



# Spotlight on retirement

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION • JUNE 2013 • VOL. 24, NO. 2

## Annual Retiree Healthcare Packet Mailing

The 2013-2014 Annual Retiree Healthcare Packet, which contains the Annual Healthcare Letter and other important information regarding your LACERA-administered healthcare plans, was mailed at the end of May. Please take a few minutes to look it over and review your coverage. **No action on your part is necessary unless you want to make changes to your current enrollment in a LACERA-administered health plan.**

**If you have previously chosen to opt-out of receiving the printed version, we will email your packet** to the email address you provided to LACERA. If the emailed packet is returned to us as undeliverable, we will send a paper copy to your home address on file.

**Note:** If you are enrolled in a LACERA-administered Kaiser Permanente plan outside of California, you will receive an out-

of-state rate booklet from LACERA in a separate mailing. Plan changes and premium rates are determined by the Kaiser Permanente region in which you reside.

**If you are currently enrolled in a LACERA-administered plan and have not received your packet, call the Retiree Healthcare Division at 800-786-6464, press 1 or 626-564-6132. You may also email us at [healthcare@lacera.com](mailto:healthcare@lacera.com).**

### Public Service Announcement DPSS Seeks Volunteers

The Los Angeles County Department of Public Social Services Volunteer Services Section (DPSS) is seeking volunteers to provide clerical support on a variety of short or long-term assignments. The time required each week generally ranges from 20-40 hours. Volunteers must complete fingerprinting. DPSS serves an ethnically and culturally diverse community through programs designed to alleviate hardship and promote health, personal responsibility, and economic independence. The Department provides benefits and services — including temporary financial assistance, free and low-cost healthcare insurance, and food benefits for families — to low-income residents of Los Angeles County. For more information, contact Erica Moya, DPSS Volunteer Coordinator at 213-744-4348 or [ericamoya@dpss.lacounty.gov](mailto:ericamoya@dpss.lacounty.gov).

### Upcoming Holidays LACERA will be closed on:

- Thursday, July 4, in observance of Independence Day.
- Monday, September 2, in observance of Labor Day.



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**Los Angeles County Employees Retirement Association**

**Members of the Board of Retirement:**

**YVES CHERY**

Chair  
Elected by General Members

**MARK J. SALADINO**

Vice Chair  
County Treasurer & Tax Collector  
Ex-Officio Member

**WILLIAM DE LA GARZA**

Secretary  
Elected by Retired Members

**MARVIN ADAMS**

Appointed by the Board of Supervisors

**SADONYA ANTEBI**

Appointed by the Board of Supervisors

**JOHN M. BARGER**

Appointed by the Board of Supervisors

**ALAN J. BERNSTEIN**

Appointed by the Board of Supervisors

**VIVIAN GRAY**

Elected by General Members

**SHAWN R. KEHOE**

Alternate Member  
Elected by Safety Members

**EDWARD "ED" C. MORRIS**

Alternate Member  
Elected by Retired Members

**WILLIAM R. PRYOR**

Elected by Safety Members

**Members of the Board of Investments:**

**HERMAN SANTOS**

Chair  
Elected by General Members

**LEONARD UNGER**

Vice Chair  
Appointed by the Board of Supervisors

**DIANE A. SANDOVAL**

Secretary  
Elected by Retired Members

**MARK J. SALADINO**

County Treasurer & Tax Collector  
Ex-Officio Member

**JOHN M. BARGER**

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**DAVID GREEN**

Elected by General Members

**WILLIAM R. PRYOR**

Elected by Safety Members

**MICHAEL S. SCHNEIDER**

Appointed by the Board of Supervisors

**CAROLYN WIDENER**

Appointed by the 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



## Decades of Prudent Stewardship Enable LACERA to Keep Contribution Hikes in Check

As a number of California public retirement systems find themselves needing to sharply increase their contribution rates, this seems like a good time to give kudos to the Los Angeles County Board of Supervisors (County Board). Thanks to decades of prudent stewardship by the County Board, LACERA is able to avoid the steep and abrupt increases to contribution rates that have befallen a number of other public retirement systems in California.

### Self-Imposed Pension Reform Paved the Way to Long-term Stability

Los Angeles County was at the forefront of pension reform long before the topic became a subject of public debate. Our County Board first embarked upon pension reform in 1977 when it recognized the benefit formula for Plan A, the original retirement plan for general members, would not be sustainable over the long term.

