

# AGENDA

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

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

9:00 A.M., THURSDAY, JULY 11, 2019

*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. APPROVAL OF MINUTES
  - A. Approval of the Minutes of the Regular Meeting of June 13, 2019
- IV. OTHER COMMUNICATIONS
  - A. For Information
    - 1. May 2019 All Stars
    - 2. Presentation for Trustee Joseph Kelly
    - 3. Chief Counsel's Report  
(Memo dated June 24, 2019)
- V. PUBLIC COMMENT
- VI. CONSENT ITEMS
- VII. REPORTS
  - A. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer, regarding the Monthly Status Report on Legislation.  
(Memo dated July 2, 2019)

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VII. REPORTS (Continued)

- B. For Information Only as submitted by Fern M. Billings, Senior Staff Counsel, regarding the Report of Pensionable Compensation and Compensation Earnable Items. (Memo dated July 2, 2019)
- C. For Information Only as submitted by Steven P. Rice, Chief Counsel, regarding the June 2019 Fiduciary Counsel Contact and Billing Report. (Memo dated July 1, 2019) (Privileged and Confidential Attorney-Client Communication/Attorney Work Product)

VIII. ITEMS FOR STAFF REVIEW

- IX. GOOD OF THE ORDER  
(For information purposes only)
- X. ADJOURNMENT

***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 Members at LACERA's offices at 300 N. Lake Avenue, Suite 820, Pasadena, CA 91101, during normal business hours of 9:00 a.m. to 5:00 p.m. Monday through Friday.***

***Persons requiring an alternative format of this agenda pursuant to Section 202 of the Americans with Disabilities Act of 1990 may request one by calling the Board Offices at (626) 564-6000, Ext. 4401/4402 from 8:30 a.m. to 5:00 p.m. Monday through Friday, but no later than 48 hours prior to the time the meeting is to commence. Assistive Listening Devices are available upon request. American Sign Language (ASL) Interpreters are available with at least three (3) business days notice before the meeting date.***

MINUTES OF THE REGULAR MEETING OF THE BOARD OF RETIREMENT

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

9:00 A.M., THURSDAY, JUNE 13, 2019

PRESENT: Alan Bernstein, Chair  
Gina Zapanta-Murphy, Secretary  
Shawn R. Kehoe  
Joseph Kelly  
Ronald Okum  
William Pryor (Alternate Safety)  
Herman Santos  
Thomas Walsh

ABSENT: Vivian H. Gray  
JP Harris (Alternate Retired)  
Les Robbins, Vice Chair

STAFF ADVISORS AND PARTICIPANTS

John Popowich, Assistant Executive Officer  
Steven P. Rice, Chief Counsel  
Barry Lew, Legislative Affairs Officer  
James Beasley, Supervising Administrative Assistant II  
Fern M. Billingsy, Senior Staff Counsel

STAFF ADVISORS AND PARTICIPANTS

John Nogales, Human Resources Director

Annette Cleary, Human Resources Assistant Director

Kimberly Hines, Administrative Services Division Manager

Holly Henderson, Administrative Services Analyst III

Bernie Buenaflor, Benefits Division Manager

Johanna Fontenot, Senior Staff Counsel

Michael Herrera, Senior Staff Counsel

Elaine Salon, Staff Counsel

Thomas Sosa, Member

Stephen Silver, Member Attorney

Charles Cummins, Member

Leland McElhaney, Member Attorney

Harvey Leiderman, Fiduciary Counsel, Reed Smith LLP

Don Wellington, Reed Smith LLP

I. CALL TO ORDER

The meeting was called to order by Mr. Bernstein at 9:01 a.m., in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Mrs. Zapanta-Murphy led the Board Members and staff in reciting the Pledge of Allegiance.

### III. OTHER COMMUNICATIONS

#### A. For Information

##### 1. April 2019 All Stars

Mr. Popowich announced the eight winners for the month of April: Edwin Tom., Jacqueline Boute, Soledad Cortez, Giselle Jaimes, Sandy Pang, Diana Luong, John Kim, and Srbui Vartanian for the Employee Recognition Program. Claro Lanting, Rachel Sacramento, Vanessa Ventura, and Jay Fullwood were the winners of LACERA's RideShare Program.

##### 1. Chief Counsel's Report (Memo dated June 3, 2019)

Mr. Rice provided a brief overview of his Chief Counsel's Report as well as an update on what transpired at the previous Board of Investments meeting. (Board of Investments minutes are available to view on LACERA's Website [www.lacera.com](http://www.lacera.com).)

### III. PUBLIC COMMENT (This Item was held out of order, after Item VII.C.)

LACERA members, Thomas Sosa and Charles Cummins, addressed the Board regarding their case agendized under Item XI.A.

### IV. CONSENT ITEMS

Mr. Kehoe made a motion, Mr. Pryor seconded, to approve Items A-E. The motion passed unanimously by all members present.

#### A. Recommendation that the Board approve attendance of Board members at the NACD Future Trends on June 19, 2019 in Chicago, Illinois and approve reimbursement of all travel costs incurred in accordance with LACERA's Education and Travel Policy. (Memo dated June 5, 2019) (Placed on the agenda at the request of Mr. Bernstein)

V. CONSENT ITEMS (Continued)

- B. Recommendation that the Board approve attendance of Board members at the Cybersecurity Summit on August 13-14, 2019 in New York City, New York and approve reimbursement of all travel costs incurred in accordance with LACERA's Education and Travel Policy. (Memo dated May 22, 2019)  
(Placed on the agenda at the request of Mr. Bernstein)
  
- C. Recommendation that the Board approve attendance of Board members at the IAFCI Annual Training Conference & Exhibitor Show on August 26-30, 2019 in Raleigh, North Carolina and approve reimbursement of all travel costs incurred in accordance with LACERA's Education and Travel Policy.  
(Memo dated May 22, 2019)  
(Placed on the agenda at the request of Mr. Kehoe)
  
- D. Recommendation that the Board approve attendance of Board members at the NACD Global Board Leaders' Summit on September 21-24, 2019 in Washington, D.C. and approve reimbursement of all travel costs incurred in accordance with LACERA's Education and Travel Policy.  
(Memo dated May 24, 2019)  
(Placed on the agenda at the request of Mr. Bernstein)
  
- E. Recommendation as submitted by Fern M. Billings, Senior Staff Counsel: That the Board 1) Adopt Resolutions, No. 2019-BR004, No. 2019-BR005, and No. 2019-BR006, specifying pay items as "compensation earnable" and "pensionable compensation;" and 2) Instruct staff to coordinate with the County of Los Angeles to establish necessary reporting mechanism and procedures to permit LACERA to include the qualifying items in the calculation of final compensation. (Memo dated May 30, 2019)

VI. EXCLUDED CONSENT ITEMS

There were no Items to discuss under this section.

VII. NON-CONSENT ITEMS

- A. Recommendation as submitted by James Beasley, Supervising Administrative Assistant II: That the Board approve purchase of Employment Practices Liability and the Difference-in-Condition (Earthquake/Flood) insurance coverage, effective June 30, 2019 with the following insurance carriers: Markel American Insurance Co. and Empire Indemnity/Hiscox.  
(Memo dated May 30, 2019)

VII. NON-CONSENT ITEMS (Continued)

Mr. Beasley was present to answer questions from the Board.

Mr. Kehoe made a motion, Mr. Pryor seconded, to approve the recommendation. The motion passed unanimously by all members present.

- B. Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Board adopt the final proposed LACERA Fiscal Year 2019-2020 Administrative, Retiree Healthcare Benefits, and Other Post-Employment Benefits Trust Budgets. (Memo dated June 3, 2019)

Mr. Rice, Mr. Popowich, Ms. Hines, and Ms. Henderson provided a brief presentation to the Board and answered questions from the Board.

Mr. Kehoe made a motion, Mr. Okum seconded, to approve the recommendation. The motion passed with Messrs. Kelly and Bernstein voting no.

