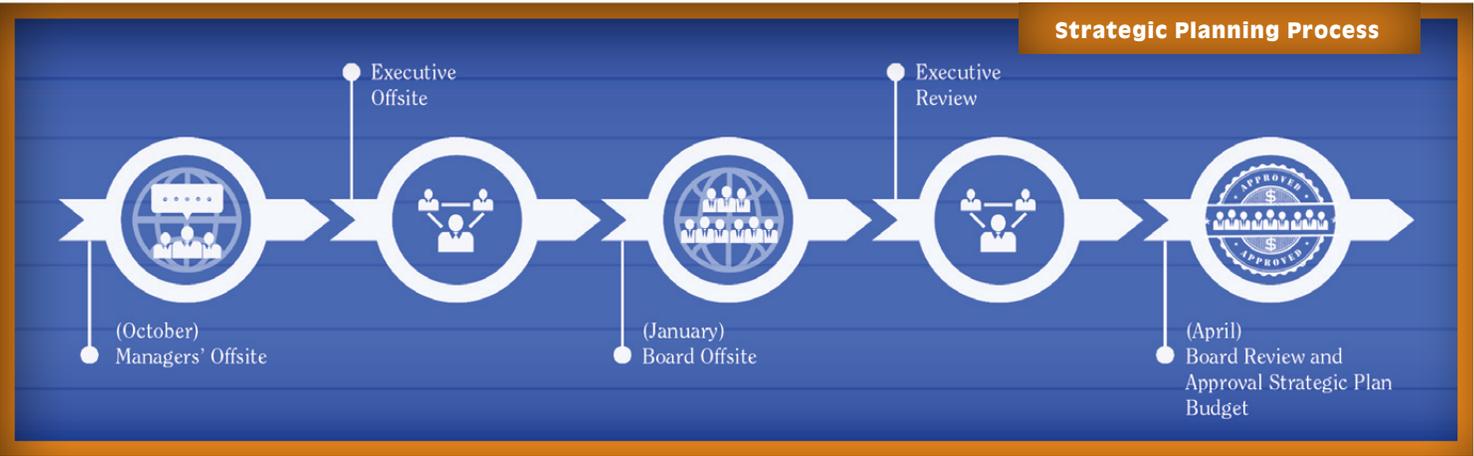
LACERA's executives, management, and boards. The process begins each October at our Managers' Offsite. During that conference, the executive team meets with division managers to discuss the state of LACERA and exchange ideas regarding where we want the association to go in the upcoming years and how we propose to get it there. Based on that feedback, our executive team structures a framework for the Board Offsite, which we hold for our boards and management in January.

At the Board Offsite, we introduce a draft of our strategic plan. Over the three-day event, members of our executive and management teams deliver presentations to the Boards

**You Deserve a
High Standard
of Service.**

of Retirement and Investments on the various components of the draft. The boards ask questions, provide feedback, and offer suggestions.

Following the Board Offsite, based on the interactions that take place there, our executive team updates the strategic plan. In April, as part of the budget approval process, the executive team presents the updated strategic plan and the



boards have an opportunity for a final review and approval.

A Closer Look

One of the initiatives we plan to focus on in the coming years is modernizing information technology. This will manifest itself in a number of ways. For instance, with regard to disability retirement, we want to examine the investigation and appeal processes with the intention of improving staff procedures and developing new assistive online technology tools.

The increasing number of LACERA members necessitates renewed focus on providing quality service while protecting membership

information. We regularly evaluate and update the system environment and programs for security and efficiency and will continue to improve the way we circulate members' electronic documents in the coming years. As always, LACERA's strategies to remain a premier retirement association include quality hiring, training, and auditing.

The Retiree Healthcare Program at LACERA requires up-to-date technology and quality interaction between staff and members. A couple of the ways we want to hone our skills in these areas is by streamlining the production and mailing of confirmation letters upon

member election via Workspace and automating the monthly premium reconciliation process.

Working for You

You deserve a high standard of service. We are committed to treating each member as we would want to be treated, and we demonstrate this year after year by rising to meet the challenges that come our way. As we face the complications that come from serving more members, we will continue to develop strategies that ensure the security and growth of your promised benefits.