Acting on its concern, the County Board, as the plan sponsor, met with employee groups and worked out the modified benefit formula that became known as Plan B. This process set the stage for additional formula modifications and the introduction of a series of new retirement plans over the succeeding years. Each new retirement plan established a reduced benefit formula and marked the closing of the previous plan.

We can all be proud of the excellent

track record the County and its employee groups have established for coming together to do what's right for the community.

### Long-term Conservative Strategy Positions LACERA to Avoid Fiscal Pitfalls

During the bull market periods of the 1990s, some public entities in California chose to enrich the benefit formulas used by their retirement systems. Los Angeles County did not. By maintaining a prudent long-term fiscal strategy and foregoing formula enrichments, the County Board positioned LACERA to avoid costly pitfalls — such as sharp increases to contribution rates — often associated with sudden economic downturns and recurring market fluctuations.

“As we celebrate **75** years of our rich history, we continue to be **enthusiastic** about our future.”

Thanks to the insight and long-term vision of the County Board and the responsible actions of our plan stakeholders, the frequency and amounts by which our employee and employer contribution rates increase remain carefully controlled and comparatively modest.

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# New Online Appointment Workshop Reservation System

Have you been meaning to come in and talk with one of our knowledgeable Retirement Benefits Specialists but don't have time to wait? Want us to save you a seat at one of our weekly in-house Pre-Retirement Workshops? We'd be pleased to do so!

On February 20, 2013, LACERA launched the Appointment and Workshop Reservation System on [lacera.com](http://lacera.com). The appointment system enables you – at your convenience – to reserve a seat for a Pre-Retirement Workshop or schedule a time to visit our Member Service Center and speak one-on-one with a Retirement Benefits Specialist. You can make an appointment up to six months in advance or schedule one on only 24 hours notice. Pre-Retirement Workshop reservations are available up to three months into the future. Once you have scheduled the appointment, a confirmation will be sent to the e-mail address we have on file for you. It's a good idea to bring the confirmation with you to the appointment or workshop.

Members who schedule an appointment will be given priority over those who walk in. Because our

goal is to thoroughly address your retirement-related questions and concerns, one-on-one appointments with Retirement Benefits Specialists are not constrained by time limits; each session will run as long as the member needs. The time you schedule guarantees that you will be next in line, provided you arrive on time. If you schedule an appointment and arrive more than 20 minutes in advance, you may either wait until your scheduled appointment or sign in to be seen potentially earlier, on a first-come, first-served basis.

Visit the Appointment and Workshop Reservation System on [lacera.com](http://lacera.com), and pencil us in!

## FAQs: The Online Appointment and Workshop Reservation System

### 1. Q: How close to the time I intend to come to the Member Service Center can I schedule an appointment?

A: Assuming availability, you can schedule an appointment online 24 hours in advance of the appointment time. Same-day

appointments are unavailable.

### 2. Q: Why am I next in line at my scheduled appointment instead of being given a specific appointment time?

A: Our Retirement Benefits Specialists provide thorough counseling to each member. As our objective is to ensure we've answered your questions and addressed your concerns, counseling sessions are not constrained by time limits; each session may run shorter or longer, depending on each member's needs.

### 3. Q: What if I'm late to the scheduled appointment?

A: If you arrive to the Member Service Center more than 30 minutes late for your scheduled appointment, you will be asked to sign in as though no appointment had been scheduled, and you will be served on a first-come, first-served basis. If you need to cancel a scheduled appointment, please e-mail us at [welcome@lacera.com](mailto:welcome@lacera.com) or call us at 800-786-6464.

## Adjust Your Withholding Elections Any Time

Did you know **you can adjust your federal and California state withholdings any time you choose?** You can also opt to have no withholding tax deducted from your LACERA allowance. You can use any of the below methods to submit new withholding elections:

- Adjust and submit your withholdings online through

My LACERA.

- Print a federal and California state tax withholding form on the Brochures and Forms page of [lacera.com](http://lacera.com), then mail the completed form to: LACERA, P.O. Box 7060, Pasadena, CA 91109-7060.
- Call 800-786-6464 and request LACERA mail a tax withholding form to you.

All requests received prior to the 15th of the month are applied to that

month's allowance; requests made after the 15th apply to the following month's allowance.

For questions regarding tax matters, consult with a professional advisor; LACERA does not offer tax advice. For questions regarding your retirement account, call 800-786-6464 to speak with a LACERA Retirement Benefits Specialist.

## My LACERA: Your Private Office on lacera.com

Visit My LACERA to review your personal retirement data and perform a variety of secure account transactions.

Did you know you can handle a number of transactions and account changes relating to your retirement benefits on lacera.com?\* Just register on My LACERA to put your account information at your fingertips.

