

MINUTES OF THE MEETING OF THE
DISABILITY PROCEDURES AND SERVICES COMMITTEE
and
Board of Retirement**

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION
GATEWAY PLAZA - 300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

Wednesday, February 3, 2016, 11:19 A.M. – 12:17 P.M.

COMMITTEE MEMBERS

PRESENT: Vivian H. Gray, Chair
William de la Garza, Vice Chair
Yves Chery
Les Robbins
David Muir, Alternate

ABSENT: None

ALSO ATTENDING:

BOARD MEMBERS AT LARGE

Ronald A. Okum
Anthony Bravo
Shawn R. Kehoe
Alan Bernstein
Vito M. Campese, M.D.

STAFF, ADVISORS, PARTICIPANTS

Gregg Rademacher
JJ Popowich
Steven Rice
Vincent Lim
Eugenia Der
Allison E. Barrett
Frank Boyd
Sandra Cortez
Angie Guererro
Maria Muro
Maisha Coulter

Ricki Contreras
Vickie Neely
Kerri Wilson
Anna Kwan
James Pu
Debbie Semnanian
Mario Garrido
Debra Martin
Marco Legaspi
Marilu Bretado
Karla Sarni

Darren Huey
Shamila Freeman
Hernan Barrientos
Ricardo Salinas
Ruby Minjares
Nichelle Porter
Danny Hang

ATTORNEYS
Thomas J. Wicke
Michael Treger

GUEST SPEAKER
Indira (Didi) Richards

The meeting was called to order by Chair Gray at 11:19 a.m.

I. APPROVAL OF THE MINUTES

A. Approval of minutes of the regular meeting of January 6, 2016

Mr. de la Garza made a motion, Ms. Gray seconded, to approve the minutes of the regular meeting of January 6, 2016. The motion passed unanimously.

II. PUBLIC COMMENT

III. ACTION ITEMS

IV. FOR INFORMATION

A. Presentation by Ricki Contreras, Division Manager and Frank Boyd, Senior Staff Counsel – Accommodations as it relates to Disability Retirement.

Ms. Contreras and Mr. Boyd prepared a presentation. Ms. Contreras invited Ms. Richards, Chief Program Specialist – Risk Management for County of Los Angeles, to discuss any return to work issues or benefit issues.

Mr. Boyd outlined what the law is as it relates to accommodations in Disability Retirement. Mr. Boyd also stated that once an employee retires, they are no longer in the system and there will be no interactive process for employee to return to work.

Ms. Richards discussed and explained the interactive process in detail along with a flow chart and she also stated that regular trainings are done with return to work coordinators.

Several of the Committee Members asked Ms. Richards questions regarding how her department audits itself with respect to the responses from the individual employers who say that they will accommodate employees returning to work, the structure of interactive process and how Ms. Richards' department gets involved,

and what process is in place to measure department's ability to adhere to the process and if there is a way to institutionalize it.

Ms. Richards responded to Committee Members questions and stated that her department will check if employers are truly accommodating the employee and following proper procedures throughout the return to work process. Ms. Richards stated that her department establishes the procedures that employers need to follow and although they do not have a return to work system, they do manage the top five high risk departments.

Ms. Gray asked if flow chart can be emailed in full page. Ms. Richards stated that she will email the link that includes hyperlink to each part of the flow chart.

Ms. Contreras briefly described LACERA role and continued with presentation by highlighting Disability Retirement process, which includes to Review Application, Obtain Records, Conduct Interview, Examination by Panel Physician, and finally, Submission to the Board. Ms. Contreras also explained Active and Inactive Accommodation Form. Ms. Contreras spoke about documenting accommodation and about permanent accommodation.

Mr. Muir directed question to Ms. Richards asking if the offer to accommodate is in writing and if it is signed by employee. Ms. Richards responded yes to both questions.

Mr. de la Garza asked Ms. Richards if she knew if any departments budgeted for accommodations. Ms. Richards stated that employees are usually placed in open positions rather than create a position for them. Mr. Boyd stated that the employer can also state that they cannot accommodate an employee if it becomes a financial hardship on the employer.

Ms. Contreras concluded the presentation.

Mr. Chery commended Ms. Contreras and Ms. Richards for providing all the information regarding accommodation.

B. Discussion on the content of the Disability Retirement Evaluation Report as requested by David Muir.

Mr. Muir stated that we have a great Manager and great Investigators that have earned the trust of the Committee and with that in mind, Mr. Muir pointed out that what he found was most helpful for him was the Doctor's report. Mr. Muir asked if there is a way to put the information in to a format that will make it easier for everyone involved to review, however, Ms. Gray stated that staff already presents the foundation and would like to keep it as is. Mr. Muir also asked if there can be more detailed bookmarks on the iPad and Ms. Gray asked Mr. Pu and Ms. Contreras to obtain feedback from the Board and find out what may or may not work.

Mr. Pu stated that they want to be measured in the tabs and bookmarking of the Evaluation Report and that they do not want to "over do it" or "under do it" when it came to the indexing but also stated that Mr. Muir's idea was good and that they will look into it and will obtain feedback from the Board to make sure that they have what they need.

Ms. Gray asked Ms. Contreras and Mr. Boyd if anything further to discuss. Ms. Contreras and Mr. Boyd did not have anything further.

V. GOOD OF THE ORDER

Mr. Chery wished everyone a Happy Valentine's Day.

VI. ADJOURNMENT

With no further business to come before the Disability Procedures and Services Committee, the meeting was adjourned at 12:17 p.m.

**The Board of Retirement has adopted a policy permitting any member of the Board to attend a standing committee meeting open to the public. In the event five (5) or more members of the Board of Retirement (including members appointed to the Committee) are in attendance, the meeting shall constitute a joint meeting of the Committee and the Board of Retirement. Members of the Board of Retirement who are not members of the Committee may attend and participate in a meeting of a Board Committee but may not vote on any matter discussed at the meeting. The only action the Committee may take at the meeting is approval of a recommendation to take further action at a subsequent meeting of the Board.