- C. Recommendation as submitted by John Nogales, Human Resources Director: That the Board 1) Approve additional compensation for Chief Counsel, LACERA Steven P. Rice for assuming the duties and responsibilities for the Chief Executive Officer, LACERA, in addition to Mr. Rice's duties as Chief Counsel, LACERA; and 2) Approve reimburse in the amount of \$1,191.20 for airfare expenses incurred by for Mr. Rice and his wife, for Mr. Rice to be present at the June 13, 2019 Board of Retirement Meeting. (Memo dated June 4, 2019)

(Mr. Rice recused himself during this Item)

Mr. Nogales and Ms. Cleary were present and answered questions from the Board.

Mr. Pryor made a motion, Mr. Bernstein seconded, to approve C.1. The motion passed unanimously (roll call) with Messrs. Okum, Kehoe, Pryor, Kelly, Santos, Walsh Bernstein and Mrs. Zapanta-Murphy voting yes.

VII. NON-CONSENT ITEMS (Continued)

Mr. Bernstein made a motion, Mr. Kehoe seconded, to approve C.2. The motion passed (roll call) with Messrs. Okum, Kehoe, Pryor, Santos, Walsh, Bernstein and Mrs. Zapanta-Murphy voting yes and Mr. Kelly voting no.

VIII. REPORTS

The following Items were received and filed.

- A. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer, regarding the Engagement on Windfall Elimination Provision and Government Pension Offset. (Memo dated June 2, 2019)
- B. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer, regarding the Monthly Status Report on Legislation. (Memo dated June 3, 2019)
- C. For Information Only as submitted by Steven P. Rice, Chief Counsel, regarding the County Board of Supervisors Action on Abortion as Healthcare. (Memo dated June 3, 2019)
- D. For Information Only as submitted by Steven P. Rice, Chief Counsel, regarding the May 2019 Fiduciary Counsel Contact and Billing Report. (Memo dated May 31, 2019) (Privileged and Confidential Attorney-Client Communication/Attorney Work Product)

IX. ITEMS FOR STAFF REVIEW

The Board requested that the topic of business continuity and disaster recovery be presented at a future Operations Oversight Committee meeting. Lastly, the Board requested that staff bring back to both Boards the items that were approved by the Los Angeles County Board of Supervisors at a lower salary range. Staff is also directed to not fill any of those items until approved by the Boards.



X. GOOD OF THE ORDER  
(For information purposes only)

Mrs. Zapanta-Murphy requested that the meeting be adjourned in memory of Janice Cordova. Lastly, Mr. Kehoe requested that the meeting also be adjourned in memory of Deputy Joseph Solano. The meeting was adjourned in their honor.

XI. EXECUTIVE SESSION

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. Internal Revenue Service and One Other Unnamed Party regarding Reporting and Withholding on Annuity Payments
2. Administrative Appeal of Charles B. Cummins
3. Administrative Appeal of Thomas R. Sosa, Jr.
4. One Additional Matter

The Board met in Executive Session with counsel pursuant to Paragraph (2) of Subdivision (d) of California Government Code Section 54956.9. In the matter of Item A.1., the Board unanimously by all members present voted, on a motion made by Mr. Santos, seconded by Mr. Okum, to authorize settlement with the IRS and retain the law firm Nossaman LLP. In the matter of Item A. 2., the Board unanimously by all members present voted, on a motion made by Mr. Kehoe, seconded by Mr. Pryor, to approve the administrative appeal by granting the applicant status as a deferred reciprocal member, with rights and benefits attendants thereto, and to direct staff to immediately make all necessary adjustments to his member account. In the matter of Item A. 3., the Board unanimously by all members present voted, on a motion made by Mr. Santos, seconded by Mr. Bernstein, to deny Mr. Sosa's request to reinstate the 1996 purchase contract but allow

XI. EXECUTIVE SESSION (Continued)

him to purchase the 28 months of service credit at the cost available in 2006, upon confirmation of withdrawal of funds from CalPERS. In regards to Item A.4., there was nothing to report.

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

1. Sandra J. Claggett v. LACERA  
Los Angeles Superior Court  
Case No. BS172904  
(For Information Only)

(This Item was held out of order, after XI. A. 3.)

The Board met in Executive Session with counsel pursuant to Paragraph (1) of Subdivision (d) of California Government Code Section 54956.9. There was nothing to report.

C. Consider the Appointment, Employment, Evaluation of Performance, Discipline, or Dismissal of a Public Employee  
(Pursuant to Paragraph (1) of Subdivision (b) of California Government Code Section 54957)

Title: Chief Executive Officer

At the Joint meeting of the Board of Retirement and Board of Investments on May 31, 2019 on Agenda Item VII. A. Executive Session to Consider the Appointment, Employment, Evaluation of Performance, Discipline, or Dismissal of a Public Employee (Pursuant to Paragraph (1) of Subdivision (b) of California Government Code Section 54957) Title: Chief Executive Officer, Mr. Kehoe made a motion, seconded by Mr.

XI. EXECUTIVE SESSION (Continued)

Bernstein, (the motion and second were for both Boards) the Boards voted to terminate the LACERA Chief Executive Officer effective at a future date. The termination became effective on June 7, 2019. Today is the first meeting of the Board of Retirement following the effective date of termination. The votes of the May 31, 2019 of the Joint Board of Retirement and Board of Investments meeting were as follows: For the Board of Investments, the vote was 6-0, with members Kelly, Santos, Okum, Bernstein, Kehoe and Muir vote in favor, there were no votes against it and no abstentions. Members Moore, Green and Sanchez were absent. For the Board of Retirement, with vote was 8-1, with members Kelly, Gray, Santos, Okum, Bernstein, Kehoe, Robbins and Zapanta-Murphy voted in favor and member Walsh voted against, there were no abstentions or absences.

XII. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:27 p.m.

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GINA ZAPANTA-MURPHY, SECRETARY

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ALAN BERNSTEIN, CHAIR



June 24, 2019

TO: Each Member  
Board of Retirement  
Board of Investments

FROM: Steven P. Rice *SPR*  
Chief Counsel

SUBJECT: **CHIEF COUNSEL'S REPORT**

I am pleased to present the Chief Counsel's Report that highlights a few of the operational activities that have taken place during the past month, key business metrics to monitor how well we are meeting our performance objectives, and an educational calendar.

**Two Important Member Service Projects Soon Underway**

**Pre-1990 Clean Up Project**

The recent approval of the 2019-2020 FY Budget has greenlighted our Pre-1990 Data Clean-Up Project shared with the Board of Retirement at the January Board Offsite. This project will involve an intensive effort to pre-tag imaged microfiche payroll records to member's accounts. When completed, the project will result in considerable time savings when processing member requests that involve any service prior to 1990 (including, but not limited to, previous service purchase, an Open Window Plan Transfer, or a retirement benefit estimate, as examples).

Beginning July 1<sup>st</sup>, a team headed up by Vanessa Gonzalez and Stephanie Kawai, will begin interviewing and selecting up to 15 temporary staff members to work on this project. Once these temporary staff members have passed their background checks and are hired, the team will be trained by our Quality Assurance Division to accurately locate and tag the member records. We will be housing these temporary staff in our second Training Lab for the duration of this project, which will take approximately a year to compete.

**New Core Benefits Training Class**

We are already in the recruitment and selection stage for our next class of Retirement Benefit Specialists. The class of approximately 14-16 candidates is scheduled to begin in September 2019. Graduates from this class will be assigned to the Member Services, Benefits, and Retiree Healthcare Services Divisions to fill vacant and recently approved positions. As previously mentioned to the Boards, this class is a milestone class for LACERA as it is the first time the

CORE Benefits training program will have two classes overlapping. The current class is scheduled to graduate in December 2019 (creating a four-month overlap). The addition of a Staff Assistant to the Quality Assurance team in the 2019-2020 FY will allow us to have these overlapping classes. Looking forward, we may start another overlapping class in the third or fourth quarter of 2019-2020 FY.