### View:

- Personal and retirement data
- Beneficiary information and Annual Benefit Statements
- Interaction history with LACERA
- LACERA-administered medical and dental insurance coverage and deduction amounts

### View and print:

- ADRs
- 1099-Rs

### Self-service transactions:

- Adjust and submit your federal and California state tax withholding elections
- Register for, and/or update, and view your direct deposit information
- Update or add your mailing address, home address, and payment address
- Update or add up to three phone numbers (home, cell, work)
- Update your e-mail address, password, and security questions

You can register in minutes, so visit My LACERA and sign up today!

*\*Includes retirees, eligible survivors, designated beneficiaries, and alternate payees.*

## Facts and Figures: LACERA Retirement Plan Membership as of April 1, 2013

Now that LACERA has two additional retirement plans – Safety Plan C and General Plan G – it seems like a good time to get some perspective on where LACERA members are, plan-wise.

	General Plans						Safety Plans		
	A	B	C	D	E	G	A	B	C
Active	698	184	167	52,354	25,061	1,065	45	12,689	10
Retired	21,821	630	376	8,417	8,709	0	6,442	2,919	0
Survivors	4,970	52	51	805	669	0	1,496	178	0
Total	27,489	866	594	61,576	34,439	1,065	7,983	15,786	10

Plan A closed in 1977, so as you can see, almost 700 people are still serving Los Angeles County after so many decades! *Aren't you glad you're retired?*

### From the Executive Desk cont'd from pg. 3

#### LACERA's Boards Also Play an Important Role

Our Board of Retirement and Board of Investments also play an integral role in LACERA's health and stability. Overall management of LACERA is accomplished under the careful guidance of our Board of Retirement. The administration of our investment portfolio is the responsibility of the Board of Investments. The wisdom provided by both Boards is invaluable to our operation.

The Boards are comprised of elected representatives of active and retired general and safety members, along with appointees made by the County Board. The County Treasurer & Tax Collector also sits on both Boards as an ex-officio member.

Speaking of the Boards, an election for safety member seats on both Boards is coming up in July. Watch for election results in September's *Spotlight*.

#### Our Future is Bright

By applying the latest technology and innovative problem-solving strategies, along with proven business tactics, LACERA remains strategically positioned to respond to fluctuating conditions and prosper in a changing world. The superior service we provide our members and retirees is a testament to our highly-trained and dedicated staff.

As we celebrate 75 years of our rich history, we continue to be enthusiastic about our future. With the guidance of the County Board, our Boards, and the dedication of our management and staff, LACERA is stable, successful, and secure. Our retirement fund remains sound and well-funded to pay the promised benefits now and in the future.



## Focus On: Retirement Benefits and Plans

**L**ACERA continues celebrating our 75th anniversary in this issue.

That's right, for 75 years we've been providing members with the resources they need to plan for their retirement. In this issue, we'll take a look at some of the plans LACERA has offered during the 75 years we've been helping members build strong futures through good planning.

It all started in 1938 when LACERA offered its initial plan, the codified plan. LACERA also established the Board of Retirement in this year. Not long after, in 1945, we began offering disability benefits to eligible members. To protect the futures of the people protecting Los Angeles, the first safety plan was introduced in 1951.

Our first retiree cost-of-living benefits

went into effect in 1965 to allow retired members to keep up with inflation. Six years later, LACERA went even further by offering retirees healthcare, too.

The next decade saw a flurry of activity at LACERA. In 1971, the Board of Investments and the retiree healthcare program were established. In 1977, two new plans were created: General Plan B and Safety Plan B. A year later saw the introduction of General Plan C. By the end of 1979, LACERA had introduced General Plan D, and in 1982 offered its first and only non-contributory plan, General Plan E.

LACERA introduced the Supplemental Targeted Adjustment for Retirees (STAR COLA) cost-of-living adjustment program in 1988 to

further help retirees keep up with inflation. The program provides extra benefits to members whose retirement allowance has lost more than 20 percent of its purchasing power.

And that brings us to the present. In 2013, as we celebrate these wonderful 75 years, General Plan G and Safety Plan C offer members the same promises of a secure retirement that LACERA has always offered.

Every member helps tell the story of the 75 years of planning, building, protecting, and serving that comprise the LACERA story. Thanks for being a part LACERA's journey!

