

LIVE VIRTUAL BOARD MEETING



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

Attention: Public comment requests must be submitted via email to PublicComment@lacera.com no later than 5:00 p.m. the day before the scheduled meeting.

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, MAY 7, 2020

This meeting will be conducted by the Board of Retirement by teleconference under the Governor's Executive Order No. N-29-20.

Any person may listen by telephone to the open session portions of the meeting (Items I-XI) by dialing (877) 309-2074, Access Code 808-508-787 or view the meeting online at <https://attendee.gotowebinar.com/register/7203224336292556814>. Disability applicants and counsel involved in closed session (Items XII-XIII.) will be separately contacted by LACERA with instructions on how to participate in their item.

*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. APPROVAL OF MINUTES
 - A. Approval of the Minutes of the Regular Meeting of April 9, 2020
- III. PUBLIC COMMENT

(*Public comment requests must be submitted via email to PublicComment@lacera.com no later than 5:00 p.m. the day before the scheduled meeting. You may provide a written comment or request the ability to speak. If you are requesting to speak, please include your contact information, agenda item, and meeting date.)
- IV. OTHER COMMUNICATIONS
 - A. For Information
 - 1. March 2020 All Stars
 - 2. Chief Executive Officer's Report
(Memo dated April 27, 2020)
- V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VI. CONSENT ITEMS

- A. Ratification of Service Retirement and Survivor Benefit Application Approvals. (Memo dated April 28, 2020)
- B. Recommendation as submitted by Fern M. Billings, Senior Staff Counsel: That the Board the following:
- 1) Adopt the Resolution Nos. 2020-BR001 and 2020-NR002 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 April 22, 2020)
- C. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board grant the appeals and request for an administrative hearing for applicants Michael A. Lynd and Myrna A. Co. (Memo dated April 17, 2020)
- D. Recommendation as submitted by Thomas Walsh, Chair, Joint Organizational Governance Committee: That the Board approve issuance of the Request for Proposals for Fiduciary Counsel Legal Services. (Memo dated April 30, 2020)
- E. Recommendation as submitted by Thomas Walsh, Chair, Joint Organizational Governance Committee: That the Board approve issuance of the Request for Proposals for Media and Public Relations Consultant. (Memo dated April 30, 2020)
- F. Recommendation as submitted by Thomas Walsh, Chair, Joint Organizational Governance Committee: That the Board of Retirement revise its Charter to recognize the ability of the Chair of the Board to make meeting date changes when LACERA may not safely conduct regular operation because there is a declared state of emergency or governmental directive or when there is a natural disaster or other extraordinary circumstances. (Memo dated April 30, 2020)

VII. EXCLUDED CONSENT ITEMS

VIII. NON-CONSENT ITEMS

- A. Recommendation as submitted by Bernie Buenaflor, Benefits Division Manager: That the Board designate the use of uniform actuarially determined factors based on retirement age 66 for General Plan members and retirement age 57 for Safety Plan members in the calculation of costs based on the March 31, 2020, revision of Board of Retirement Regulation V.
(Memo dated April 29, 2020)

IX. REPORTS

- A. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer and Anthony Roda, Williams & Jensen, regarding the Federal Update on Coronavirus-related Legislation. (Memo dated April 28, 2020)
- B. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer, regarding the Monthly Status Report on Legislation.
(Memo dated April 28, 2020)
- C. For Information Only as submitted by Ricki Contreras, Division Manager, Disability Retirement Services, regarding the Application Processing Time Snapshot Reports. (Memo dated April 24, 2020)
- D. For Information Only as submitted by Ted Granger, Interim Chief Financial Officer, regarding the Monthly Education and Travel Report for March 2020. (Public Memo dated April 20, 2020) (Confidential Memo dated April 24, 2020 – Includes Anticipated Travel)
- E. For Information Only as submitted by Steven P. Rice, Chief Counsel, regarding the April 2020 Fiduciary Counsel Contact and Billing Report. (Memo dated April 28, 2020) (Privileged and Confidential Attorney-Client Communication/Attorney Work Product)
- F. Presentation by Dr. Vito M. Campese, MD, regarding Stress and Cardiovascular Diseases.

X. ITEMS FOR STAFF REVIEW

- XI. GOOD OF THE ORDER
(For information purposes only)

XII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

- A. Applications for Disability
- B. Disability Retirement Appeals
- C. Staff Recommendations
 - 1. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board adopt the Proposed Findings of Fact and Conclusions of Law granting service-connected disability retirement survivor benefits to the Estate of El-Doris Greenwood pursuant to Government Code Section 31787. (Memo dated April 22, 2020)
 - 2. For Information Only as submitted by Ricki Contreras, Division Manager, Disability Retirement Services, regarding the 2020 Quarterly Reports of Paid Invoices – 1st Quarter. (Memo dated April 21, 2020)

XIII. 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.

****Requests for reasonable modification or accommodation of the telephone public access and Public Comments procedures stated in this agenda from individuals with disabilities, consistent with the Americans with Disabilities Act of 1990, may call the Board Offices at (626) 564-6000, Ext. 4401/4402 from 8:30 a.m. to 5:00 p.m. Monday through Friday or email PublicComment@lacera.com, but no later than 48 hours prior to the time the meeting is to commence.***

MINUTES OF THE REGULAR MEETING OF THE BOARD OF RETIREMENT

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

9:30 A.M., THURSDAY, APRIL 9, 2020

This meeting was conducted by the Board of Retirement by teleconference under the Governor's Executive Order No. N-29-20.

PRESENT: Herman Santos, Chair

Vivian H. Gray, Vice Chair

Gina Zapanta, Secretary (Joined at 9:40 a.m., departed at 11:15 a.m.)

JP Harris (Alternate Retired)

Shawn R. Kehoe

Keith Knox

Wayne Moore

Ronald Okum

William Pryor (Alternate Safety)

Les Robbins

Thomas Walsh

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

John Popowich, Assistant Executive Officer

Steven P. Rice, Chief Counsel

Francis J. Boyd, Senior Staff Counsel

Barry W. Lew, Legislative Affairs Officer

STAFF ADVISORS AND PARTICIPANTS

Dr. Vito Campese, Medical Advisor

Vincent Lim, Senior Staff Counsel

Ricki Contreras, Division Manager
Disability Retirement Services

Michael Treger, Applicant Attorney

Kelvin Lee, Applicant Attorney

Thomas J. Wicke, Applicant Attorney

Jennifer Creighton, Attorney at Law

I. CALL TO ORDER

The meeting was called to order by Mr. Santos at 9:30 a.m. in the Board Room of Gateway Plaza.

II. APPROVAL OF MINUTES

- A. Approval of the Minutes of the Regular Meeting of March 4, 2020
- B. Approval of the Minutes of the Regular Meeting of March 12, 2020

Ms. Gray made a motion, Mr. Harris seconded, to approve the minutes of the regular meeting of March 4, 2020 and March 12, 2020. The motion passed (roll call) with Messrs. Knox, Okum, Walsh, Moore, Robbins, Kehoe, Santos, and Ms. Gray voting yes. The motion passed unanimously with all trustees present.

III. PUBLIC COMMENT

There were no requests from the public to speak.

IV. CHIEF EXECUTIVE OFFICER UPDATE
(For information purposes only)

Mr. Kreimann provided the Board with an update.

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement
Service-Connected Disability Applications

On a motion by Mr. Kehoe, seconded by Mr. Okum, the Board of Retirement made a motion to approve a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Knox, Okum, Walsh, Moore, Robbins, Kehoe, Santos, and Ms. Gray voting yes.

<u>APPLICATION NO.</u>	<u>NAME</u>
200D	JAMES M. FLETCHER, JR.
201D*	RICHARD J. POMPA
202D	WILLIAM H. LYNCH
203D	JUNE A. BACA
204D*	JAMES C. MURREN
205D	CRISTINA TURPEN
206D	CARLOS QUINTANA
207D**	BRIAN J. DE RUYTER
209D	LANCE B. EDDINS
210D	PEDRO ECHEVERRIA HERRERIA

*Granted SCD - Retroactive

**Granted SCD - Employer Cannot Accommodate

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)
Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
211D*	MICHAEL E. CEDARLAND
212D	TROY H. PIEPER
213D**	DONALD E. MCMINN, JR.
214D	JEFFREY W. DUSKY
215D	NICHOLAS G. CANNIS

Safety Law Enforcement
Service-Connected Disability Applications

On a motion by Mr. Kehoe, seconded by Ms. Gray, the Board of Retirement, except Mr. Knox who recused himself from voting, made a motion to approve a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Okum, Walsh, Moore, Robbins, Kehoe, Santos, and Ms. Gray voting yes.

<u>APPLICATION NO.</u>	<u>NAME</u>
208D*	CHRISTOPHER M. KNOX

*Granted SCD - Retroactive

**Granted SCD - Employer Cannot Accommodate

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards
Service-Connected Disability Applications

On a motion by Mr. Pryor, seconded by Ms. Gray, the Board of Retirement made a motion to approve a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Knox, Okum, Walsh, Moore, Robbins, Kehoe, Santos, and Ms. Gray voting yes.

<u>APPLICATION NO.</u>	<u>NAME</u>
1221B	DAVID L. MORSE
1222B	MICHAEL J. RICHEY
1223B	TONY K. HABERMAN
1224B	MARTIN J. BLOMGREN
1225B	FRANK D. MCCARTHY, IV
1226B	GUSTAVO A. MUNGUIA
1227B	MICHAEL B. WHITE
1228B	SALVATORE G. ADAMO
1229B	JOHN W. SANTERO
1230B	MICHAEL A. ALVES

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Service-Connected Disability Applications

On a motion by Mr. Robbins, seconded by Mr. Okum, the Board of Retirement made a motion to approve a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Knox, Okum, Walsh, Moore, Robbins, Kehoe, Santos, and Ms. Gray voting yes.