### **Upcoming Key Retirements**

***Chief Financial Officer:*** Beulah Auten, Chief Financial Officer has provided a formal notification of her intent to retire by October 2019. Recruitment of her replacement will be initiated and updates will be provided to the Boards regularly.

***Director of Human Resources:*** The search for a replacement for John Nogales, our retiring Director of Human Resources, is underway. Following an RFP process, EFL Associates was selected as the executive search firm to complete this recruitment. The search committee held their first meeting to begin to define the desirables we are looking for in a candidate as well as begin development of the project plan. Our goal is to find a solid candidate with ten or more years of experience leading a Human Relations team. The search will be focused on recruitment of highly qualified diversified candidates, engagement and development of internal staff members, and someone who can help grow the culture of LACERA.

### **Budget**

The Executive team has begun discussions to develop a new Strategic Planning and Budgeting process for consideration by the Joint Organizational Governance Committee. Our focus is on recommending a plan that will deliver on two main pillars: 1) sound fiduciary management of budget resources that recognizes LACERA's duty under the California Constitution to "defray[ ] reasonable expenses of administering the system," and 2) continued focus on business needs in member service and investments, and throughout the organization.

### **Management Team Engagement**

We are continuing our focus on management engagement through frequent Management Action Committee meetings. The MAC team consists of all division managers and CEO direct reports. These monthly meetings, re-instituted earlier this year, occur at least twice a month. The first meeting is the MAC team Board Meeting Debriefing. The MAC team reviews the most current Board meeting action items, clarifying our response plan and assigning responsible parties. We also review the status of any open items that have not been resolved. The second MAC meeting occurs later in the month to discuss progress on our Strategic Plan goals and operational issues.

For example, in recent MAC meetings we have rolled out new processes for recruiting and selecting high-level staff members, upcoming deadlines for completion of performance evaluations, and discussions about the Credit Card and Procurement policies.

### **Staff Engagement**

We are increasing the number of all staff meetings to allow a forum for exchange of questions and information regarding LACERA news, operations, and plans.

### **Strategic Plan Updates**

Beginning with this month's report we have moved the updates provided regarding the Strategic Plan and other workgroup initiatives to the LACERA Operations Briefing Report submitted to the Operations Oversight Committee.

SR: jp  
CC report July 2019.doc  
Attachments

# Striving for Excellence in Service



**Outreach Attendance**  
**4,407**

37,591 Year-to-Date



**Outreach Events**  
**49**

404 Year-to-Date



**Outreach Satisfaction**  
**95.2%**

0.3% Change Since Last Mo



**Member Service Center**  
**77.3%**

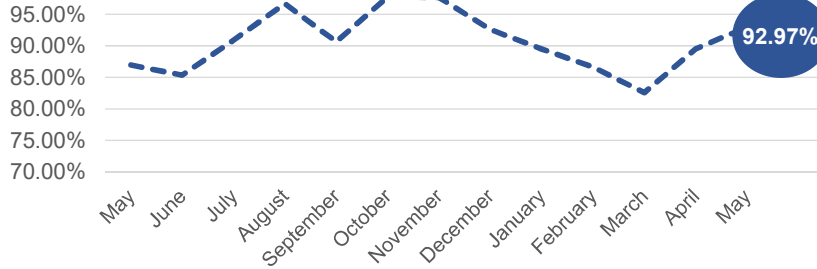
-2% Change Since Last Mo



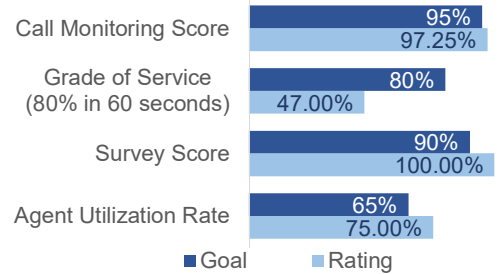
**Member Services Calls**  
**11,334**

12,727 3 Mo. Avg.

## Key Performance Indicator (Overall Performance)



## Key Performance Indicator (Components)



Member Services



■ Calls Answered ■ Calls Abandoned

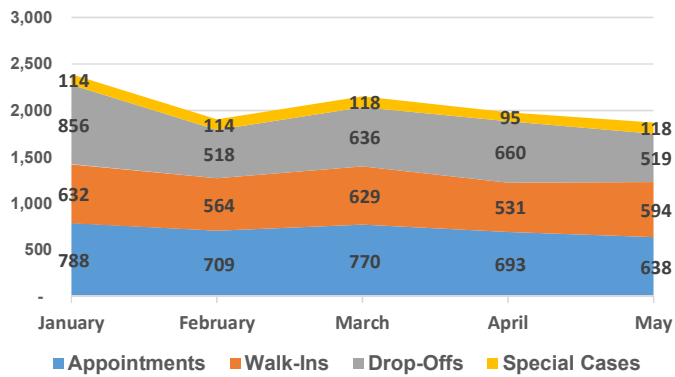
## Top Calls

1. Workshop Info./Appointments: Inquiry
2. Benefit Payments: Gen. Inquiry/Payday Info
3. Death Benefit Explanations

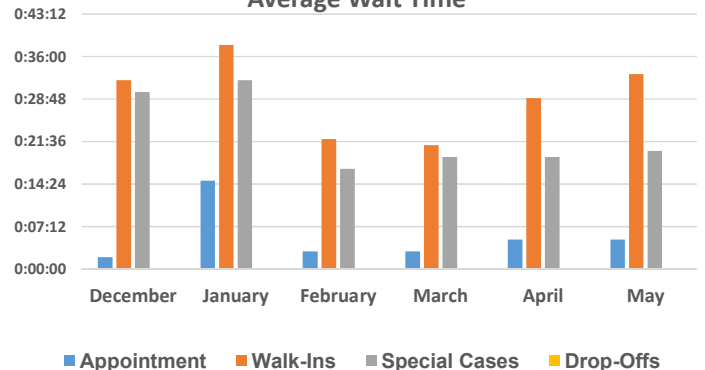


**Emails** **398**  
5:45 hours  
Avg. Response Time (ART)  
**Secure Messages** **154**

## Member Service Center Visits



## Member Service Center Average Wait Time

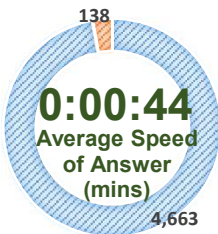


\*Drop Off Wait Time: No Waiting



**Total RHC Calls: 4,801**

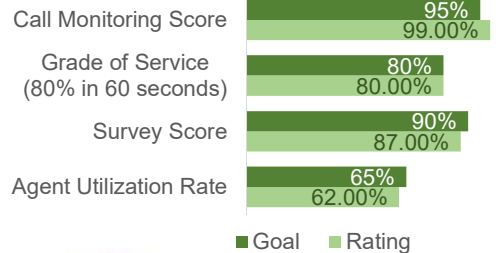
Retiree Healthcare



■ Calls Answered ■ Calls Abandoned

## Top Calls

1. Med. Benefits - General Inquiries (RHC)
2. Medical-New Enrollment/Change/Cancel
3. General Inquiries (RHC)



**Emails** **250**  
0 Day  
Avg. Response Time  
**Secure Messages** **n/a**

## Striving for Excellence in Service (Continued)

### Applications

**532**

On Hand

48 Received  
 473 Year-to-Date  
 0 Re-opened  
 0 Year-to-Date  
 40 To Board - Initial  
 493 Year-to-Date  
 11 Closed  
 40 Year-to-Date  
 518 In Process  
 518 Year-to-Date