**Check the timeline below to see some of LACERA's milestones over the last 75 years.**



## LACERA CEO Shares Relationship Tips with Retiree Group

*No, not those types of relationships!*

In a presentation to the California Retired County Employees Association (CRCEA), our CEO, Gregg Rademacher, explained the strategy he utilizes to build successful relationships with the various groups that have a stake in LACERA's pension plans. Those groups, collectively identified as Plan stakeholders, include retired members, members still in active service,

employee groups, taxpayers, and of course, Los Angeles County, as the Plan sponsor.

During his remarks, which were titled "Collaborating with Pension Plan Stakeholder Groups," Mr. Rademacher noted that although stakeholders by definition share some common ground,

cont'd on pg. 11

# STAYING HEALTHY TOGETHER

Vol. 7, Issue #2 • June 2013

## Staying Healthy Together:

### April Workshops Feature Tips on Setting Realistic Health Goals

*“I’m going to lose ten pounds.” “I’m going to get in shape.” “I’m going to eat a healthier diet.”*

**H**ealth goals — we all make them. Setting them is pretty easy. As we all know, achieving them can be far more challenging. According to Elvira Garay, a health educator from Kaiser Permanente and the keynote speaker at our April Staying Healthy Together workshops, the secret to success is setting realistic health goals.

According to Garay, **setting a health goal is the first step to improving your health.** To succeed, however, it’s important to have a short-term action plan.

#### Garay identified the following keys to success:

- Develop a “SMART” health goal. That’s Specific, Measurable, Achievable, Realistic, and Time Sensitive.
- Be reasonably confident (at least a “7” on a 10-point scale!) you can achieve your goal.
- Include a behavior in your action plan that you **want** to do, and be specific about when you will do it, how much you will do, and how many days a week you will do it. (For example, “Three days this week, I will walk for 20 minutes before lunch.”) Then be sure to track your progress. It feels good to accomplish milestones, mark them in a log book, and celebrate your success!
- Expect to meet obstacles as you’re working on new behaviors and plan solutions to overcome them.

- Get help. Involve friends, family, or other support groups in your cause. It’s simply more fun!

The speaker also emphasized the importance of positive “self talk” in achieving behavior change. “Think positively and be your own cheerleader,” she said. “Your body is amazing, but it needs the same care and feeding that a plant in your garden needs to grow and thrive.”

Two workshops for County retirees and their dependents were held in April. One was on April 24 in Carson and the other in Diamond Bar the following day. Representatives from LACERA-administered health plans (Anthem Blue Cross, Alere, Caremark, Cigna, Kaiser, UnitedHealthcare, and SCAN Health Plan) were on hand to answer questions and provide helpful techniques members can use to set and achieve realistic health goals.

In addition to the knowledge they gained during the day, 12 lucky raffle winners in each workshop walked away with valuable (healthy!) gift baskets or gift cards.

**IMPORTANT:**  
Check with your doctor before beginning any exercise program.

## Good Health, Good Friends, Good Prizes... See You at Our October Workshops!

**D**on’t miss the next opportunity to connect with your fellow County retirees – plan to attend a Staying Healthy Together workshop this October.

Our fall workshops will provide more valuable information you can use to help improve your health. Of course, there’ll also be the usual complement of

healthy tasty food, great raffle prizes, and retiree camaraderie. Watch your mail in the coming months for details on dates, location, and topics.

*“Life itself is the proper binge.”*

—Julia Child



# RETIREE HEALTHCARE | FAQs |

## 1. Q: What happens to my LACERA-administered medical insurance plan when I turn 65?

**A:** Generally, three months prior to your 65th birthday, you will receive a “Turning 65” letter from LACERA. The letter, which provides valuable information to help you make a decision regarding medical insurance, will ask whether you are eligible for Medicare Parts A and B and if you wish to enroll in one of the following LACERA-administered plans:

### Medicare Supplement Plan

- Anthem Blue Cross III

### Medicare Advantage Prescription Drug Plans

- Kaiser Senior Advantage
- SCAN Health Plan
- United Health Medicare Advantage
- Cigna Medicare Select Plus Rx (available only in Phoenix Arizona)

## 2. Q: Will I need to enroll in Medicare Part D?

**A:** If you are in a LACERA-administered medical plan, you do not need to enroll in another prescription drug plan. All LACERA-administered medical plans include prescription drug plans that are creditable, which means they are as good as, or better than, the standard Medicare Part D plan.

## 3. Q: Will I qualify for Medicare Part B Premium Reimbursement if I enroll in a LACERA-administered Medicare Supplement or Medicare Advantage Prescription Drug Plan?

**A:** In most cases, yes. Enrollees in those plans, who meet the other eligibility requirements, qualify for the Medicare Part B Premium Reimbursement (standard rate only).