<u>APPLICATION NO.</u>	<u>NAME</u>
2072C	JUDY M. AKIKE
2073C*	AUDREY R. ORTIZ
2075C	LOVIA J. PITTS
2076C	LESLIE E. REHAK
2077C*	VILMA G. MANSFIELD
2078C**	ROBERT L. JEFFREY. JR.

*Granted SCD - Retroactive

**Granted SCD Retroactive - Employer Cannot Accommodate

V. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Nonservice-Connected Disability Applications

On a motion by Mr. Robbins, seconded by Mr. Moore, the Board of Retirement made a motion to approve a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof. The motion passed (roll call) with Messrs. Knox, Okum, Walsh, Moore, Robbins, Kehoe, Santos, and Ms. Gray voting yes.

<u>APPLICATION NO.</u>	<u>NAME</u>
4394*	EMILY SY-ONGCHING
4395*	MARIANNE F. OLIVA

VI. CONSENT ITEMS

Mr. Knox made a motion, Mr. Kehoe seconded, to approve the following items. The motion passed (roll call) with Messrs. Knox, Okum, Walsh, Moore, Robbins, Kehoe, Santos, and Ms. Gray voting yes. The motion passed unanimously with all trustees present.

- A. Ratification of Service Retirement and Survivor Benefit Application Approvals. (Memo dated March 25, 2020)
- B. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board grant the appeals and request for an administrative hearing for applicants Gregory L. Stegner and Diane A. Wu. (Memo dated March 27, 2020)

VII. EXCLUDED CONSENT ITEMS

There were no items to address.

VIII. NON-CONSENT ITEMS

- A. Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Board adopt a “Support” position on Assembly Bill 2937, which would provide that a board of supervisors may adopt a resolution to remove intemperate use of alcoholic liquor or drugs as a factor that reduces a nonservice-connected disability retirement allowance. (Memo dated March 30, 2020)

Ms. Gray made a motion, Mr. Okum seconded, to approve staff’s recommendation. The motion passed (roll call) with Messrs. Knox, Okum, Walsh, Moore, Robbins, and Ms. Gray voting yes; and Messrs. Kehoe and Santos voting no.

(Ms. Zapanta joined the meeting at 9:40 a.m.)

B. Emergency Item

1. That the Board of Retirement find that an emergency exists within the meaning of Government Code Sections 54954.2(b)(1) and 54956.5(a)(1) and (b)(1) due to the existence of circumstances relating to the impact of COVID-19 on LACERA, its staff, and members that constitute a “crippling activity, or other activity that severely impairs public health, safety, or both, as determined by a majority” of the Board and that “prompt action is necessary due to the disruption or threatened disruption of public facilities.”

Mr. Harris made a motion, Ms. Gray seconded, to find that an emergency exists within the meaning of Government Code Sections 54954.2(b)(1) and 54956.5(a)(1) and (b)(1). The motion passed (roll call) with Messrs. Knox, Okum, Kehoe, Santos, Walsh, Moore, Robbins, Ms. Zapanta and Ms. Gray voting yes.

VIII. NON-CONSENT ITEMS (Continued)

2. That the Board of Retirement grant the Chief Executive Officer emergency purchasing authority up to and including a total of \$1,000,000, above his existing authority, for goods and services deemed necessary by the CEO, after consultation with the Chair and Vice Chair of the Board of Retirement, to enable LACERA to address the COVID-19 emergency. Notice of any expenditure under this authority will be provided to the Board of Retirement at its next meeting, with a copy to the Board of Investments. This authority will expire within 180 days, unless renewed by the Board. (Memo dated April 8, 2020)

Mr. Harris made a motion, Mr. Okum seconded, to approve staff's recommendation. The motion passed (roll call) with Messrs. Knox, Okum, Kehoe, Santos, Walsh, Moore, Robbins, Ms. Zapanta and Ms. Gray voting yes.

IX. REPORT

The following items were received and filed.

- A. For Information Only as submitted by Barry W. Lew, Legislative Affairs Officer, regarding the Monthly Status Report on Legislation. (Memo dated March 23, 2020)
- B. For Information Only as submitted by Francis J. Boyd, Senior Staff Counsel, regarding the Panel Physician Evaluation Reports During the Safer at Home Order for Control of Covid-19. (Memo dated March 31, 2020)
- C. For Information Only as submitted by Ricki Contreras, Division Manager, Disability Retirement Services, regarding the Application Processing Time Snapshot Reports. (Memo dated March 29, 2020)

X. ITEMS FOR STAFF REVIEW

There were no items to report.

XI. GOOD OF THE ORDER

(For information purposes only)

There was nothing to report.

XII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

(Ms. Zapanta departed the meeting at 11:15 a.m.)

APPLICATION NO. & NAME

BOARD ACTION

5129B – DENISE JACKSON

Ms. Gray made a motion, Mr. Okum seconded, to deny a service-connected disability retirement since the employer can accommodate. The motions passed (roll call) with Messrs. Knox, Okum, Kehoe, Santos, Walsh, Moore, Robbins, and Ms. Gray voting yes.

5130B - DANNY T. HAN

Mr. Kehoe made a motion, Mr. Okum seconded, to hold the case over pending additional information. The motions passed (roll call) with Messrs. Knox, Okum, Kehoe, Santos, Walsh, Moore, Robbins, and Ms. Gray voting yes.

5131B - MICHAEL J. CLINKUNBROOMER

Ms. Okum made a motion, Mr. Walsh seconded, to deny a service-connected disability retirement and find the applicant not permanently incapacitated. The motions passed (roll call) with Messrs. Knox, Okum, Kehoe, Santos, Walsh, Moore, Robbins, and Ms. Gray voting yes.

5132B - GABRIEL A. RAMIREZ

This case was pulled by the applicant.

XII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME

BOARD ACTION

6908A- ROBERTO A. GOODEN

Mr. Kehoe made a motion, Mr. Okum seconded, to return to staff for additional information.

Ms. Gray made a substitute motion, Mr. Moore seconded, to grant a retroactive service connected disability retirement. The motion passed (roll call) with Messrs. Okum, Santos, Kehoe, Walsh, Moore, Robbins, and Ms. Gray voting yes; and Mr. Knox voting no.

2019-1RH

Mr. Pryor made a motion, Ms. Gray seconded, to grant a service-connected disability retirement pursuant to Government Code Section 31720. The motion passed (roll call) with Messrs. Knox, Kehoe, Okum, Santos, Walsh, Moore, Robbins, and Ms. Gray voting yes.

B. Disability Retirement Appeals

APPLICATION NO. & NAME

BOARD ACTION

N4102DRAC- Vivian W. Schultz for the respondent
Danny T. Polhamus for the applicant

Mr. Kehoe made a motion, Mr. Harris seconded, to deny a service-connected disability retirement and find the applicant not permanently incapacitated. The motion passed (roll call) with Messrs. Knox, Okum, Santos, Walsh, Moore, Kehoe, Robbins, and Ms. Gray voting yes.

XII. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION
(Continued)

C. Staff Recommendations

Mr. Kehoe made a motion, Mr. Pryor seconded, to approve the following items. The motion passed (roll call) with Messrs. Knox, Okum, Kehoe, Santos, Walsh, Moore, Harris, and Ms. Gray voting yes.

1. Recommendation as submitted by Eugenia W. Der, Senior Staff Counsel: That the Board, pursuant to Government Code section 31541.1, find (1) that Mr. Steven Flamm delayed filing his application for disability retirement because he was unable to ascertain the permanency of his incapacity until after the day following his last day of regular compensation; (2) that his application be deemed filed on the day after his last day of regular compensation in accordance with Government Code section 31724; and (3) that he is entitled to the option of an earlier effective date. (Memo dated March 17, 2020)
2. Recommendation as submitted by Eugenia W. Der, Senior Staff Counsel: That the Board, pursuant to Government Code section 31541.1, find (1) that Yen T. Ha delayed filing her application for disability retirement because she was unable to ascertain the permanency of her incapacity; (2) that her application is deemed filed on the day after the last day of regular compensation (retroactive) in accordance with Government Code section 31724; and (3) that she is entitled to the option of an earlier effective date. (Memo dated March 17, 2020)
3. Recommendation as submitted by Ricki Contreras, Division Manager, Disability Retirement Services: That the Board approve the service provider invoices for Jeffrey F. Caren, M.D. (Memo dated March 19, 2020)

Green Folder Information (Information distributed to each Trustees prior to the meeting)

1. Item XI. A. Disability Retirement Case – Danny T. Han 5130B
(Memo dated April 8, 2020)

April 9, 2020

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XIII. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:52 p.m.