Retirees Look Forward to Cost-of-Living Adjustments

A Bright Future

You already have many reasons to look forward to retirement. Allow us to share another. Your pay raises don't stop after you retire; they just get called something else: COLA. That's the annual cost-of-living adjustment determined by the Bureau of Labor Statistics Consumer Price Index (CPI) and approved by LACERA's Board of Retirement. Why do retirees care? Because it means more money in

their pockets, and who doesn't like that? For 2016, a 2.0 percent COLA increase has been approved, which will be reflected in retirees' April checks. (Please note: There is no guarantee of a cost-of-living increase each year.)

The Nitty-Gritty

Retired members in all plans will receive a COLA increase this year. Plans B, C, D, and G allow for a 2.0 percent COLA increase every year.

Retired members in Plan E are eligible for up to 2.0 percent.* Because this year's COLA is the maximum allowed for the retirees in all of these plans, they won't have to draw from their COLA Accumulation. This is great news. Whenever possible, we want the money in the COLA Accumulation to keep on...well, accumulating.

**Exceptions apply to Plan E members. Contact member services for more information.*

cont'd on pg. 7

Inside My LACERA

Each business day – and now with **increased appointment availability** – we're here at the Member Service Center from 7:00 a.m. to 5:00 p.m. to help you. Located in the lobby of the Gateway Plaza Building in Pasadena, the Member Service Center is the place to have your retirement-related questions and concerns addressed, one-on-one and in person. To receive a counseling session with one of our knowledgeable Retirement Benefits Specialists, schedule your appointment on lacera.com. Appointments are limited to one hour and are available on business days between 7:00 a.m. and 3:45 p.m.

Access the online Appointment System on lacera.com by clicking the graphic at the bottom of the homepage. Under "Select Service," the available dates and times for one-on-one consultations are in white. Select the date and the block of time that best suits your schedule, type in your contact information and the reason for your appointment, and we'll email you to confirm the appointment. It's that easy!

Quote

You're braver than you believe, and stronger than you seem, and smarter than you think.

-Christopher Robin to Pooh

NEW: Pre-Retirement Workshop Appointments Available on Saturdays

On Saturday, March 5, 2016, 8:00 a.m. – 11:00 a.m., our knowledgeable Retirement Benefits Specialists will host an in-house Pre-Retirement Workshop and one-on-one counseling sessions. If you attend the Pre-Retirement Workshop on Saturday, you are welcome to walk over to the Member Service Center for a counseling session. **(Please note: no walk-ins on Saturday.)**

Use the Appointment System on lacera.com to reserve your seat for a workshop or to schedule your counseling session at our Pasadena location.



- Whether you're planning clever pranks to play or you brace yourself for the inane high jinks every year, April 1st is on its way! Here are three facts about this dastardly day:
- Though its exact origin is unknown, April Fool's Day was well established by the middle of the 16th century as a festive spring rite that allowed for a certain amount of mischief and misbehavior.
 - The Internet is Shenanigan Central each April 1st, and Google is among the most well-known pranksters. Last year they created a backward version of their search page that produced backward search results.
 - In the U.S. and other English-speaking countries, it's tradition to perpetrate hoaxes prior to noon and confess to the hoax after noon. Anyone who plays a prank after 12 p.m. is liable to be scolded with traditional rhymes, such as: "April Fool's gone past, and you're the biggest fool at last."

Sources: <http://hoaxes.org/about>
<http://www.cnn.com/2015/04/01/world/april-fools-day-pranks/>



LACERA ACCOMPLISHMENTS

BOARD CHAIR PRESENTS AT ASSOCIATION FOR LOS ANGELES DEPUTY

LACERA's Board of Retirement Chair, Shawn Kehoe, a lieutenant with the Los Angeles County Sheriff's Department, recently delivered a presentation at the annual Association for Los Angeles Deputy Sheriffs (ALADS) Retirement Seminar. Mr. Kehoe's presentation on pension benefits and reform was attended by approximately 100 County employees. ALADS, formed in 1970, is an association of Los Angeles County Deputy Sheriffs, District Attorney Investigators, and Deputy Marshals.