## 4. Q: How does the Medicare Part B Premium reimbursement work?

**A:** The County of Los Angeles reimburses members and/or their eligible dependents for their Medicare Part B premiums (standard rate only) on a tax-free basis, provided they meet the following eligibility requirements:

- Enrolled in the LACERA-administered Medicare Supplement Plan (Anthem Blue Cross Plan III) or a LACERA-administered Medicare Advantage Prescription Drug Plan (MA-PD), such as Cigna Medicare Select Plus Rx (available only in Arizona), Kaiser Senior Advantage, United Healthcare Medicare Advantage, or SCAN
- Pay their own Medicare Part B premiums
- Not receiving Medicare Part B Premium reimbursement from another agency, such as another employer or state.

The Medicare Part B Premium reimbursement is subject to annual approval by the Los Angeles County Board of Supervisors.

**For questions about Medicare or Social Security,** contact the Centers for Medicare and Medicaid Services (CMS): 800-633-4227; [medicare.gov](http://medicare.gov) or the Social Security Administration (SSA): 800-772-1213; [ssa.gov](http://ssa.gov).

Questions on LACERA-administered health plans? Call 800-786-6464, press 1 or 626-564-6132. You may also email us at: [healthcare@lacera.com](mailto:healthcare@lacera.com).

**3**  
THINGS

## 3 SUMMER TIPS

When the summer heat rolls around, don't get caught off guard. Follow these tips to help you beat the heat.

1. When you venture outside in the hot summer months, remember to properly hydrate by drinking plenty of water *before* you go outside. Use ample sunscreen and wear lighter fabrics such as cotton that do a better job of circulating air.

2. Lacking strong AC? Limit direct sunlight by closing blinds and curtains. Unplugging unnecessary appliances and turning off lights in unoccupied rooms will help keep things cooler, too.

3. Want to avoid the outdoors and a hot house? Head to your local library, museum, or cinema. These places offer a reprieve from the heat on those sultry summer afternoons — with a bit of culture to boot.

# MARCH MADNESS 2013



Each year, LACERA sees a large number of retirements in **January, February, and March** — affectionately dubbed “**March Madness.**” This influx largely occurs because members who retire before April 1 are eligible for any cost-of-living adjustments that LACERA’s Board of Retirement approves.

As in many previous years, 2013 saw

plenty of retirements between January and March. During that time this year, 1,082 LACERA members retired — a number lower than previous years.\* However, this doesn’t tell the full story.

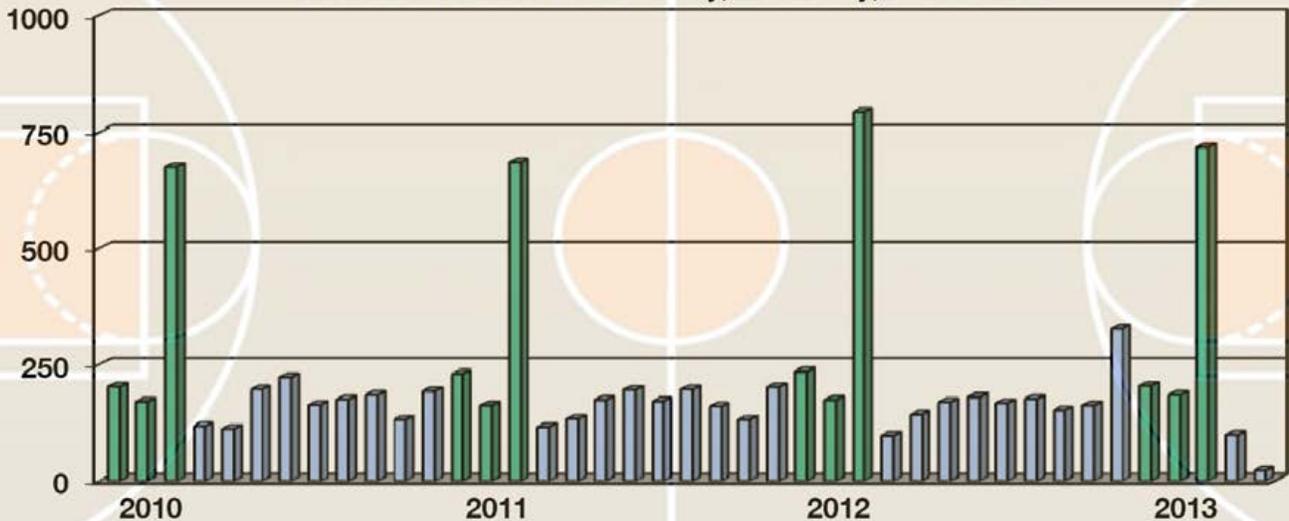
Because 2012 saw the passage of the PEPRA legislation, December had a much higher retirement rate than in past years, with 327 retirements.