GINA ZAPANTA, SECRETARY

HERMAN SANTOS, CHAIR



April 27, 2020

TO: Each Trustee,
Board of Retirement
Board of Investments

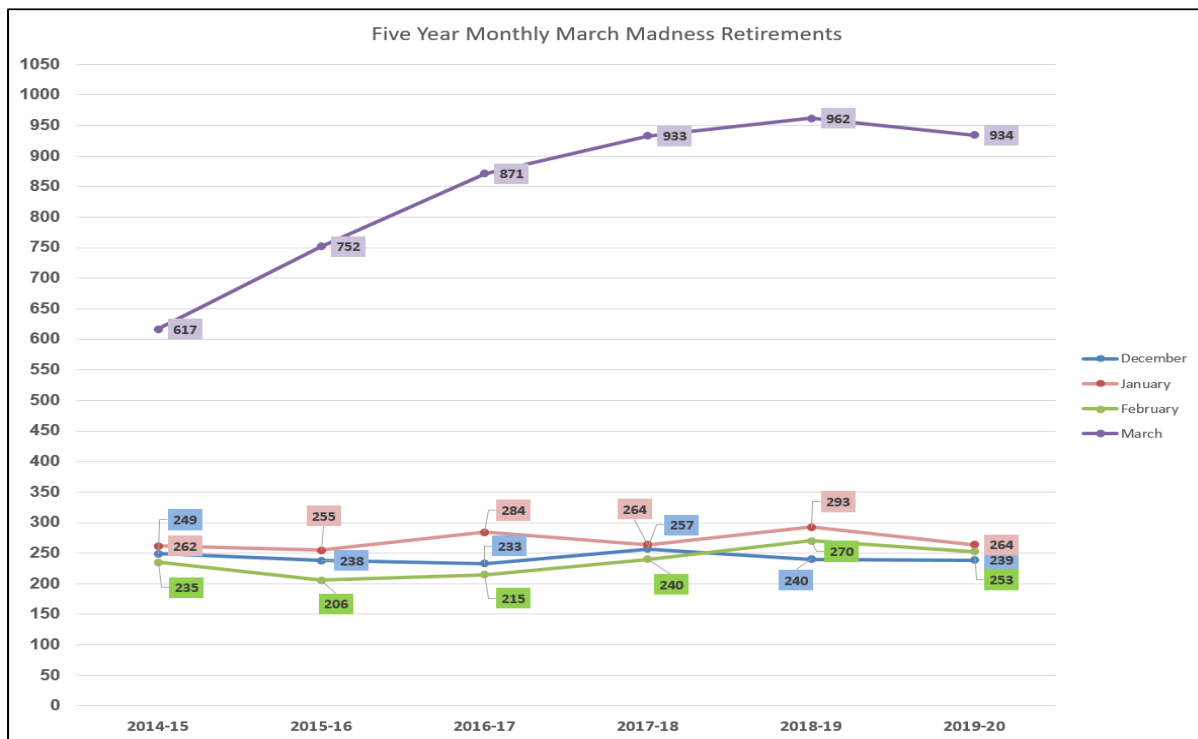
FROM: Santos H. Kreimann
Chief Executive Officer

SUBJECT: **CHIEF EXECUTIVE OFFICER'S REPORT**

I am pleased to present the Chief Executive Officer's Report for May 2020 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.

March Madness

We refer to the period beginning in December through the end of March as "March Madness" because retirements tend to spike during this period as members disproportionately elect to retire in time to be eligible for any April 1st cost-of-living adjustment (COLA) that will be approved. The graph below provides an overview of the past five years of March Madness retirements.



As you can see, in the chart above, we closed out the 2019-2020 March Madness period with 1,690 new retirees, slightly down from the 2018-2019 season, which was 1,765. March continued to be the month with the highest number of retirements with 934 retirees this season vs. 962 for last season.

This is the first time in five years we have seen a decrease in the number of retirees. However, this may not be reflective of a long-term trend. There are many possible reasons for the slight decrease such as the high number of MOU's signed in 2019 and of course the timing of the COVID-19 pandemic. We have no empirical evidence that gives us any insight into the reasons.

March Madness Aftermath

Beginning on March 12, 2020, the COVID-19 began to impact LACERA. The first major impact was our need to close the Member Services Center in order to protect both our staff members and our members. In order to meet social distancing requirements and to ensure that our staff would be protected and the organization could weather a direct hit by the virus, we made the difficult decision to transition to a remote workforce as much as possible. The first step was the creation of the Red/Blue Team concept, where staff members would alternate weeks between working at home and coming into the office. This was followed by both the Governor's "Safer at Home" order and by a series of close calls within the office where staff members may have been exposed to non-LACERA individuals who had COVID-19 like symptoms. These close calls further emphasized the need to protect our staff members by moving as many as possible to work remotely.

The necessary reduction in workforce in the office had an impact on our Benefits Division, which processes retirement applications and places members on payroll. Due to technological challenges this division could not complete the retirement process remotely. These challenges occurred during the time when we would normally shift as many resources as needed within the Benefits Division to the processing of retirement applications.

Processing retirement applications is a detailed process with specific deadlines. The first step in this process is to place members on the Board of Retirement agenda so the Board can approve the retirement applications. This triggers a notification letter to the member's personnel department to let them know the member's retirement date so they can begin placing the member out of service. This in turn needs to be done before the end of the month so that the personnel department can terminate the member quickly, and LACERA can receive the termination date and more importantly the final pay period information.

During this step, the member's account is thoroughly reviewed to ensure the member is eligible to retire. This involves a review of their entire service credit record to make sure their service credit total is accurate. A process that requires staff members to access certain systems such as the microfiche viewer (which provides access to payroll and other records prior to the 1990's) which

was only accessible from the office. Additionally, the member's Final Average Compensation (FAC) period is determined and verified. This verification process requires staff members to analyze each pay period to make sure the pay components are pensionable and that there are no inflated salaries resulting from retroactive adjustments that have not been re-assigned to the correct pay period during the payroll process. This proved to be a bigger than normal challenge this season because many of the MOU's agreed to by the County in 2019 caused many retroactive payroll adjustments. Such payroll adjustments need to be reassigned by staff members to the correct payroll period during the retirement process. This lengthens the process of retiring a member.

Given our reduced in-office workforce, limited access to critical systems remotely and the increased number of applications with the higher level of complexity of the many retroactive salary changes, it quickly became apparent that we could not get through all of the applications within the time we had available to process them and meet deadlines to get members on the agenda and the notification letters out. This created a dilemma: do we process all applications as normal and risk delaying payment of member retirement benefits 30 days, or do we find a way to alter our normal process with some risk and ensure members have a seamless retirement. Delaying the payment of benefits 30 days could have a terrible impact on members. It would mean that a member may have a longer than expected gap between their final payment by the County and the first retirement benefit.

After reviewing all of our options, the Benefits Division management presented an option to the Executive Office that would ensure a seamless transition for our members but include some risks, which the team felt they could mitigate. The proposal was to split the normal retirement process into two parts. Verify eligibility in part one, enabling the all-important notification letters to be sent to the member's personnel department and then go back before first payment and verify the member's FAC period is correct. The risk was not being able to verify the first payment within a very short window before payroll is run in April. The team felt they could get through all the March retirements and verify most of them in time for payroll.

The plan included a member communication plan to notify members who we could not validate that their first payment may require an adjustment and why. This letter would be mailed out prior to their first payment, but after the cut-off for payroll processing so we would only have to notify a small group of members who would be impacted (a copy of this letter is attached as Appendix A to this report).

The Executive Office reviewed the proposed plan and agreed the risks were minimal compared to the risk of leaving members unpaid for an additional month, especially considering the impact to our members as the result of the pandemic. The risk of overpayment would be limited to a smaller number of members based on Benefits calculations of what they could process in the time available. A risk that would be further mitigated by redeploying staff members in Quality Assurance to assist with the FAC validation process. Additionally, most adjustments to a member's FAC would be minimal. Most, but not all, overpayments were estimated to be \$50 or less.

In the end, all the retirement applications with a March retirement date, received before the final agenda period for the month (a weekly process) were processed in March, which was a total of 934 members. Of these 556 member applications were processed in March. Of those 556 members, approximately 374 were processed after the impact of COVID-19 and subject to the modified process. Working together, Benefits and Quality Assurance were able to verify the FAC for all but 116 members.

Notices were mailed to these members on April 23, 2020 to let them know an adjustment may be needed after their benefit amount has been verified. All of these members will be completely verified by the second payment when it is issued in May. LACERA will work with any member who has an overpayment to mitigate the impact of any benefits that must be repaid to LACERA, within the Board's approved Collections Policy.

I would like to thank our Benefits and Quality Assurance staff members for their efforts and their innovation. Faced with the difficult choice of not paying members in time or potentially overpaying members they focused on our member's well-being and financial health. Working as a team, they found an innovative way of limiting the risks to LACERA and meeting our promise to the members.

Update on the Virtual Call Center

On March 20, 2020, the Executive Team made the difficult decision to close our Call Centers to protect the health and well-being of our staff members. Unfortunately, our Business Continuity Plan did not anticipate the need for a distributed remote call center operation. Staff members continued to provide service through callbacks to messages left on our voice mail, email, and the Secure Message center on My LACERA.

Throughout the month of March and April, a team consisting of staff members from Systems, the Legal Office, Member Services, and Retiree Healthcare worked under the direction of the Executive Office to select and implement a virtual call center. The Executive Office and Systems worked together to identify possible providers. Amazon Connects quickly became a leading contender because they currently work with the County of Los Angeles and LACERA could utilize existing contractual agreements between Amazon and the County's Internal Services Division (ISD).

Mr. Popowich was assigned to oversee the evaluation of the functionality and usability of the Amazon Connects remote call center application. Mr. Jaranilla, from our Systems Division, customized the Amazon application to mimic our current call center tree and submitted the design to Mr. Popowich for approval. Working together the two of them put together an initial testing plan consisting of 18 call center scenarios to determine how the platform would respond. A team of management and staff members from Member Services and Retiree Healthcare conducted the initial evaluation over the April 5th weekend. Late in the night on April 5th, it was determined

Amazon would work. Within days, Mr. Popowich verified details regarding our ability to continue to record calls – a vital tool allowing members to be verified to make changes to their account and for quality control purposes – and made the final recommendation to my office to move forward pending contractual agreements.

At the same time, Chief Counsel, Steven Rice and Senior Staff Counsel, John Harrington, from the Legal Office worked to verify the terms of agreement with Amazon and ISD. This process, which normally would take months to complete, was reduced significantly by our ability to work with Amazon through the contract with ISD. Essentially, LACERA would have a separate instance of the Amazon Connects platform under ISD's contract and ISD will bill LACERA for the usage.

With these arrangements settled, the team rapidly moved into implementation mode. Systems made requested changes to further customize and secure the platform and worked with Amazon to resolve some technical issues. Meanwhile, Mr. Popowich worked with the MS and RHC teams to develop a training plan. During the initial testing phase, one of the staff members, Fabio Ramirez (an Outreach staff member who worked previously in the MS Call Center), began developing a customized and detailed training guide. Recognizing the benefits of Mr. Ramirez's work, he was selected to conduct the staff training.