### Appeals

**99**

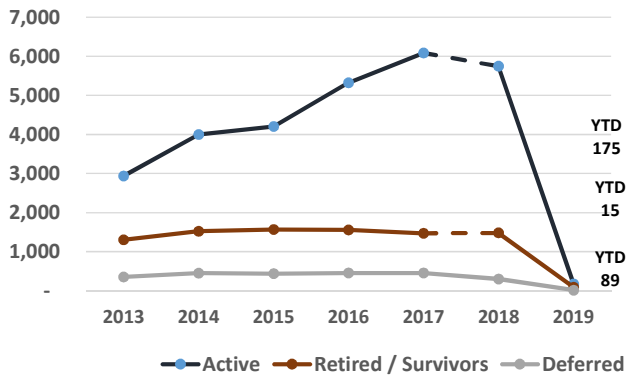
On Hand

0 Received  
 25 Year-to-Date  
 5 Admin Closed/Rule 32  
 22 Year-to-Date  
 0 Referee Recommended  
 9 Year-to-Date  
 0 Revised/Reconsidered for Granting  
 4 Year-to-Date  
 96 In Process  
 95 Year-to-Date

Disability

### My LACERA Registrations

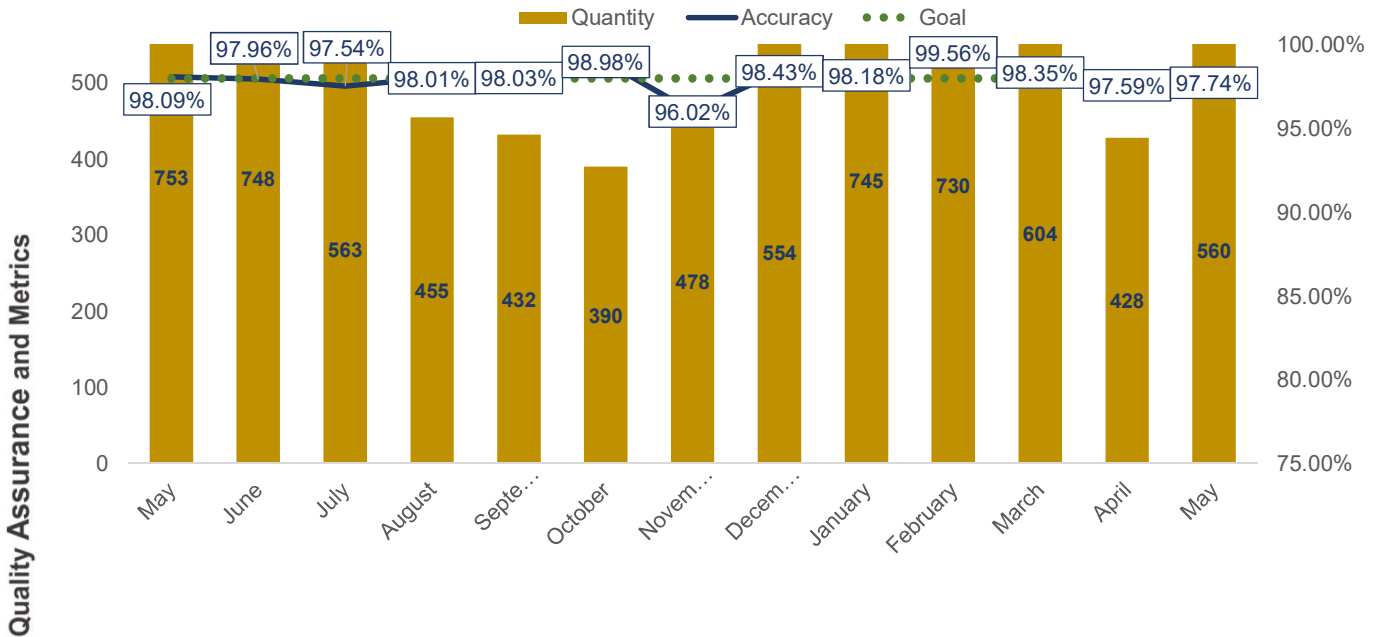
My LACERA



MORE COMING SOON!

## Striving for Excellence in Quality

### Audits of Retirement Elections, Payment Contracts, and Data Entry



**May 2019**



**97.74%**

#### Retirement Elections

**560** Samples  
**98.74%** Accuracy

#### Payment Contracts

**143** Samples  
**96.60%** Accuracy

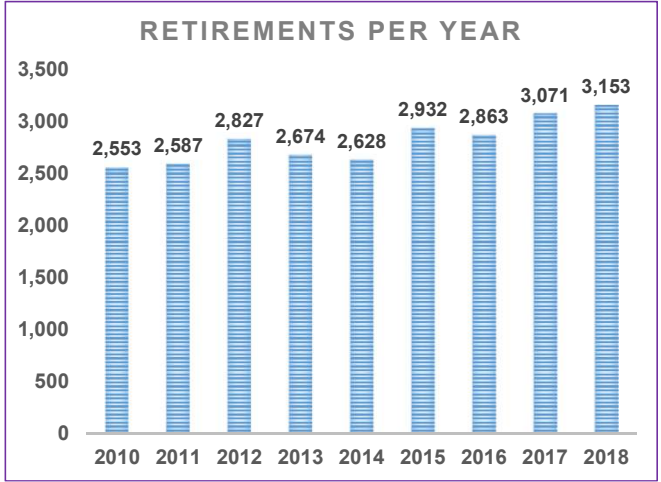
#### Data Entry

**90** Samples  
**97.89%** Accuracy



## Member Snapshot

		Members as of 06/14/19				
		Plan	Active	Retired	Survivors	Total
General	Plan A		106	16,855	4,464	21,425
	Plan B		34	681	69	784
	Plan C		42	430	66	538
	Plan D		41,831	15,524	1,422	58,777
	Plan E		17,435	13,023	1,173	31,631
	Plan G		26,747	27	2	26,776
	<b>Total General</b>			<b>86,195</b>	<b>46,540</b>	<b>7,196</b>
Safety	Plan A		5	5,285	1,585	6,875
	Plan B		9,741	5,856	287	15,884
	Plan C		3,005	8	0	3,013
	<b>Total Safety</b>			<b>12,751</b>	<b>11,149</b>	<b>1,872</b>
<b>TOTAL MEMBERS</b>			<b>98,946</b>	<b>57,689</b>	<b>9,068</b>	<b>165,703</b>
<b>% by Category</b>			<b>60%</b>	<b>35%</b>	<b>5%</b>	<b>100%</b>

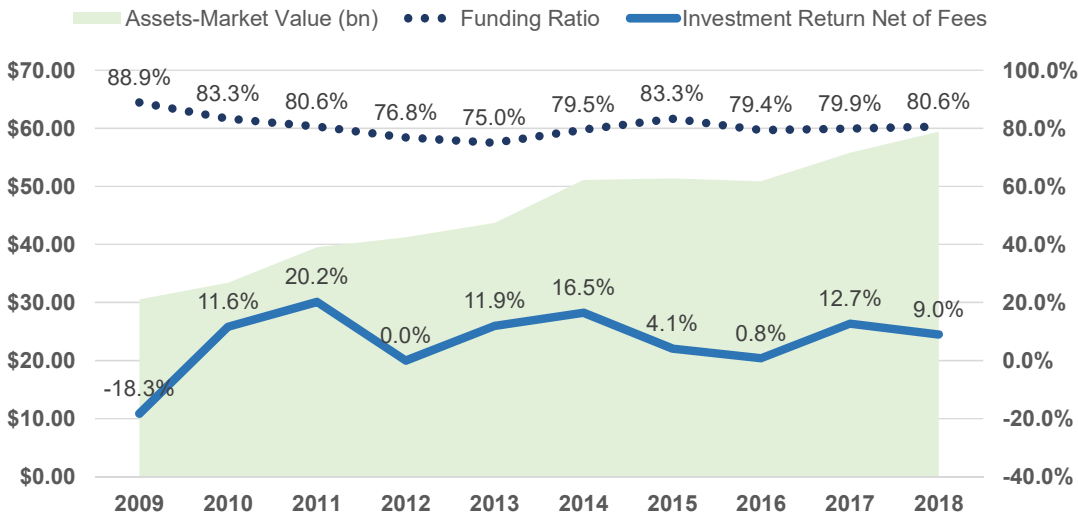


### Average Monthly Benefit Allowance

	General	Safety	Total	%
\$0 to \$3,999	29,763	2,041	31,804	55.45%
\$4,000 to \$7,999	12,245	3,568	15,813	27.57%
\$8,000 to \$11,999	3,088	3,933	7,021	12.24%
\$12,000 to \$15,999	840	1,213	2,053	3.58%
\$16,000 to \$19,999	242	232	474	0.83%
\$20,000 to \$23,999	71	71	142	0.25%
\$24,000 to \$27,999	25	12	37	0.06%
> \$28,000	7	2	9	0.02%
<b>Totals</b>	<b>46,281</b>	<b>11,072</b>	<b>57,353</b>	<b>100%</b>