When we include the December retirements in the 2013 March Madness statistics, the number of new retirements climbs to 1,402.

Check the graph below to see an updated year-to-year comparison of retirements, including the always-high March Madness months.

*\*Figures as of May 1, 2013.*

**LACERA’s March Madness Season**  
Green bars indicate January, February, and March



## COBRA Eligibility Reminder

Under the Consolidated Omnibus Budget Reconciliation Act (COBRA), dependents of LACERA retired members who no longer meet the eligibility requirements for LACERA-administered healthcare coverage may be eligible for continued benefits.

To be eligible, dependents must have experienced one of the following qualifying events while covered under a LACERA-administered medical plan:

- Divorce or legal separation of a spouse or eligible domestic partner from a retired

LACERA member

- Death of a LACERA retiree, leaving a surviving spouse or eligible domestic partner and dependents who are not eligible to receive monthly retirement benefits
- Dependent children who exceed the maximum age for the plan coverage

COBRA benefits may be continued for a maximum of 36 months. Dependents eligible for COBRA cannot be denied coverage based on their health status.

COBRA participants are responsible for paying their own premiums at the current COBRA rate, which includes a two percent administrative fee. Each year the COBRA rate is adjusted to reflect the actual cost of coverage.

Those eligible for COBRA benefits must notify LACERA within 60 days from the date of any qualifying event. For questions, call LACERA Retiree Healthcare at 800-786-6464 and press 1 or call 626-564- 6132. You may also email us at: [healthcare@lacera.com](mailto:healthcare@lacera.com).

# LACERA Staff and Board Members Attend Spring SACRS Conference

LACERA's board members, management, and staff attended the State Association of County Retirement Systems (SACRS) spring conference May 14-17 in Napa Valley. Representatives from LACERA and 19 other county retirement systems gathered to exchange ideas about investments in a digital world, risk monitoring, PEPRA, and many more relevant topics.

**LACERA employees and our Board of Retirement chair participated in the event in several capacities, including:**

- Jorja L. Frank, Senior Legal Counsel and a former Workers' Compensation judge, Robb Van Der Volgen, Jr., Chief Counsel, and Ricki Contreras, Disability Services Division

Manager, spoke at the "Disability Workshop Bias: Kevlar or Kryptonite?" workshop, which aimed to help participants eliminate biases when handling disability retirement applications.

- Jeannine Smart, Chief of Communications, spoke on effectively communicating key information to retirement association members, especially in situations such as the PEPRA legislation, when organizations must communicate big changes quickly and efficiently.
- Richard Bendall, Chief Audit Executive, participated in the Internal Auditors Round-table, which addressed post-PEPRA auditing and the value of

cloud computing.

- Yves Chery, Board of Retirement chair and the vice president of SACRS, moderated a general session on investment consequences in the global battle between government austerity and monetary profligacy.
- In addition, Mr. Chery served as the SACRS Program Chair and was reelected SACRS Vice President. Ms. Contreras served as the Disability Representative.

SACRS is an association of 20 California county retirement systems enacted under the County Employees Retirement Law of 1937.

## Survivor & Death Benefits Brochure Guides Survivors through the Benefit Process

*It's one of those things no one wants to think about, but it's good to be prepared.*

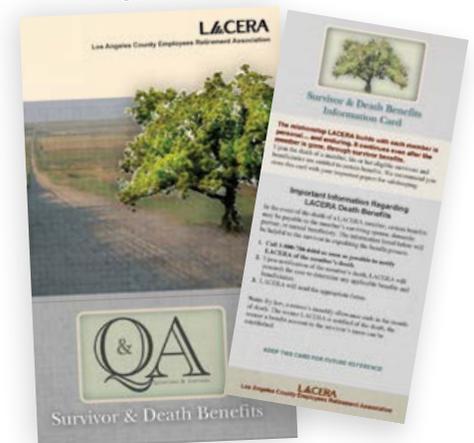
At LACERA, we understand that a survivor or beneficiary's loss is a difficult and emotional period. We're here to help survivors and beneficiaries with LACERA-related matters when the time comes.

To prepare survivors of LACERA members to navigate the benefit process, we offer our *Survivor & Death Benefits Q&A brochure and Survivor & Death Benefits Information Card*. You can access and print these materials at your convenience from the Brochures & Forms page on [lacera.com](http://lacera.com).