In order to minimize the impact on our ability to respond to member inquiries during the week, staff members were asked to volunteer to be trained using overtime. This was necessary because the call back process was a time-consuming and required all hands on deck to return member's calls the same day or within 24 hours of their leaving a message or sending an email. Training began in earnest the week of April 20th and continued throughout the weekend and into the beginning of the week of April 27th.

All hands on deck were needed to move this process forward as quickly as possible, but paying close attention to ensuring that the end result would be a return to nearly full functionality without any further negative impacts to our ability to service members. Based on the team's progress Mr. Popowich expects to open both the Member Services and Retiree Healthcare call centers for a soft launch on or around April 29th. The plan calls for several days of actual usage of the system before we fully announce to the membership the call centers are fully open for business. While we have trained and expect this to go smoothly, it is always possible during the soft launch that we may hit some turbulence. If this occurs, we will work diligently to resolve any outstanding issues. In the meantime, we would greatly appreciate receiving any feedback you may hear from our members on the call center service. This will help us make adjustments to better serve our members.

This was a true team effort. I would like to thank everyone involved for the long hours and hard work they put into restoring our ability to interact with our members. I am extremely proud of all the staff members who volunteered to work overtime on the weekends and late into the night (efforts usually went as late as 9:00 p.m.) to test and be trained on this program. Everyone involved was eager to help, regardless of the day or hours needed. Special recognition is due to Mr. Jaranilla

and members of his team for their efforts to get the call center up and running, Ms. Puga, our Member Services Contact Center Manager for scheduling and organizing the training sessions, and Retirement Benefits Specialist III, Fabio Ramirez for designing and conducting customized training to staff in both call centers. Sr. Retirement Benefit Specialist, Gerald Bucacao (a MS Call Center Supervisor). These staff members went above and beyond expectations to serve our members.

Partnering with Empower to Reach our Members

LACERA has had a long-standing partnership with Empower, the administrators of the County's Deferred Compensation plans. For years, Empower has partnered with LACERA to join us for our in house Pre-Retirement Workshops and many of our field events as well.

After LACERA had to close our Member Services Center and cease holding workshops at the office and in the field, we discussed moving towards a virtual workshop model. Meanwhile, Empower had already developed a successful implementation of virtual workshops that allowed their members to interact with the presenters. Realizing they could help LACERA continue to reach our members and continue the successful partnership we have enjoyed for years they reached out to us and offered to partner with LACERA to make us a part of their webinars.

Empower worked with Carlos Barrios, our Member Services Outreach Manager, to coordinate details and train LACERA staff on their webinar process. In preparation for this partnership, Mr. Barrios worked with our Communications and Retiree Healthcare teams to revise our presentation materials and make them more web friendly. The first notice for the joint webinar was sent to all Empower members on April 23rd and took place on April 29th. We have attached a copy of this notice as Appendix B.

I would like to extend a special thank you to Lisa Marques, Manager Participant Engagement (Empower), and Mr. Barrios for working together to provide these opportunities to our members.

In the meantime, Mr. Popowich will be working with Mr. Barrios to move our Outreach efforts to a virtual platform. Using already acquired technology on the GoToMeeting platform, we will be working to provide virtual one on one counseling by the end of May. This will be followed with virtual workshops for our new hires, mid-career, and pre-retirement member sessions. The addition of virtual meetings may increase our ability to reach active members, as we will no longer be limited to providing workshops at separate county facilities for just those members that work at those facilities. This change may allow us to expand our audience for these workshops by providing more convenient access to our members.

Details still need to be worked out on how we will market these opportunities and how we will schedule them with various departments. We will share more on these plans as they are formalized.

Remote Workforce Update

As we have shared previously, LACERA staff members have been working hard to transition to a remote working environment. Our Systems Division has delivered over 150 desktops to staff members working remotely in our member service operations. Almost all of Member Services and Retiree Healthcare staff have been provided workstations set up to provide secure access to Workspace. Benefits and Disability Retirement Services also have most of their staff able to work at home. Providing these capabilities to MS and RHC was a critical step in being able to continue to provide services for our members and to prepare us to launch our virtual call centers.

While the Benefits Division also has most of their workforce enabled to work at home, it has been more of a challenge for this team. Workspace was one critical system they needed to have secure access to. In addition, Benefits was provided with access to the County's EHR payroll system, allowing them to view current payroll records. Benefits also needed access to the Microfiche Viewer to view historical payroll records, which are vital to verifying member's eligibility to purchase service and to retire. We are pleased to announce that Systems was able to convert the Microfiche Viewer (which was a thick client designed to be run from desktops in LACERA's office) to a thin client that is able to run remotely through our secured connection. This was released to staff during the week of April 20th.

This increases the ability for our staff members to efficiently work from home. There is still some critical functionality that Systems is working to provide, but we are making progress.

Additionally, Systems is also working to provide remote access to other systems for remote staff working in our Financial Accounting Services Division. This includes access to our accounting software and other systems necessary to manage aspects of our administrative operations.

A special thank you to Eddie Paz, in our Systems Division for his efforts to convert the Microfiche Viewer so quickly to remote access, and Roxana Castillo for her efforts in coordinating with Mr. Popowich and others to move this vital project forward.

Virtual Board Meetings

Due to the social distancing guidelines set forth by local, state, and federal guidelines, virtual meetings were organized by staff in time for the March 23rd Board of Investments meeting allowing the public, staff, members, and consultants to participate remotely. Staff members decided to use the GoToMeeting and GoToWebinar platforms in order to accommodate public participation, as well as applicants and their attorneys in closed session matters. These platforms use robust encryption mechanisms and protocols designed to ensure confidentiality.

In preparation of transitioning to these remote meetings, staff spent time ensuring the meetings would run smoothly and efficiently. I would like to recognize Executive Board Assistants, Bonnie

Nolley and Linda El-Farra, for their efforts on this project. They both participated in the platform's webinars and online trainings in order to navigate the platform during meetings. Furthermore, staff members from the Executive, Legal, Disability Retirement, and Disability Litigation teams participated in several mock meetings to run through the logistics of the meetings. We also want to recognize Van Bonifacio, Cookie Jaranilla, and Alex Yin for configuring, testing, supporting staff and providing assistance through this transition.

Communicating with Members

Communication is a key component of providing service to our members, especially in times of crisis. Since the beginning of the COVID-19 pandemic, we have been communicating with our members through lacera.com and messages on our phone system. Realizing we needed a more proactive approach to reach our members we initiated a weekly email message from the CEO or CIO to all members who have provided email addresses to LACERA.

Our goal is to provide a continual reassuring and transparent message about our response to the pandemic. My first message focused on updating members on efforts LACERA was taking to restore full service after closing the call centers and the Member Services Center. Additionally, we provided an explanation for why we took action to close down these vital resources. This was followed the next week by an informative and reassuring message from the Chief Investments Officer, Jon Grabel. Mr. Grabel provided an excellent message explaining how LACERA keeps our assets safe and the benefits of our long-term investment outlook and how we diversify our asset classes to mitigate – as much as possible – economic downturns. Each of these messages are available online at lacera.com.

In addition, to the weekly messages we also added a new section to lacera.com called “LACERA Investments”. This section provides updates and perspectives on our investment portfolio. Members and the public now have easier access to the Investments Dashboards, monthly CIO reports, and other reports that are provided to the Board of Investments as part of the normal meeting agendas. While these documents have always been available as part of the agenda packages posted on lacera.com this new section makes them more accessible and easy to find for our members.

I would like to thank our Communications Director, Cynthia Martinez, and her team Veronica Yi-Martinez, Erika Heru, Tom Cohen, James Nicholson, and Ian Duggan who assisted in writing, editing and publishing these messages. In addition, I would like to thank Kathy Delino, Iveta Brecko, and John Gaffney from our Systems team for enabling our ability to push out messages via email.

A Special Thank You to Staff

Throughout my report, I have thanked several people for their efforts on various projects that have allowed us to begin restoring full services for our members. These are just a few staff members and certainly not all of the individuals who have worked on these projects. These projects are always team efforts and many staff members are involved in the process.

There are many Administrative Support staff members who continue to provide support to the organization as we evolve our workforce's ability to work remotely and respond to current needs. While we cannot highlight each project or every staff member, I would like to recognize some of these efforts briefly:

- *Document Processing Center (DPC)*: These staff members process all of our incoming and outgoing mail. They sort, scan, verify quality and route documents to the work queues so that staff can process member request. DPC processes a high volume of work on any day, but having to do that with a reduced staff and social distancing has proven to be a challenge – one they continue to live up to.
- *Procurement*: Our Procurement team is a small, but mighty team, that have been working hard to keep LACERA stocked with personal protective gear, the everyday office supplies, and have worked very hard to respond to last minute urgent requests for things like computer equipment, headsets, and numerous other items.
- *Financial Accounting Services & Investments*: The staff members in these two divisions have done a stellar job working together to test and define protocols and processes for remote cash management. Their efforts to create a process with appropriate safeguards to protect our assets while executing trades and reconciling information provided by our business partners while working remotely is critical to ensuring LACERA has the funds available to pay benefits and continues to take advantage of opportunities as they arise.
- *Human Resources*: The HR team has had to move into overdrive to keep up with the changing laws regarding leave absences, helping staff members who have concerns, and working with our partners at SEIU to keep them up to date on our efforts to meet our goals while protecting our staff members.
- *Internal Audit (IA)*: Staff members in IA should be recognized for their continued vigilance and oversight efforts to keep our member data secure through review of operational protocols and discussions with management.
- *Legal Office*: Our Legal Office has been working long hours to review contracts with various vendors such as Amazon and tracking and interpreting changes to various laws impacting our staff members. They have worked hand in hand with HR to make sure that we are compliant with the regulations and assisting us with helping address unique issues that have come up as a result of COVID-19.
- *Systems*: While we have recognized a number of staff members in the specific projects above, I wanted to share that this is just part of what they have done to help in our response

efforts to this pandemic. Among the important accomplishments are rolling out secure access to email for everyone in the organization, deploying remote applications like Office 365, preparing and distributing over 150 Workspace enabled desktops to allow staff members to work remotely in a secure manner, responding to requests for access to applications and programs that previously were only available for use in our offices, all the while working to track equipment assigned to remote staff, assist in the development of security and teleworking policies and procedures to secure our member data, and troubleshooting problems for staff, and all of their normal day to day duties. I would also like to acknowledge Roxana Castillo for the partnership with the Executive Office. She has done a tremendous job coordinating with Mr. Popowich to deliver on the operational needs during this time.