Healthcare Program (YTD)		Healthcare Enrollments (Monthly)	
	Employer	Member	
Medical	\$469.5m	\$39.2m	Medical 50,855
Dental	\$40.1m	\$4.1m	Dental 52,167
Part B	\$58.7m	xxxx	Part B 35,443
<b>Total</b>	<b>\$568.3m</b>	<b>\$43.3m</b>	<b>Total 139,106</b>

## Key Financial Metrics



### Funding Metrics (as of 6/30/18)

Employer NC	9.92%
UAAL	10.99%
Assumed Rate	7.25%
Star Reserve	\$614m
Total Assets	\$56.3b

### Contributions (as of 6/30/18)

	Employer	Member
Annual Add	\$1,524.8m	\$591.3m
% of Payroll	20.91%	6.88%

### TOTAL FUND RETURN (Net of Fees)

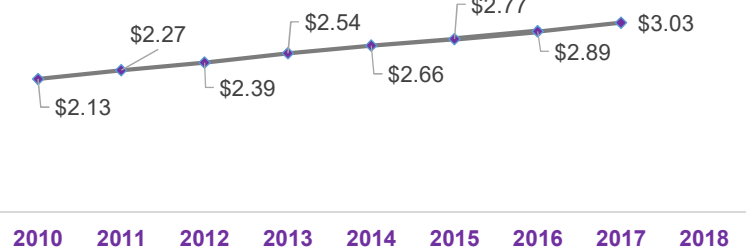
5 YR: 8.5%    10 YR: 6.3%

### Retired Members Payroll

Monthly Payroll	\$299m
Payroll YTD	3.1b
New Retired Payees Added	242
Seamless %	97.93%
New Seamless Payees Added	4,035
Seamless YTD	98.61%
By Check %	4.00%
By Direct Deposit %	96.00%

Billions

### Retiree Payroll by Year



Date	Conference
<b>August, 2019</b>	
13-14	Cybersecurity Summit New York, NY
26-29	CALAPRS (California Association of Public Retirement Systems) Principles of Pension Management for Trustees Pepperdine University
26-30	IAFCI Annual Training Conference & Exhibitor Show Raleigh, NC
<b>September, 2019</b>	
2-3	African Pension and Sovereign Wealth Fund Leaders' Summit and AI CEO Infrastructure Project Developers Summit Cape Town, South Africa
10-12	United Nations Principals of Responsible Investing (UNPRI) PRI in Person 2019 Paris, France
16-18	Council of Institutional Investors (CII) Fall Conference Minneapolis, MN
20	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Hilton Oakland Airport
21-24	National Association of Corporate Directors (NACD) Global Board Leaders' Summit Washington D.C.
22-26	AHIP (America's Health Insurance Plans) National Conference on Medicare, Medicaid & Duals Washington D.C.
<b>October, 2019</b>	
16-17	INCA Investments Latin American Investment Conference Buenos Aires, Argentina
16-18	PREA (Pension Real Estate Association) Annual Institutional Investor Conference Washington D.C.
20-23	IFEBP (International Foundation of Employment Benefit Plans) Annual Employee Benefits Conference San Diego, CA
21-25	Investment Strategies & Portfolio Management ( <i>prev. Pension Fund &amp; Investment Mgmt.</i> ) Wharton School, University of Pennsylvania
25	CALAPRS (California Association of Public Retirement Systems) Round Table – Trustees Hilton Oakland Airport

**FOR INFORMATION ONLY**

July 2, 2019

TO: Each Member  
Board of Retirement

FROM: Barry W. Lew  
Legislative Affairs Officer

FOR: July 11, 2019 Board of Retirement Meeting

SUBJECT: **Monthly Status Report on Legislation**

Attached is the monthly report on the status of legislation that staff is monitoring or on which LACERA has adopted a position. Also attached is a letter communicating an oppose position adopted on legislation.

**Reviewed and Approved:**



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**Steven P. Rice, Chief Counsel**

**Attachments**

LACERA Legislative Report  
AB 664 Opposition Letter

cc: Steven P. Rice  
John Popowich  
Jon Gabel  
Anthony J. Roda, Williams & Jensen  
Joe Ackler, Ackler & Associates

LACERA Legislative Report  
2019-2020 Legislative Session  
Status as of July 2, 2019

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File name: CERL-PEPRA-2019

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CA AB 472	<b>AUTHOR:</b> <b>TITLE:</b> <b>INTRODUCED:</b> <b>SUMMARY:</b>	Voepel [R] Public Employees' Retirement 02/11/2019 Makes nonsubstantive changes to existing law which prescribes limits on service after retirement without reinstatement into the applicable retirement system. <b>STATUS:</b> 02/11/2019 <b>Staff_Action:</b>	INTRODUCED. Monitoring
CA AB 664	<b>AUTHOR:</b> <b>TITLE:</b> <b>INTRODUCED:</b> <b>LAST AMEND:</b> <b>SUMMARY:</b>	Cooper [D] County Employees' Retirement: Permanent Incapacity 02/15/2019 03/13/2019 Requires, for purposes of determining permanent incapacity of certain members employed as peace officers in Sacramento County, that those members be evaluated by the retirement system to determine if they can perform all of the usual and customary duties of a peace officer. Requires the Board of Retirement to develop a method of tracking the costs of providing permanent disability retirement to the members who become eligible for disability retirement. <b>STATUS:</b> 06/26/2019	In SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT: Not heard. <b>Comments:</b> In 2017, the Board of Retirement adopted a Neutral position on AB 283 (Cooper), a similar bill by the same author. <b>BOR_Position:</b> Oppose 06/05/2019, Support 05/01/2019 <b>IBLC_Recommendation:</b> Support 04/11/2019 <b>Staff_Recommendation:</b> Watch
CA AB 979	<b>AUTHOR:</b> <b>TITLE:</b> <b>INTRODUCED:</b> <b>SUMMARY:</b>	Reyes [D] Judge's Retirement System II: Deferred Retirement 02/21/2019 Authorizes a judge who is a member of the Judge's Retirement system to retire upon attaining both 63 years of age and 15 or more years of service, or when a judge who has accrued at least 5 years of service and who has not received specified discipline is defeated for reelection. <b>STATUS:</b> 04/24/2019	In ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT: Not heard. <b>Comments:</b> AB 979 proposes structural changes to the retirement eligibility provisions for judges and a different employee contribution percentage than that which is currently prescribed in PEPRA. <b>Staff_Action:</b> Monitoring
CA AB 1198	<b>AUTHOR:</b> <b>TITLE:</b>	Stone [D] Public Employees' Retirement: Pension Reform	

LACERA Legislative Report  
2019-2020 Legislative Session  
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**INTRODUCED:** 02/21/2019  
**LAST AMEND:** 03/21/2019  
**SUMMARY:**

Excepts transit workers hired before a specified date, from the Public Employees' Pension Reform Act, or PEPRA, by removing the federal district court contingency language from the provision excepting certain transit workers from PEPRA.

**STATUS:**

04/24/2019 In ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT: Not heard.

**Comments:**

The bill affects those retirement systems whose members include transit workers and whether they are subject to PEPRA.