Women's Leadership Conference Well Attended by LACERA Staff and Board Members

On December 10, 2015, the Los Angeles County Women's Leadership Conference hosted 900 County participants at its annual leadership conference. The corporate-sponsored event was attended by 34 LACERA employees (33 women and one man) and Board of Retirement members Yves Chery, Vivian Gray, and Joseph Kelly, who participated in the conference program. This year's theme, "Mission: Empowerment," was expressed in breakout sessions and keynote speeches throughout the day, including a welcome from County of Los Angeles Chief Executive Officer Sachi Hamai; a presentation by California State Controller Betty Yee entitled, "Ascending in Leadership: Your Personal

cont'd on pg. 7

Experts Offer Valuable Insight at Annual Board Offsite Conference

Remaining conversant in issues affecting retirement is a priority at LACERA. In keeping with this, we hold an offsite educational and fiscal planning conference every January. Attendees are the Boards of Retirement and Investments as well as LACERA's management team. The January 2016 conference included expert presentations on disability retirement, LACERA's strategic plan, retiree healthcare, and investment strategies. The following are highlights of the discussions that took place each day.

Day 1 – Board of Retirement

The first day's focus was on Board of Retirement topics, which included the following:

- **Disability:** Several disability processes were discussed, including roles and responsibilities in administering disability retirement applications and appeals.
- **Strategic Plan:** CEO Gregg Rademacher outlined LACERA's strategic plan – how the association will continue to deliver a premier retirement benefits service through short-, mid-, and long-term goals.
- **California Politics:** The upcoming California elections, political reforms, and other political topics as they relate to public retirement systems were presented and discussed.

Day 2 – Retiree Healthcare

The strategic plan for LACERA's Retiree Healthcare Program was presented. Additionally, experts from outside LACERA discussed the fundamentals of specialty medications, including the conditions they treat and their associated costs; current and future trends and challenges in healthcare cost, delivery, and administration; and the Affordable Care Act's Excise Tax and its potential financial implications.

Day 3 – Board of Investments

Investments Office staff provided overviews of the following investment programs, including the portfolios' current and future considerations and the forward calendar:

- Public and Private Equity
- Fixed Income, Hedge Funds, and Commodities
- Real Estate
- Corporate Governance

California Public Records Act

Please note that under existing California law, certain LACERA members' data are subject to disclosure. The California Public Records Act (CPRA) is a law enacted in 1968 that grants public access to information in possession of all California state and local agencies, including LACERA. Under the CPRA (Govt. Code §§ 6250 - 6276.48), any person or organization is free to file a request for public information.

LACERA Protects Members' Confidential Information

Financial information about active County employees, as well as retired members and their beneficiaries, is subject to disclosure. The California Supreme Court has held that, under the CPRA, the public has a right to know the names, salaries, and

pension amounts of public officials and employees. According to Section 6254.4 of the CPRA, the following information is "confidential and shall not be disclosed to any person":

- home address
- telephone number
- email address
- California driver's license number
- California identification card number
- Social Security number
- health information

Rest assured, LACERA **does not** release this confidential information to any agency or individual.

LACERA Honors Requests for Information

In the past, we have received requests from news organizations

and/or individuals for retiree information and expect to receive them in the future. Although we are unable to notify members each time we receive a request, LACERA always complies with all lawful requests for information. Any organization or individual that accesses records under the CPRA may use the information as it sees fit. LACERA has no control over how the information is used, and the law prohibits LACERA from inquiring about the nature of its use.

For More Information

Visit the Benefits

section of lacera.com

for additional

information

regarding the

CPRA.



Frequently Asked Questions (FAQs)

1. Where is LACERA located?

A: We are located at 300 N. Lake Avenue, Pasadena, CA 91101. The Contact Us page on lacera.com provides directions to LACERA and also provides information on the Metro Rail Gold Line.

2. How may I speak in person with a LACERA Retirement Benefits Specialist?

A: One-on-one consultations with a Retirement Benefits Specialist are available at our Member Service Center on a walk-in basis Monday through Friday from 7:00 a.m. to 5:00 p.m. Appointments may also be scheduled by calling 800-786-6464 or visiting our Online Appointment System, which may be accessed from lacera.com.

3. What are the Call Center hours?

A: The Retirement Benefits Specialists in our Call Center are available to assist you and answer your questions from 7:00 a.m. to 5:30 p.m., Monday through Friday, at 800-786-6464.

Interested in Our Boards?

lacera.com has a special board section, and the Board of Retirement and the Board of Investments each have their own overview page, which displays the following:

- Summary of Board composition, duties, and responsibilities
- Link to Board member profiles
- Meeting schedule with links to meeting agendas and minutes

Use the Boards tab on the top of the lacera.com home page to view the Boards.