We could cite many more instances of staff's tremendous efforts. It is important we take time to recognize their efforts because it is the staff members that make LACERA function. We are proud of their continued dedication and work ethic during these trying times.

Update on Human Resources Director Recruitment

The search for a replacement for John Nogales, our retired Director of Human Resources, was scheduled to be completed in October 2019, but had to be extended after the selected candidate withdrew from the process for personal reasons. Since then, we opened a new job posting and interviewed all eligible candidates. The COVID-19 pandemic has delayed a final decision and announcement of the hiring of a new HR Director. It is our hopes that we will be able to move this process forward within the next few weeks and make an announcement on our selection of a new HR Director before the end of May.

SHK: jp
CEO report Apr. 2020.doc

Attachments



[Month Day, Year]

[Member's Full Name]

[Member's Mailing Address]

[City, State Zipcode]

Your Retirement Benefit May Be Adjusted

Dear [Member's Full Name]:

Congratulations on your recent retirement!

Processing your retirement in a timely manner is LACERA's priority. As you may know, the retirement benefit formula is comprised of multiple factors. To ensure the accuracy of your benefit, LACERA must review each component in detail.

LACERA normally takes extensive measures to verify the accuracy of benefits before they are paid. However, due to the radical workplace adjustments required in response to COVID-19, it was difficult for LACERA to complete this review for some first-time benefit payments. Rather than risk paying those benefits late, LACERA paid the benefits as initially computed before the verification process.

As a fiduciary, LACERA has a responsibility to ensure the accuracy of the payments disbursed and make the required adjustments, if necessary. LACERA will be following up as soon as possible to verify the calculations and inform the impacted members if there are adjustments required. If your account is affected, we will contact you at least 30 days in advance of taking any action on your account.

If you have questions about this information or need assistance, please contact LACERA's Call Center at 800-786-6464 between 7:00 AM and 5:30 PM PST, Monday through Friday. **Due to the COVID-19 pandemic, our Call Center may only accept messages** and will return your call as quickly as possible. Alternatively, you may contact LACERA by logging into MY LACERA on lacera.com and sending a Secure Message. We will respond as quickly as possible.

Sincerely,
Benefits Division

County of Los Angeles 457(b) Horizons & 401(k) Savings Plans & Los Angeles County Employees Retirement Association



Preparing for Your Future

Retirement planning is preparing for the future you dream about. It's one of those things you know you should do, but keep putting off.

We have options that can help!

Group Webinars

Pre-Retirement Seminars

Retiring within a few years? Join an online Pre-Retirement Seminar.

Co-hosted by Empower Retirement and LACERA

Select the desired webinar to register

[Tuesday, April 28th 10:00am to 1:00pm - Pre-Retirement Seminar](#)

[Friday, May 8th 9:00am to 12:00pm - Pre-Retirement Seminar and Retire Health](#)

[Tuesday, May 12th 1:00pm to 4:00pm - Pre-Retirement Seminar](#)

[Tuesday, May 19th 1:00pm to 4:00pm - Pre-Retirement Seminar](#)

[Thursday, May 28th 10:00am to 1:00pm - Pre-Retirement Seminar and Retire Health](#)

Make the Most of Your Plans

Want to make the most of your retirement? Join our online seminar Make the Most of Your 457(b) Horizons and 401(k) Savings & LACERA Pension Plans

Co-hosted by Empower Retirement and LACERA

Select the desired webinar to register

[Wednesday, April 29th 12:00pm to 2:00pm - Make the most of your Retirement Plans](#)

[Tuesday, May 5th 9:00am to 11:00am - Make the most of your Retirement Plans](#)

[Wednesday, May 13th 9:00am to 11:00am - Make the most of your Retirement Plans](#)



Market Volatility

Stay the Course - Riding out market volatility

Hosted by Empower Retirement

Select the desired webinar to register

[Friday, May 8th 1:00pm to 2:00pm - Market Volatility](#)

[Thursday, May 28th 2:30pm to 3:30pm - Market Volatility](#)

[Click here](#) to schedule a virtual meeting with me!

If you are an employee of LA County and would like to enroll or complete account changes, visit www.countyla.com or call 800.947.0845.

If you are an employer and need technical help, call 800.695.4952. For questions about your plan, please email PlanSponsorAssist@empower-retirement.com

Josh Weygandt | Retirement Plan Counselor
Empower Retirement

300 N. Lake Ave. Suite 210 Pasadena, CA 91101
800-382-8924 office | 626-304-3205 fax | josh.veygandt@empower-retirement.com
empower-retirement.com

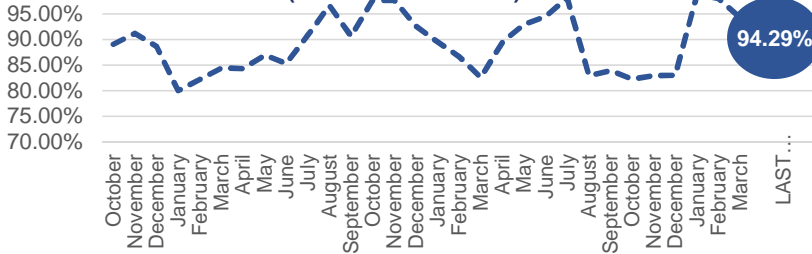
For important disclosures and product information, [click here](#).



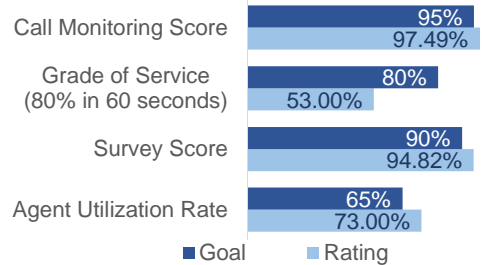
Striving for Excellence in Service

<p>Outreach Attendance 918 28,108 Year-to-Date</p>	<p>Outreach Events 7 368 Year-to-Date</p>	<p>Outreach Satisfaction 95.4% 0.6% Change Since Last Mo</p>	<p>Member Service Center 96.0% -4.0% Change Since Last Mo</p>	<p>Member Services Calls 8,145 11,569 3 Mo. Avg.</p>
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Key Performance Indicator (Overall Performance)



Key Performance Indicator (Components)



Member Services



Top Calls

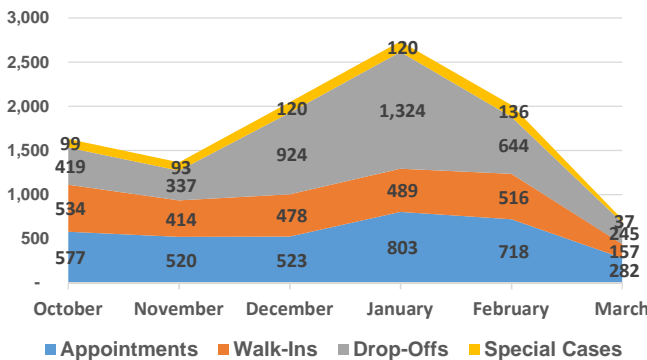
1. Retirement Counseling: Process Overview
2. My LACERA: Portal Login Issues
3. Workshop Information\Appt.: Inquiry



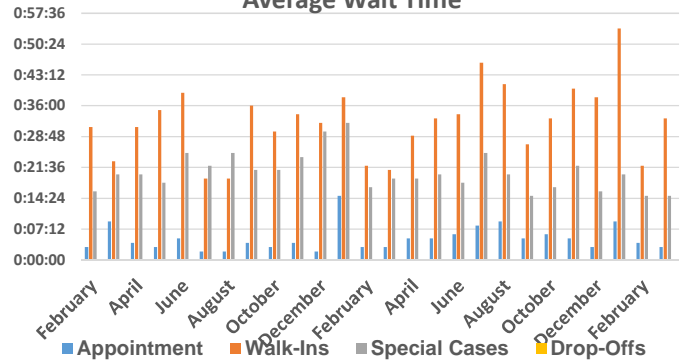
Emails **190**
5:00 hours
Avg. Response Time (ART)
Secure Messages **140**

■ Calls Answered ■ Calls Abandoned

Member Service Center Visits

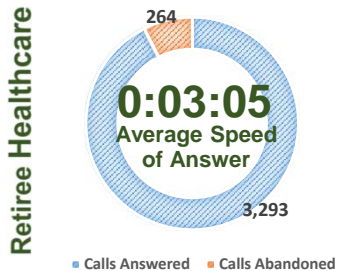


Member Service Center Average Wait Time



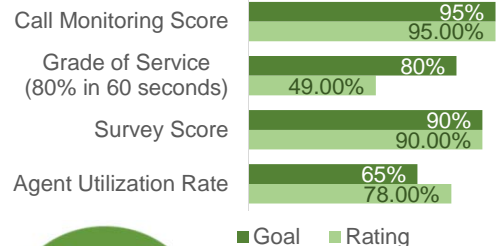
*Drop Off Wait Time: No Waiting

Total RHC Calls: 3,557



Top Calls

1. Mailing-Medicare Part B Verification Notice
2. Medical-New Enrollment/Change/Cancel
3. General Inquiries (RHC)



Emails **316**
1 Day
Avg. Response Time
Secure Messages **n/a**

■ Calls Answered ■ Calls Abandoned

Striving for Excellence in Service (Continued)