**Staff\_Action:** Monitoring

CA SB 430

**AUTHOR:** Wieckowski [D]  
**TITLE:** Public Employees Retirement Benefits: Judges  
**INTRODUCED:** 02/21/2019  
**LAST AMEND:** 05/17/2019  
**SUMMARY:**

Relates to the State Public Employees' Pension Reform Act of 2013. Grants a judge who was elected to office in a specific year the option of making a one-time, irrevocable election to have a membership status prior to a certain date in the Judges' Retirement System II for service accrued after a certain date.

**STATUS:**

06/26/2019 In ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT: Not heard.

**Staff\_Action:** Monitoring

CA SB 783

**AUTHOR:** Labor, Public Employment & Retirement Cmt  
**TITLE:** County Employees Retirement Law of 1937  
**INTRODUCED:** 03/07/2019  
**SUMMARY:**

Corrects several erroneous and obsolete cross references within the County Employees Retirement Law of 1937.

**STATUS:**

05/16/2019 To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.

**Comments:**

The SACRS Legislative Committee is in the process of considering other housekeeping proposals that may be included in this clean-up bill.

**Staff\_Action:** Monitoring

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File name: Federal-2019

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US HR 141

**SPONSOR:** Davis R [R]  
**TITLE:** Government Pension Offset Repeal  
**INTRODUCED:** 01/03/2019  
**SUMMARY:**

Amends Title II of the Social Security Act; repeals the Government pension offset and windfall elimination provisions.

LACERA Legislative Report  
2019-2020 Legislative Session  
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**STATUS:**  
01/31/2019 In HOUSE Committee on WAYS AND MEANS: Referred to Subcommittee on SOCIAL SECURITY.  
**BOR\_Position:** Support 04/11/2019  
**IBLC\_Recommendation:** Support 03/14/2019  
**Staff\_Recommendation:** Support

US S 521  
**SPONSOR:** Brown S [D]  
**TITLE:** Government Pension Offset Repeal  
**INTRODUCED:** 02/14/2019  
**SUMMARY:**  
Amends Title II of the Social Security Act; repeals the Government pension offset and windfall elimination provisions.  
**STATUS:**  
02/14/2019 INTRODUCED.  
02/14/2019 In SENATE. Read second time.  
02/14/2019 To SENATE Committee on FINANCE.  
**BOR\_Position:** Support 04/11/2019  
**IBLC\_Recommendation:** Support 03/14/2019  
**Staff\_Recommendation:** Support

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File name: Other-2019

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CA AB 199  
**AUTHOR:** Calderon I [D]  
**TITLE:** California Online Notary Act of 2019  
**INTRODUCED:** 01/10/2019  
**SUMMARY:**  
Allows a notary public or an applicant for appointment as a notary public to register with the Secretary of State to be an online notary public by submitting an application for registration that meets certain requirements. Authorizes an online notary public to perform notarial acts, and online notarizations by means of audio-video communication. Establishes various requirements applicable to an online notary public.  
**STATUS:**  
04/23/2019 In ASSEMBLY Committee on JUDICIARY: Not heard.  
**Staff\_Action:** Monitoring  
**Staff\_Recommendation:** Support

CA AB 287  
**AUTHOR:** Voepel [R]  
**TITLE:** Public Employees' Retirement: Annual Audits  
**INTRODUCED:** 01/28/2019  
**SUMMARY:**  
Requires each state and local pension or retirement system to post a concise annual audit of the investments and earnings of the system on that system's internet website no later than the ninetieth day following the audit's completion.  
**STATUS:**  
02/07/2019 To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.  
**BOR\_Position:** Support 05/01/2019  
**IBLC\_Recommendation:** Support 04/11/2019  
**Staff\_Recommendation:** Neutral

LACERA Legislative Report  
2019-2020 Legislative Session  
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CA AB 1212      **AUTHOR:** Levine [D]  
**TITLE:** Public Employees' Retirement: Pension Fund  
**INTRODUCED:** 02/21/2019  
**LAST AMEND:** 05/16/2019  
**SUMMARY:**  
Requires a state agency that is responsible for infrastructure projects to produce a list of priority infrastructure projects for funding consideration by the retirement boards, as described, and to provide it to them. Requires a state agency also to provide further project information to a board upon request.  
**STATUS:**  
06/26/2019      From SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT: Do pass to Committee on APPROPRIATIONS. (4-0)  
**Staff\_Action:** Monitoring

CA AB 1332      **AUTHOR:** Bonta [D]  
**TITLE:** Sanctuary State Contracting and Investment Act  
**INTRODUCED:** 02/22/2019  
**LAST AMEND:** 04/29/2019  
**SUMMARY:**  
Provides for the Sanctuary State Contracting and Investment Act. Requires the Department of Justice to publish a list on its internet website, based on specified criteria, of each person or entity that, in the opinion of the Department of Justice, is providing data broker, extreme vetting, or detention facilities support to any federal immigration agency. Prohibits an agency from entering into a contract with an entity that appears on the list except under certain circumstances.  
**STATUS:**  
05/16/2019      In ASSEMBLY Committee on APPROPRIATIONS: Held in committee.  
**Comments:**  
As amended on 4/10/2019, the bill exempts contracts and agreements related to administration and investments of retirement benefits.  
**Staff\_Action:** Monitoring

CA AB 1400      **AUTHOR:** Kamlager-Dove [D]  
**TITLE:** Workers' Compensation: Firefighting Operations  
**INTRODUCED:** 02/22/2019  
**LAST AMEND:** 04/25/2019  
**SUMMARY:**  
Enacts a similar law that would be applicable to other employees of a city, county, city and county, district, or other municipal corporation or political subdivision whose job duties cause them to be regularly exposed to active fires or health hazards directly resulting from firefighting operations.  
**STATUS:**  
05/22/2019      To SENATE Committees on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT and APPROPRIATIONS.  
**Staff\_Recommendation:** Watch

CA SB 343      **AUTHOR:** Pan [D]  
**TITLE:** Healthcare Data Disclosure

LACERA Legislative Report  
2019-2020 Legislative Session  
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**INTRODUCED:** 02/19/2019

**LAST AMEND:** 06/18/2019

**SUMMARY:**

Eliminates alternative reporting requirements for certain plans or insurers. Requires instead that those entities report information consistent with any other health care service plan, health insurer, or health facility, as appropriate. Eliminates the authorization for hospitals to report specified financial and utilization data to the Office of Statewide Health Planning and Development.

**STATUS:**

06/25/2019 From ASSEMBLY Committee on HEALTH: Do pass to Committee on APPROPRIATIONS. (11-0)

**Staff\_Action:** Monitoring

**Staff\_Recommendation:** None

CA SJR 3

**AUTHOR:** Wilk [R]

**TITLE:** Social Security Act

**INTRODUCED:** 03/04/2019

**SUMMARY:**

Requests the Congress of the United States to enact, and the President to sign, legislation that would repeal the Government Pension Offset and the Windfall Elimination Provision from the Social Security Act.

**STATUS:**

06/26/2019 From ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT: Be adopted. (7-0)

06/26/2019 In ASSEMBLY. Ordered to third reading.

**BOR\_Position:** Support 05/01/2019

**Staff\_Recommendation:** Support





June 20, 2019

The Honorable Jerry Hill, Chair  
Senate Labor, Public Employment &  
Retirement Committee  
1020 N Street, Room 545  
Sacramento, CA 95814

**RE: Oppose AB 664 (Cooper)**

Dear Senator Hill:

The Los Angeles County Employees Retirement Association (LACERA) is opposed to AB 664. Although AB 664 applies only to the Sacramento County Employees' Retirement System (SCERS) and not to LACERA, we share the concern raised by SCERS that the bill may give the incorrect impression that SCERS has not treated members fairly or is inconsistently applying disability retirement law under the County Employees Retirement Act of 1937 (CERL).<sup>1</sup>

As AB 664 is proposed as a "pilot program," the results of which may potentially support expansion of its policy to the other CERL retirement systems that also provide disability retirement benefits, our concern is that the bill may give the incorrect impression that other CERL retirement systems also have not treated members fairly or have inconsistently applied CERL's disability retirement law to their members.