Cost-of-Living Adjustment cont'd from pg. 3

It's like a bank that stores money for the future. For instance, if the Consumer Price Index (CPI) dictates that the cost-of-living adjustment one year is 3.0 percent, the maximum-allowed 2.0 percent would be applied to retirees' allowances, and the other 1.0 percent would be stored in the COLA Accumulation, to be used to supplement the COLA in a year when it is less than the allowed 2.0 percent.

Word to the Wise

We'd like to let you in on a little inside information. Around here, we refer to this time of year as March Madness. Why? We're very busy

helping people retire. That's because many members know that if they retire on or before March 31, the COLA for that year will be applied to their starting retirement allowance. If you're making plans to retire, we encourage you to consider the month as well as the year. For guidance, speak with a Retirement Benefits Specialist by visiting the Member Service Center in Pasadena or by calling 800-786-6464. We want you to get the most out of your retirement. You've earned it!



FOR MORE ABOUT COLA
Visit lacera.com,
Benefits, Retired Member

Women's Leadership Conference cont'd from pg. 5

Journey"; and "Leadership Legacy: Using Your Voice to Change the World" by Hilda Solis, the Chair of the Los Angeles County Board of Supervisors. According to participants, it was a great day, full of encouragement and motivations to move forward in professional capacities and personal areas.

The Los Angeles County Women's Leadership Conference, a product of the Public Works Women's Leadership Council formed in 2004 to provide mentorship and support to women, held its first conference in 2010.

Public Service Announcement

Make a Difference in the Life of a Child as a CASA Volunteer!

Apply your skills and experience to ensure that every child in L.A. County is safe and has the opportunity to thrive! Court Appointed Special Advocates (CASA) of Los Angeles is a non-profit organization that recruits, trains, and supports volunteers to transform the lives of children in our foster care system.

In L.A. County, 30,000 children are wards of the dependency court. CASA has more than 100 children currently waiting to be paired with a volunteer advocate who will work one-on-one with a child to gather information about the child's present circumstances in order to advocate for his or her best interests in the courtroom and the community. CASA needs individuals like you.

To sign up for an information session or learn more about CASA, visit casala.org/volunteer or call 323-859-2888.



Pre-Retirement Workshop Schedule

March 2016

| S | M | T | W | T | F | S |
|----|----|---|----|----|----|----|
| | | S | 2 | 3 | 4 | G |
| 6 | 7 | G | 9 | 10 | 11 | 12 |
| 13 | 14 | G | 16 | 17 | 18 | 19 |
| 20 | 21 | G | 23 | 24 | 25 | 26 |
| 27 | 28 | G | | | | |

April 2016

| S | M | T | W | T | F | S |
|----|----|---|----|----|----|----|
| | | | | | 1 | G |
| 3 | 4 | S | 6 | 7 | 8 | 9 |
| 10 | 11 | G | 13 | 14 | 15 | 16 |
| 17 | 18 | G | 20 | 21 | 22 | 23 |
| 24 | 25 | G | 27 | 28 | 29 | 30 |

May 2016

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | S | 4 | 5 | 6 | G |
| 8 | 9 | G | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | H | G | | | | |

G = General Members
S = Safety Members
H = Holiday

Call 800-786-6464 to Register

Unless otherwise indicated, workshops are held from 8:30 a.m. to 11:30 a.m. Most include presentations by Great-West and long-term care providers.

Public Service Announcement

Become a Marriage Ceremony Volunteer

The Los Angeles County Registrar-Recorder/County Clerk's office is currently seeking volunteers to perform civil wedding ceremonies. Volunteers become part of a special and memorable event in the lives of loving couples by performing ceremonies in branch offices and the department's headquarters in Norwalk. To learn more about this opportunity, send a letter of interest to:

Portia Sanders
P.O. Box 389
Norwalk, CA 90651-0389

Call Center: 800-786-6464



Upcoming Holidays

LACERA will be closed:

- **Monday, May 30,**
in observance
of Memorial Day

Editor's Note:

PostScript is published by the staff of LACERA. Consult with professional advisors regarding legal, tax, and/or medical matters; LACERA does not offer legal, tax, or medical advice.

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