Applications

671

In Process
As Of:
3/31/2020

636 Pending on: 2/29/2020

81 Received

440 Year-to-Date

0 Re-Opened

0 Year-to-Date

45 To Board - Initial

410 Year-to-Date

1 Closed

35 Year-to-Date

Appeals

103

In Process
As Of:
3/31/2020

103 Pending on: 2/29/2020

3 Received

28 Year-to-Date

3 Admin Closed/Rule 32

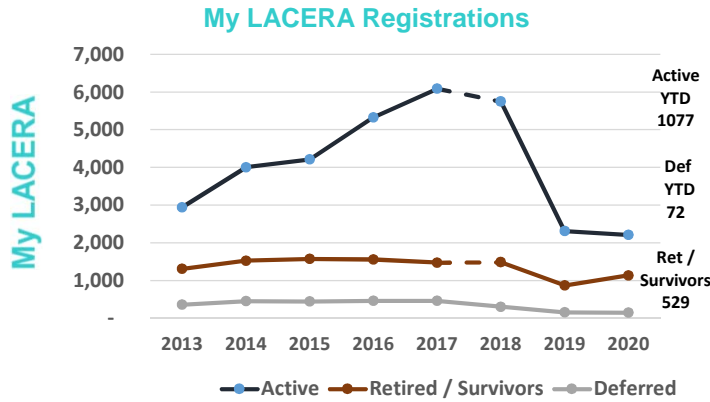
17 Year-to-Date

0 Referee Recommended

0 Year-to-Date

0 Revised/Reconsidered for Granting

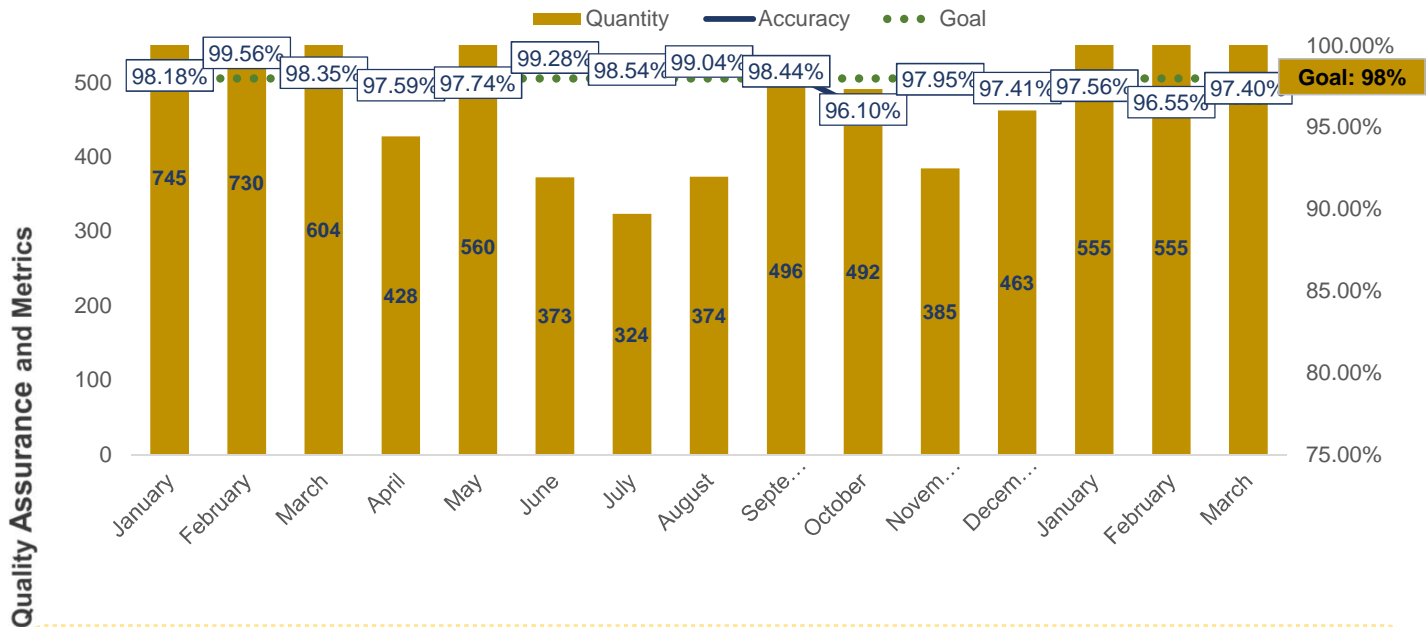
0 Year-to-Date



MORE COMING SOON!

Striving for Excellence in Quality

Audits of Retirement Elections, Payment Contracts, and Data Entry Completed by QA



March 2020



97.40%

Retirement Elections

60 Samples
98.25% Accuracy

Payment Contracts

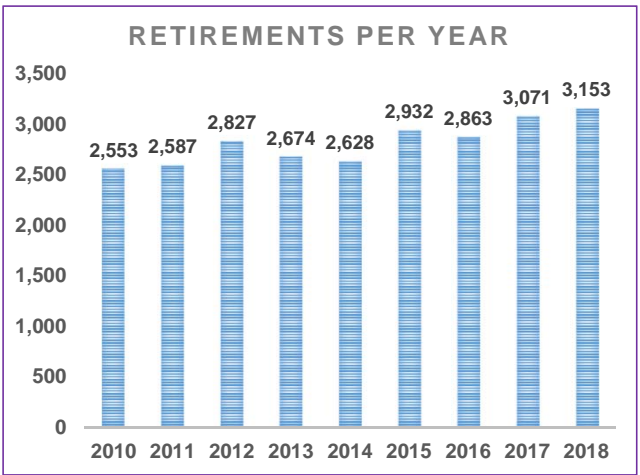
106 Samples
97.03% Accuracy

Data Entry

797 Samples
97.66% Accuracy

Member Snapshot

		Members as of 04/14/20			
	Plan	Active	Retired	Survivors	Total
General	Plan A	94	16,145	4,404	20,643
	Plan B	29	679	68	776
	Plan C	37	421	69	527
	Plan D	40,771	16,346	1,529	58,646
	Plan E	16,714	13,461	1,246	31,421
	Plan G	29,650	52	5	29,707
	Total General	87,295	47,104	7,321	141,720
Safety	Plan A	4	5,119	1,608	6,731
	Plan B	9,436	6,236	306	15,978
	Plan C	3,692	10	0	3,702
	Total Safety	13,132	11,365	1,914	26,411
TOTAL MEMBERS		100,427	58,469	9,235	168,131
% by Category		60%	35%	5%	100%

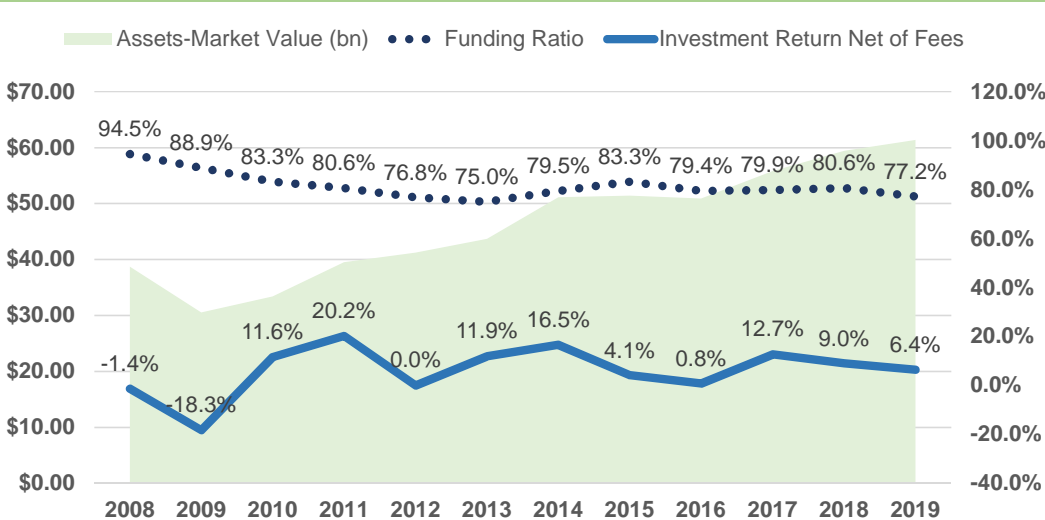


Average Monthly Benefit Allowance Distribution				
	General	Safety	Total	%
\$0 to \$3,999	29,822	1,853	31,675	53.88%
\$4,000 to \$7,999	12,841	3,511	16,352	27.82%
\$8,000 to \$11,999	3,366	4,165	7,531	12.81%
\$12,000 to \$15,999	922	1,486	2,408	4.10%
\$16,000 to \$19,999	293	272	565	0.96%
\$20,000 to \$23,999	84	106	190	0.32%
\$24,000 to \$27,999	28	20	48	0.08%
> \$28,000	10	4	14	0.02%
Totals	47,366	11,417	58,783	100%

Average Monthly Benefit Allowance: \$ 4,321.00

Healthcare Program (YTD)		Healthcare Enrollments (Monthly)	
	Employer	Member	
Medical	\$402.6m	\$33.2m	Medical 51,615
Dental	\$33.7m	\$3.4m	Dental 53,017
Part B	\$51.5m	xxxx	Part B 35,058
Total	\$487.8m	\$36.6m	LTC 621
			Total 139,908

Key Financial Metrics

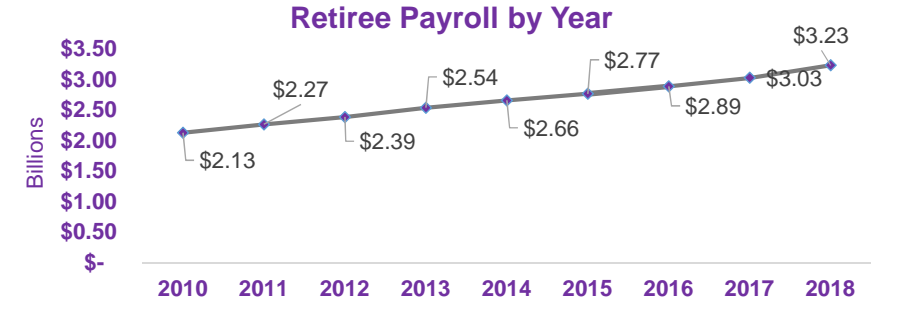


Funding Metrics (as of 6/30/19)	
Employer NC	10.86%
UAAL	13.92%
Assumed Rate	7.00%
Star Reserve	\$614m
Total Assets	\$58.3b