AB 664 would require, for purposes of determining permanent incapacity of members employed as peace officers in the County of Sacramento, that the members be evaluated based on the standards in Government Code Section 1031 to determine if they can perform all of the usual and customary duties of a peace officer.

Using the standards specified in Government Code Section 1031, AB 664 would establish a broader standard for determining disability retirement than the one currently used. The existing legal standard is that permanent incapacity for the performance of duty is determined by the substantial inability of the member to perform his or her usual duties. This standard was defined in *Mansperger v. Public Employees' Retirement System* (1970) 6 Cal.App.3d 873 and has been applied to cases arising under CERL: *Harmon v. Board of Retirement of San Mateo County* (1976) 62 Cal.App.3d 689, *Schrier v. San Mateo County Employees' Retirement Association* (1983) 142 Cal.App.3d 957, and *Curtis v. Board of Retirement of the County of Los Angeles Employees Retirement Association* (1986) 177 Cal.App.3d 293.

For almost 50 years since *Mansperger*, the legal standard as interpreted by successive case law has been whether the member is incapacitated with respect to his or her usual

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<sup>1</sup> LACERA and SCERS are part of a group of 20 separate and independent retirement systems operating under the County Employees Retirement Law of 1937.

Honorable Jerry Hill  
AB 664 – Oppose  
June 20, 2019

duties rather than full range of duties as a peace officer. As such, there is no ambiguity with respect to the interpretation of the term “permanently incapacitated for the performance of duty” under Government Code Section 31720, which provides for disability retirement.

According to a survey conducted by SCERS in April 2019, four systems (Mendocino, Orange, San Bernardino, and San Joaquin) out of 20 CERL systems use a broader standard in granting disability retirement, whereas the other 16 systems evaluate disability retirement applications consistent with the standard established by *Mansperger*. Thus, a significant majority of the CERL systems adjudicate disability retirement applications consistent with the existing standard for permanent incapacity.

Moreover, each of the 20 CERL retirement systems is governed by a 9-member board, which has the authority in all cases to determine permanent incapacity. The retirement board is the trier of fact and examines the specific facts and circumstances of each member’s permanent incapacity on a case-by-case basis. Although there may appear to be inconsistencies among the 20 CERL retirement systems in their adjudication of seemingly similar cases, within each CERL retirement system, there are policies and procedures that ensure due process for each member who applies for disability retirement, including the right to judicial review of the retirement board’s decisions.

AB 664 would upend 50 years of precedent and establish a broader standard for the determination of permanent incapacity under the perception that members are treated inconsistently and consequently unfairly in their applications for disability retirement. Additionally, AB 664 may have the unintended consequence of providing a “second bite at the apple” to members whose disability retirement applications were denied but who did not comply with the process of filing timely appeals of their denied applications. For these reasons, LACERA must respectfully oppose AB 664.

If you have any questions, please contact LACERA’s legislative advocate, Joe Ackler of Ackler & Associates, at 916-769-3268, 916-556-1234, or [jackler@acklerassociates.com](mailto:jackler@acklerassociates.com).

Respectfully submitted,



STEVEN P. RICE  
Chief Counsel

SPR:bwl

cc: Senate LPE & R Committee  
Glenn Miles, Executive Staff Director  
Joe Ackler, Ackler & Associates

**FOR INFORMATION ONLY**

July 2, 2019

TO: Each Member  
Board of Retirement

FROM: Fern M. Billingsy   
Senior Staff Counsel

DATE: Meeting of July 11, 2019

SUBJECT: **REPORT OF PENSIONABLE COMPENSATION AND COMPENSATION  
EARNABLE ITEMS**

Within the last two months, staff submitted recommendations defining pensionable compensation of newly created pay items. We also informed your Board that we would return with additional items until all requested pay items have been reviewed.

This memorandum will address existing pay items for which determinations have previously been made by your Board. The pay items have been slightly changed by adding new classifications or increasing the eligible pay amount.

**ITEMS OF COMPENSATION**

As you know, your Board is charged with determining which items of compensation qualify as pensionable earnings includable in the member's retirement allowance. Items of compensation have been analyzed as pensionable under the definition of "compensation earnable" in Government Code Section 31461, and the definition of "pensionable compensation" in Section 7522.34.

Based on these criteria, LACERA staff, reviewed and analyzed these items of remuneration to determine whether the items should be included in the member's final compensation when calculating a retirement benefit. We are currently in the process of reviewing over 60 pay items as a result of recent labor negotiations. Over the past three Board meetings, your Board made determinations on 32 of these pay items. Eleven additional pay items are before you today.

Each Member  
Board of Retirement  
July 2, 2019  
Page Two

Your Board has already made determinations regarding the inclusion of these eleven (11) items of compensation in the definition of compensation earnable and pensionable compensation. However, as the pay items have been modified, staff reviewed the revised items to ensure the prior determinations still apply. Our review of these revised pay items is attached. For your convenience, the changes to the pay items have been bolded.

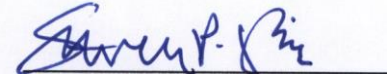
The pay items have been modified for the following reasons:

1. Changes to the amount of the standard salary levels allowed;
2. Inclusion of additional employment titles or responsibilities; and/or
3. Revisions of the flat dollar amount allowed

Nothing has changed in the character of the existing pay items. The initial analysis regarding these pay items remain relevant.

As these pay items already exist and have been reviewed by your Board, no additional determination is necessary. We provided the attachment so that your Board can be assured that all items are independently reviewed.

Reviewed and Approved



Steven P. Rice  
Chief Counsel

FMB/et  
Attachment

# Attachment

Revised Pay Codes INCLUDED under Section 31461 and 7522.34		
Event	Description	Earnings Code Description
INCLUDED under Section 31461 and 7522.34		
242	WEIGHTS & MEASURES INSPECTOR COMMERCIAL DRVRS LIC	<p>Any full-time permanent employee in the following Classifications are eligible for additional compensation for the below assignments requiring specified License/Certification bonus:                      Agricultural Weights &amp; Measure Inspector I (Item No. 0007)                      Agricultural Weights &amp; Measure Inspector II (Item No. 0009)                      Agricultural Weights &amp; Measure Inspector III Item No. 0011</p> <p><b>Applicable to an assignment in the Weights &amp; Measures Bureau one of the following Divisions:</b>                      - Scales Division Heavy and/or Medium Capacity Program,                      - Meters Division High and/or Medium Flow Program, or                      - Meters Division Compressed Gas Program</p> <p><b>And requires that the Inspector possess one or more of the following Driver's License:</b>                      1) Class A                      2) Class B with Haz Mat Endorsement and/or Crane Certification; and                      3) Class C with Haz Mat Endorsement and/or Crane Certification.</p> <p>Paid at a rate of 12 levels on the public salary schedule. The bonus stops when the Inspector is reassigned to a position not requiring such Commercial Truck Drivers' License, or when the inspector fails to qualify for the license.</p>
261	LIFEGUARD - EMT	<p>Paid to employees in various Lifeguard classes who are certified as Emergency Medical Technician I or Emergency Medical Technician - P certification. Paid at a rate of equal to forty-four (44) standard salary levels.</p> <p><b>Effective October 1, 2018, employees covered by this agreement shall receive a bonus equal to fifty-one (51) standard salary levels, for Emergency Medical Technician I or Emergency Medical Technician - P certification.</b>                      Unit Members shall maintain certification and recertification, to include didactic and skills testing.                      Eligible Items #2923, 2924, 2925, 2926, 2927, 2930, 2948, 2949, 2950.</p>
352	56 HOUR TO 40 HOUR ASSIGNMENT BONUS	<p>All Fire Fighter Specialists (56 hours) (Item No. 0201) and Fire Captains (56 hours) (Item No. 0205) assigned to a 40-Hour position shall receive a bonus.                      When assigned to the 40-hour assignments, these 56-hour employees do not receive built-in overtime they would have received working in a platoon shift.                      Effective 9/1/2015, the bonus is four (4) standard salary levels.                      Effective 7/1/2016, this bonus shall equal ten (10) standard salary levels.  <b>Effective 10/1/2018, Fire Fighters (56 Hours) (Item No. 0199) who are assigned to a 40-Hour position shall receive a bonus of ten (10) standard salary levels.</b></p>
353	FIREFIGHTER - EMT	<p>Paid to professional employees in Fire who are certified as Emergency Medical Technician 1. Paid at a rate of equal to forty-four (44) standard salary levels.  <b>Effective October 1, 2018, employees covered by this agreement shall receive a bonus equal to fifty-one (51) standard salary levels, for Emergency Medical Technician 1. Unit Members shall maintain certification and recertification, to include didactic and skills testing.</b>                      Eligible items: 0199, 0201, 0205, 0211, 0213, 0215, 0232, 0234, 0236, 0326, 0328, 0331, 0334 &amp; all sub-items.</p> <p><b>Effective October 1, 2018, employees covered by this agreement shall receive a bonus equal to twenty (20) standard salary levels. Unit Members shall maintain certification and recertification, to include didactic and skills testing.</b>                      -Fire Suppression Aid (Item No. 0196)                      -Senior Fire Suppression Aid (Item No. 0197)</p>
355	FIREFIGHTER - PARAMEDIC	<p>Paid to fire-fighting employees certified as Paramedics and assigned to work on a regular basis on a paramedic rescue unit. Paid at 66 levels on the public pay schedule. IM states open to items 0199, 0201, 0205, 0211, 0213, 0215, 0232, 0234, 0236, 0328, 0331, 0334.  <b>Effective October 1, 2018, additional eligible classifications include Fire Fighter (Item No. 0199) and Fire Fighter Specialist (Item No. 0201).</b></p>
359	LIFEGUARD PARAMEDIC CATALINA BONUS	<p>Paid to lifeguards, who are accredited by the Los Angeles County Department of Health Services and licensed by the State of California as paramedics, and assigned to work on a regular basis on a paramedic Advanced Life Support (ALS) unit, <b>now designated the Advanced Life Support (ALS) Unit, based at Avalon Harbor or Isthmus Cove or as assigned by management.</b>                      Paid at a rate of 6 standard salary schedules on the public salary schedule.                      Eligible Items #2923, 2924, 2925, 2926, 2927, 2930, 2948, 2949, 2950</p>