Every LACERA member is encouraged to **complete the Survivor & Death Benefit Information Card** and give it to his or her beneficiary for future reference. When the time comes

for the survivor or beneficiary to apply for benefits, the card will be a convenient resource.

Visit [lacera.com](http://lacera.com) to learn more: read about death benefits on the Post-Retirement Benefits page in the Benefits section; order a brochure and information card on the Brochures & Forms page.



# LACERA Employees Take Their DAUGHTERS AND SONS TO WORK

**O**n April 25, the children of LACERA's employees joined us to celebrate Take Your Daughters and Sons to Work Day. Twenty-eight great kids, ages 8 to 12, participated.

A full day of activities, based around this year's theme, "The Future Starts Now," started at breakfast with a welcome from LACERA's CEO, Gregg Rademacher. The kids were also introduced to several LACERA divisions and special guests throughout the day.

Among other activities, the children illustrated a take-

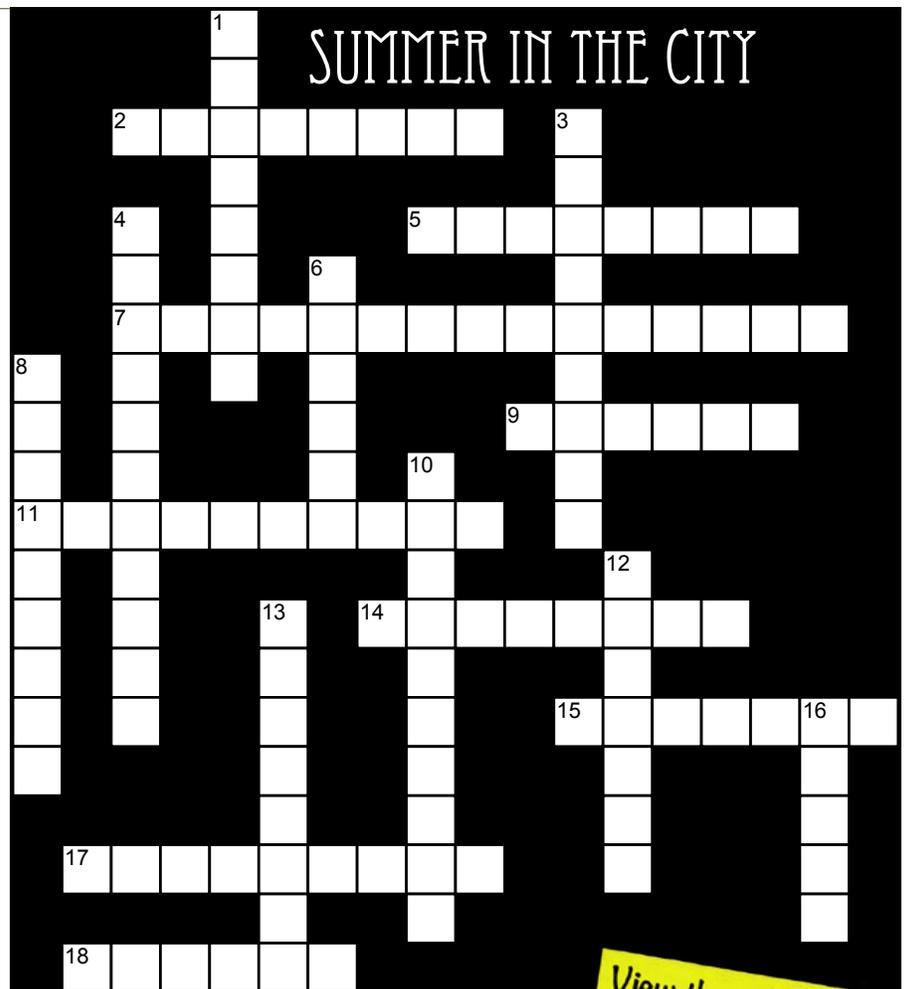
home booklet in LACERA's Communications Division, toured Procurement, learned about our technological equipment from Systems, played "Who's Smarter Than a Lawyer" with Disability Litigation and other educational games with Accounting and Claims Processing, and talked with a very special guest, planetary geophysicist Todd Ratcliff, of NASA's Jet Propulsion Laboratory. After lunch with their parents, the kids burned off some energy with a hip-hop dance class. We hope to see many more of the kids next year!