Contributions (as of 6/30/19)		
	Employer	Member
Annual Add	\$1.7b	\$635.4m
% of Payroll	22.59%	7.68%

TOTAL FUND RETURN (Net of Fees)	
5 YR:	6.5%
10 YR:	9.1%

Retired Members Payroll	
Monthly Payroll	\$300.82m
Payroll YTD	2.7b
New Retired Payees Added	318
Seamless %	96.23%
New Seamless Payees Added	2,666
Seamless YTD	97.19%
By Check %	3.00%
By Direct Deposit %	97.00%



EFFECTIVE 4/24/2020

Date	Conference
May, 2020	
2-6	Milken Institute Global Conference Los Angeles, CA RESCHEDULED TO OCTOBER 12-15, 2020
4-5	IFEBP (International Foundation of Employment Benefit Plans) Legislative Update Washington D.C. CANCELLED
6-8	2020 SuperReturn China Conference Beijing, China RESCHEDULED TO NOVEMBER 11-13, 2020
10-13	NCPERS (National Conference on Public Employee Retirement Systems) Annual Conference Las Vegas, NV CANCELLED
12-15	SACRS San Diego, CA CANCELLED
17-20	Government Finance Officers Association (GFOA) Annual Conference New Orleans, LA CANCELLED-VIRTUAL CONFERENCE MAY 18-JUNE 26, 2020
June, 2020	
1-5	Investment Strategies & Portfolio Management (<i>prev. Pension Fund & Investment Mgmt.</i>) Wharton School, University of Pennsylvania NO INFORMATION AVAILABLE
5	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Avenue of the Arts Hotel Costa Mesa CANCELLED – NOW VIRTUAL & FREE
15-16	National Association of Securities Professionals (NASP) 31 st Annual Pension & Financial Services Conference Chicago, IL RESCHEDULED TO DECEMBER 7-10, 2020
17-18	AHIP (America’s Health Insurance Plans) Institute Miami, FL CANCELLED – VIRTUAL CONFERENCE JUNE 16-18, 2020
29-July 1	IFEBP (International Foundation of Employment Benefit Plans) Public Employee Benefits Institute San Francisco, CA NO INFORMATION AVAILABLE
July, 2020	
15-17	Pacific Pension Institute (PPI) North American Summer Roundtable Vancouver, Canada NO INFORMATION AVAILABLE
August, 2020	
25-28	CALAPRS (California Association of Public Retirement Systems) Principles of Pension Governance for Trustees Pepperdine University NO INFORMATION AVAILABLE



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**



April 28, 2020

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on May 7, 2020

SUBJECT: Ratification of Service Retirement and Survivor Benefit Application Approvals

The attached report reflects service retirements and survivor benefit applications received as of the date of this memo, along with any retirement rescissions and/or changes approved at last month's Board meeting. Any retirement rescissions or changes received after the date of this memo up to the date of the Board's approval, will be reflected in next month's report.