<b>Revised Pay Codes</b>		
<b>EXCLUDED under Section 31461 and 7522.34</b>		
Event	Description	Earnings Code Description
<b>EXCLUDED under Section 31461 and 7522.34</b>		
560	<p>MISCELLANEOUS LUMP SUM NOT INCLUDED IN REG OT/MEDICAL EXAMINER-CORONER (MEC) PHYSICIAN RECRUITMENT INCENTIVE PROGRAM</p>	<p><b>This recruitment/retention incentive is being established for the following classifications to support the recruitment of physicians assigned to the Department of Medical Examiner-Coroner (MEC):</b></p> <ul style="list-style-type: none"> <li>- Physician Specialists (Item No. 5455) – Forensic Pathology</li> <li>- Senior Physicians (Item No. 5456) – Forensic Pathology</li> </ul> <p><b>The recruitment incentive criteria:</b></p> <ul style="list-style-type: none"> <li>- Hired or appointed between July 1, 2019 and December 31, 2021.</li> <li>- No outstanding student loans</li> <li>- A one-time payment of \$10,000 following the completion of six months of continuous service in MEC.</li> <li>- An additional one-time payment of \$20,000 following the completion of one year of continuous service in MEC.</li> </ul> <p><b>The maximum lifetime payment will be \$30,000.</b></p> <p>Qualifying physicians for this incentive would not be eligible to receive additional compensation for the Student Loan Payment Reimbursement (Pay Code 569) Program, Section 6.52.020B, that is being created/established at the same time.</p>
562	<p>MENTAL HEALTH ALERT &amp; PSYCH MOBILE RESP TEAM STDBY</p>	<p>BU 721, Article 9, Section 4</p> <p>Additional compensation for employee classifications in this BU, with eligible/qualifying assignments within the Full Service Partnership Program and the Emergency Outreach and Triage Division were identified as follows:</p> <ul style="list-style-type: none"> <li>– Law Enforcement Team</li> <li>– Psychiatric Mobile Response Team</li> <li>– Assisted Outpatient Treatment</li> <li>– School Threat Assessment Report</li> </ul> <p>BU 724, Article 9, Section 4</p> <p>Additional compensation for employees holding the classification of Mental Health Clinical Supervisor (Item No. 9038) who have an eligible/qualifying regular assignment within the Full Service Partnership Program and the Emergency Outreach and Triage Division were identified as follows:</p> <ul style="list-style-type: none"> <li>– Law Enforcement Team</li> <li>– Psychiatric Mobile Response Team</li> <li>– Assisted Outpatient Treatment</li> <li>– School Threat Assessment Report</li> </ul> <p><b>Effective October 1, 2018, the additional compensation is \$2.50 per hour, but not to exceed a maximum of \$500.00 per month (\$250.00 per pay period), for each hour such person is assigned to regularly scheduled standby periods which occur at off-duty times. The rate provided by this code supersedes that rate which would otherwise be paid based on the employees' items.</b></p>
564	<p>TUITION REIMBURSEMENT</p>	<p>To reimburse employees for all or part of the tuition that they have paid for successfully completed courses related to their work. This code is used for tuition reimbursement that is taxable.</p> <p><b>The County shall maintain a reimbursement program for Registered Nurses and Advanced Practice Registered Nurses related to performance of their current assignment. Funding will support one (1) national Registered Nurse specialty or board certification approved by Management for the term of the contract.</b></p>

Revised Pay Codes EXCLUDED under Section 31461 and 7522.34		
Event	Description	Earnings Code Description
EXCLUDED under Section 31461 and 7522.34		
569	LOAN REIMBURSEMENT/MEDICAL EXAMINER-CORONER (MEC) STUDENT LOAN REIMBURSEMENT PROGRAM	<p>This reimbursement program is being established for the following classifications to support the recruitment of physicians assigned to the Department of Medical Examiner-Coroner (MEC):</p> <ul style="list-style-type: none"> <li>- Physician Specialists (Item No. 5455) – Forensic Pathology</li> <li>- Senior Physicians (Item No. 5456) – Forensic Pathology</li> </ul> <p>The student loan repayment incentive criteria:</p> <ul style="list-style-type: none"> <li>- Continuous assignment to the MEC on a full-time monthly permanent basis.</li> <li>- Completion of one continuous year of qualifying service and has a departmental performance evaluation of "Competent" or higher.</li> <li>- Reimbursement of up to \$30,000 in qualifying student loan payments made during the year, subject to approval by the Chief MEC.</li> <li>- An eligible Physician may qualify for the annual reimbursements up to seven (7) times during his or her County employment as long as they meet the requirements.</li> </ul> <p>The lifetime maximum reimbursement shall not exceed \$210,000 per eligible Physician. Payments made shall not constitute a base rate.</p> <p>Qualifying physicians for this incentive would not be eligible to receive additional compensation for the Recruitment Incentive Program (Pay Code 560), Section 6.52.020A, that is being created/established at the same time.</p> <p>Physicians who are hired or appointed on or after January 1, 2022, are not eligible.</p>
705	COMPENSATORY TIME EARNED	<p>Earnings code used to report overtime hours that are to be accrued as a leave benefit (rather than being paid the Straight rate).</p> <p>Hours reported for this earnings code are accrued on an hour-for-hour basis, and carried as Earnings Code 705 in pay history and for leave balance purposes.</p> <p>County Code 6.15.070.D.1.c – Amendment to the existing provision as follows:                      “Accumulate FLSA compensatory time off, in lieu of FLSA Overtime pay, at the rate of one (1) hour for each hour of FLSA Overtime worked and receive pay for the remaining half-hour at the employee’s FLSA regularly hourly rate in effect as the date of payment.”</p>





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**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**