## ACROSS

2. The longest day of the year.
5. Number of colonies in 1776.
7. Heat beater (two words).
9. One of LACERA's new plans: \_\_\_\_\_ Plan C.
11. Celebrated on the third Sunday in June (two words).
14. Getaway.
15. One of LACERA's new plans: \_\_\_\_\_ Plan G.
17. Skin saver.
18. Officially begins June 21.

## DOWN

1. The easiest place to change your tax withholding (two words).
3. Late-summer weather event.
4. LACERA's new banking partner (two words).
6. LACERA has them for retirement and investments.
8. Founding father and president, Thomas.
10. SACRS spring conference location (two words).



12. Lyric-less song about surfing (two words).
13. Frozen treat on a stick.
16. Bring Your Daughters & Sons to Work Day month.



## LACERA CEO Shares Relationship Tips with Retiree Group

cont'd from pg. 5

they often have conflicting interests, as well. Generally speaking, retirees are most concerned about retirement and survivor benefits; active employees are focused on salary issues; employee groups advocate for active, represented employees;

strategic plan. Doing so, he said, highlights shared interests, promotes trust, and helps build healthy, collaborative relationships. To ensure our stakeholders have the information they need to understand how LACERA views

should also be present between the Board of Retirement and the staff of the retirement system. Currently, it's fairly easy to get a consensus on at least one topic; most parties identify rising costs as the most significant or among the top three issues facing the pension community.

### Focusing on Respect and Common Ground

Although our CEO stressed it's critical to recognize and respect the perspectives of the other parties, he pointed out that expecting full agreement and complete common ground with groups possessing different interests and different missions, is just not realistic. However, Mr. Rademacher concluded, it is not only possible, but prudent to respect the parties and their perspectives and to discover common ground. By employing these principles, he — and by extension, LACERA — have been able to create and sustain healthy, collaborative relationships with stakeholder groups. And that's good for all concerned!

*So who needs Dr. Phil, anyway?*



taxpayers want to know “what’s this costing me?” and the County is charged with fitting all the pieces together to create meaningful and sustainable retirement plans, while providing fair and competitive compensation and benefit programs to active employees.

LACERA is the pension guardian. Our mission is to produce, protect, and provide the promised benefits,

### Defining the Mission

Our CEO emphasized the importance of educating Plan stakeholders about LACERA’s

itself, our vision for the future, and our strategy for achieving it, LACERA’s vision and mission statements appear on key documents and are posted on [lacera.com](http://lacera.com) (in the About Us section) and in hallways throughout LACERA headquarters.

### Aligning the Issues

Another key to developing a solid relationship, Mr. Rademacher explained, is making sure “key” players are on the same page when it comes to identifying the most important pension benefit issue(s). Such alignment, he went on to say,

## Connect With Us.

Email-

[welcome@lacera.com](mailto:welcome@lacera.com)

Call-

**800-786-6464**

Visit-

**300 N. Lake Ave,  
Pasadena, CA  
91101**



**LACERA**  
**PO BOX 7060**  
**PASADENA, CA 91109-7060**

PRST STD  
 U.S. Postage  
**PAID**  
 Industry, CA  
 Permit #4278

## LACERA Has a New Banking Partner

LACERA will partner with a new bank, State Street, in July. So what does this mean for you? Well, you'll see the bank's name on your checks and direct deposits. But other than that, you won't notice a difference: how and when you receive your checks will remain the same.

So while we have a new banking partner, your benefits will remain exactly the same. **See the Retiree Payday Calendar below:**

**\$ PAYDAY CALENDAR**  
 Your monthly retirement allowance check is payable the last business day of the month.

<b>June 2013</b>	<b>July 2013*</b>	<b>August 2013</b>
<b>M: June 28</b>	<b>M: July 30</b>	<b>M: August 30</b>
<b>DD: June 28</b>	<b>DD: July 31</b>	<b>DD: August 30</b>

**M** = Mailing Date    **DD** = Direct Deposit Date  
*\*July only: allowance payments may arrive one day early.*

## Public Service Announcement

### Become a Foster and/or Adoptive Parent

The Los Angeles County Department of Children & Family Services is seeking caring individuals to become foster or adoptive parents to children who cannot live safely with their own families due to abuse, neglect, or abandonment. If you have room in your heart for a deserving child, call 888-811-1121 or visit [shareyourheartLA.org](http://shareyourheartLA.org).



**Editor's Note:** *Spotlight on Retirement* is created by the staff of LACERA. Signed articles represent the opinion of the writers and not necessarily the opinion of LACERA Management, Board of Retirement, or Board of Investments. Consult with professional advisors regarding legal, tax, and/or medical matters; LACERA does not offer legal, tax, or medical advice.

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