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GUILLERMO ATILANO	L A COUNTY FIRE DEPT Dept.#FR	03-31-2020	31 YRS 08½ MOS
KIMBERLY S. BLACK	SHERIFF Dept.#SH	03-28-2020	31 YRS 00 MOS
ALEX J. CANCHOLA	SHERIFF Dept.#SH	04-30-2020	33 YRS 10 MOS
DIRK J. CHAUSSE	L A COUNTY FIRE DEPT Dept.#FR	03-29-2020	36 YRS 09 MOS
HARRY J. DRUCKER	SHERIFF Dept.#SH	05-30-2020	32 YRS 10 MOS
CRAIG R. FLEETWOOD	L A COUNTY FIRE DEPT Dept.#FR	03-31-2020	35 YRS 06 MOS
JOHN L. GAW	SHERIFF Dept.#SH	03-28-2020	30 YRS 01 MOS
RENAYE D. HARRISON	SHERIFF Dept.#SH	06-30-2020	30 YRS 00 MOS
SHEILA M. HAYWOOD	SHERIFF Dept.#SH	03-29-2020	30 YRS 02 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
LEOPOLDO M. IBARRA	L A COUNTY FIRE DEPT Dept.#FR	03-31-2020	33 YRS 10½ MOS
TIMOTHY R. JIMENEZ	SHERIFF Dept.#SH	05-30-2020	30 YRS 04 MOS
MAX KIM	SHERIFF Dept.#SH	04-07-2020	24 YRS 02½ MOS
KEVIN R. KLAR	L A COUNTY FIRE DEPT Dept.#FR	03-30-2020	36 YRS 06 MOS
RANDY G. LITWIN	DISTRICT ATTORNEY Dept.#DA	04-30-2020	05 YRS 01 MOS
JEFFREY M. RANKIN	L A COUNTY FIRE DEPT Dept.#FR	03-31-2020	35 YRS 11½ MOS
ANTHONY SANTOS	SHERIFF Dept.#SH	04-30-2020	30 YRS 02 MOS
RAYNARD WARD	SHERIFF Dept.#SH	03-31-2020	32 YRS 10½ MOS
BEN WONG	SHERIFF Dept.#SH	04-25-2020	34 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
VAROZH AGHAJANIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	31 YRS 10 MOS
ADELA M. ANDERSON	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	05-01-2020	24 YRS 01½ MOS
CLARISSE G. ANDERSON-HAM	PUBLIC DEFENDER Dept.#PD	05-30-2020	36 YRS 00 MOS
CAROL A. ANDERUS	PROBATION DEPARTMENT Dept.#PB	04-30-2020	29 YRS 06 MOS
BLANCA E. ARREOLA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-25-2020	31 YRS 08 MOS
MASOOD R. AZHAR	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	04-01-2020	33 YRS 07½ MOS
SALLY A. BAKER	PROBATION DEPARTMENT Dept.#PB	04-30-2020	17 YRS 04 MOS
LARRY M. BALIAN	PUBLIC LIBRARY Dept.#PL	05-01-2020	04 YRS 08½ MOS
MARGARITA BALTAZAR	MENTAL HEALTH Dept.#MH	03-31-2020	20 YRS 01 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ISABELLA BARBATI	CHIEF EXECUTIVE OFFICE Dept.#AO	04-30-2020	19 YRS 00 MOS
LEILANI S. BAZALDU	CHILD SUPPORT SERVICES Dept.#CD	05-29-2020	25 YRS 00 MOS
ZARIK BEKMEZYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-18-2020	29 YRS 06 MOS
ROBERTA I. BERRY	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	05-30-2020	42 YRS ½ MOS
CONSIGLIA BORRELLI	SHERIFF Dept.#SH	04-30-2020	23 YRS 00 MOS
DIANA BORUNDA	PROBATION DEPARTMENT Dept.#PB	03-31-2020	32 YRS 02½ MOS
TERRI BOURGEOIS	PROBATION DEPARTMENT Dept.#PB	03-31-2020	34 YRS 11½ MOS
BRENDA B. BRAGG	AMBULATORY CARE NETWORK Dept.#HN	05-30-2020	13 YRS 05 MOS
JOANNA BRENNAN	SHERIFF Dept.#SH	03-31-2020	24 YRS 06½ MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
BERTHA E. BROWN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	42 YRS 04 MOS
ANTHONY B. BROWN	INTERNAL SERVICES Dept.#IS	06-30-2020	25 YRS 05 MOS
ELISA T. CALDEO	CHILDREN & FAMILY SERVICES Dept.#CH	04-25-2020	21 YRS 02 MOS
PAUL CANNING	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	03-27-2020	05 YRS 01 MOS
RAUL S. CASTILLO	PROBATION DEPARTMENT Dept.#PB	03-28-2020	34 YRS 03 MOS
ANA L. CASTRO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	03-14-2020	13 YRS 10½ MOS
JANE CAUAGAS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-30-2020	25 YRS 05 MOS
ROCKY C. CHAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	06-27-2020	36 YRS 05 MOS
LINDA L. CHEN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-30-2020	15 YRS 05 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SHENGHUA CHEN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2020	21 YRS 06½ MOS
SYLVIA CHIN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2020	30 YRS 00 MOS
ERIC D. CHO	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	04-30-2020	36 YRS 03 MOS
BAE K. CHOI	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-30-2020	29 YRS 04 MOS
DARLENE A. CONLEY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-30-2020	32 YRS 00 MOS
CARMEN CORDERO	AMBULATORY CARE NETWORK Dept.#HN	04-30-2020	43 YRS 00 MOS
DEBRA J. CORNELIUS	AMBULATORY CARE NETWORK Dept.#HN	04-30-2020	34 YRS 11 MOS
REYNALDA CORONA	PARKS AND RECREATION Dept.#PK	04-16-2020	12 YRS 03 MOS
VEENA DAMLE	AMBULATORY CARE NETWORK Dept.#HN	03-31-2020	05 YRS ½ MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SHERRIE Y. DAY	JUVENILE COURT HEALTH SERVICES Dept.#HJ	04-14-2020	12 YRS 05 MOS
JESSICA DELGADILLO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	05-30-2020	30 YRS 09 MOS
CAROLYN DENMON	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2020	34 YRS 01½ MOS
VINOD K. DHAWAN	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	03-23-2020	37 YRS 05 MOS
ARTHUR O. DIAZ	PUBLIC WORKS Dept.#PW	05-23-2020	39 YRS 10 MOS
DENISE D. DOERING	SHERIFF Dept.#SH	05-29-2020	30 YRS 09 MOS
JUANITA L. ESCANLAR	CORRECTIONAL HEALTH Dept.#HC	03-31-2020	18 YRS 02½ MOS
MINERVA P. ESMILLA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2020	18 YRS 01½ MOS
SAMUEL C. ESTRADA	CORRECTIONAL HEALTH Dept.#HC	06-30-2020	13 YRS 09 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ELIZABETH S. ESTRADA-FEDE	AMBULATORY CARE NETWORK Dept.#HN	05-30-2020	20 YRS 00 MOS
EDILBERTO G. FERNANDEZ	CORRECTIONAL HEALTH Dept.#HC	05-30-2020	25 YRS 00 MOS
MANUEL A. FLORES	INTERNAL SERVICES Dept.#IS	05-30-2020	28 YRS 10 MOS
SUSAN D. FOWLER	PUBLIC LIBRARY Dept.#PL	05-29-2020	26 YRS 00 MOS
MATTHEW C. FRYER	PUBLIC WORKS Dept.#PW	04-30-2020	40 YRS 04 MOS
CORAZON B. GABIO	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-01-2020	36 YRS 01½ MOS
DAVID GALINDO	PUBLIC WORKS Dept.#PW	04-30-2020	25 YRS 00 MOS
LOURDES B. GANUELAS	AMBULATORY CARE NETWORK Dept.#HN	05-30-2020	39 YRS 09 MOS
SHARON T. GERANEO	PUBLIC HEALTH PROGRAM Dept.#PH	04-30-2020	32 YRS 09 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
AURA GOMEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2020	29 YRS 09½ MOS
LARRY N. GOMEZ	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	04-18-2020	21 YRS 07 MOS
ANTIMO GONZALES	ASSESSOR Dept.#AS	04-30-2020	49 YRS 10 MOS
CHARLENE GONZALES	CHILDREN & FAMILY SERVICES Dept.#CH	05-30-2020	35 YRS 11 MOS
WANDA E. GOWDY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	30 YRS 05 MOS
BERTHA A. GUERRERO	AMBULATORY CARE NETWORK Dept.#HN	04-06-2020	37 YRS 08½ MOS
ELIZABETH A. HARBOR	INTERNAL SERVICES Dept.#IS	04-30-2020	43 YRS 07 MOS
JANICE L. HARRIS	CHILDREN & FAMILY SERVICES Dept.#CH	05-30-2020	11 YRS 07½ MOS
TAKAKO A. HARRIS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	05-30-2020	34 YRS 07 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
YU-KUEI HSU	ASSESSOR Dept.#AS	03-27-2020	35 YRS 11 MOS
ANGELA F. HUBBARD	DISTRICT ATTORNEY Dept.#DA	05-30-2020	34 YRS 09 MOS
TOI L. JACKSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	29 YRS 07 MOS
KATHY D. JILES	PARKS AND RECREATION Dept.#PK	04-30-2020	25 YRS 00 MOS
BLANCA E. JIMENEZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-30-2020	36 YRS 00 MOS
FELINA JIMENEZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-15-2020	30 YRS 09½ MOS
DOROTHY J. JONES	PUBLIC HEALTH PROGRAM Dept.#PH	04-30-2020	41 YRS 07 MOS
HEYWAL S. KAHNG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-28-2020	25 YRS 01 MOS
ANNIE L. KELLY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2020	32 YRS 05 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GRACE Y S KIM	CHILDREN & FAMILY SERVICES Dept.#CH	04-30-2020	34 YRS 11 MOS
JULIO S. LACAYO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-26-2020	29 YRS 05 MOS
EMILY LAM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-30-2020	25 YRS 00 MOS
GISELE M. LAVIGNE	SHERIFF Dept.#SH	05-30-2020	42 YRS 09 MOS
JAMES R. LAY	PROBATION DEPARTMENT Dept.#PB	05-13-2020	35 YRS 02½ MOS
PATRICK LEW	CHILDREN & FAMILY SERVICES Dept.#CH	06-27-2020	20 YRS 00 MOS
TIENNY P. LIEU	CHILDREN & FAMILY SERVICES Dept.#CH	04-07-2020	23 YRS 01½ MOS
TIEN G. LIEU	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2020	30 YRS 01½ MOS
JASMINE J. LIN	CHILD SUPPORT SERVICES Dept.#CD	03-31-2020	26 YRS 08½ MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ESTELLA LINDRUM	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2020	28 YRS 04½ MOS
MARIANA LOPEZ	CHILDREN & FAMILY SERVICES Dept.#CH	04-30-2020	33 YRS 08 MOS
ANTONIO LOPEZ	PROBATION DEPARTMENT Dept.#PB	04-30-2020	26 YRS 04 MOS
CRISPINO D. LUBOS	PROBATION DEPARTMENT Dept.#PB	05-30-2020	34 YRS 02 MOS
DAISY M. MAINES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-12-2020	26 YRS 03½ MOS
FELICITAS P. MARMITA	SHERIFF Dept.#SH	05-31-2020	22 YRS 01½ MOS
ERNEST MARQUEZ	REG-RECORDER/COUNTY CLERK Dept.#RR	06-16-2020	17 YRS 07 MOS
JANEEN MARRIN	BOARD OF SUPERVISORS Dept.#BS	03-31-2020	19 YRS 03½ MOS
SUSAN J. MATTA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	04-30-2020	28 YRS 04 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
FRANKLIN K. MAUNG	PROBATION DEPARTMENT Dept.#PB	03-28-2020	34 YRS 10 MOS
JONATHAN B. MCALLISTER	PROBATION DEPARTMENT Dept.#PB	04-30-2020	27 YRS 01 MOS
JOANN MCCORKLE-RIC	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	30 YRS 01 MOS
BARBARA C. MCNICOL	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-25-2020	22 YRS 00 MOS
ANA R. MELARA	AMBULATORY CARE NETWORK Dept.#HN	04-30-2020	22 YRS 00 MOS
WALTER F. MENA	CHILDREN & FAMILY SERVICES Dept.#CH	05-30-2020	19 YRS 06 MOS
SEDIK MIKAELIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	30 YRS 08 MOS
JUDITH C. MIRANDA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-30-2020	28 YRS 11 MOS
PATRICIA S. MOORE	PUBLIC LIBRARY Dept.#PL	04-30-2020	32 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RICHARD S. MORA	PUBLIC WORKS Dept.#PW	04-30-2020	41 YRS 03 MOS
ISIS T. MORCOS	LACERA Dept.#NL	03-28-2020	35 YRS 08½ MOS
DARCEL Q. MORGAN	INTERNAL SERVICES Dept.#IS	04-25-2020	33 YRS 02 MOS
DORA L. MORIKAWA	CHIEF EXECUTIVE OFFICE Dept.#AO	04-30-2020	29 YRS 06 MOS
ROY O. MOTTA	PROBATION DEPARTMENT Dept.#PB	03-31-2020	35 YRS 06½ MOS
DARREN Y. OTA	SHERIFF Dept.#SH	06-26-2020	18 YRS 01 MOS
CRISTINA PAREDES-DURV	CHILDREN & FAMILY SERVICES Dept.#CH	04-30-2020	25 YRS 00 MOS
MICHAEL J. PURCELL	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	04-30-2020	26 YRS 05 MOS
FRANCES A. QUARY	CHILD SUPPORT SERVICES Dept.#CD	04-25-2020	45 YRS 08 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CARMEN RAMOS	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	03-27-2020	22 YRS 00 MOS
CINDY L. REYNDERS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	05-30-2020	39 YRS 09 MOS
RHONDA M. RHODES	CHILD SUPPORT SERVICES Dept.#CD	04-30-2020	41 YRS 04½ MOS
ALICE RIVAS	CHILD SUPPORT SERVICES Dept.#CD	03-31-2020	23 YRS 02½ MOS
ALFRED L. ROBINSON JR	PARKS AND RECREATION Dept.#PK	05-31-2020	24 YRS 03½ MOS
DEISY D. RODRIGUEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	25 YRS 01 MOS
DELIA RODRIGUEZ	SHERIFF Dept.#SH	04-06-2020	39 YRS 03½ MOS
BORIS RUDNIK	SHERIFF Dept.#SH	05-15-2020	32 YRS 08½ MOS
CATHY D. SABAG	CHILD SUPPORT SERVICES Dept.#CD	03-31-2020	25 YRS 06 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JIM SAKIHARA	REG-RECORDER/COUNTY CLERK Dept.#RR	05-30-2020	35 YRS 08 MOS
FONDA SAM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-25-2020	32 YRS 09½ MOS
ERIN K. SAMS	AMBULATORY CARE NETWORK Dept.#HN	04-30-2020	32 YRS 09 MOS
GLORIA E. SAMSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	06-30-2020	15 YRS 00 MOS
KAREN SANCHEZ	CHILDREN & FAMILY SERVICES Dept.#CH	03-28-2020	26 YRS 11 MOS
DANIEL C. SANDOVAL	L A COUNTY FIRE DEPT Dept.#FR	03-31-2020	28 YRS 07½ MOS
KAY C. SANTANGELO	CHILDREN & FAMILY SERVICES Dept.#CH	05-21-2020	28 YRS 06 MOS
WILLIAM D. SCHUMACHER	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	05-06-2020	12 YRS 01½ MOS
SOON H. SHIM	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	04-30-2020	20 YRS 09 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTHA Y. SOTELO	AMBULATORY CARE NETWORK Dept.#HN	05-30-2020	45 YRS 05 MOS
ENRIQUE S. SOUFFLE	PUBLIC WORKS Dept.#PW	05-29-2020	16 YRS 00 MOS
JOHN N. STURKIE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	04-03-2020	28 YRS 06½ MOS
LIRA L. SY	AUDITOR - CONTROLLER Dept.#AU	04-30-2020	20 YRS 00 MOS
GILDA TAVASOLI	PUBLIC HEALTH PROGRAM Dept.#PH	04-05-2020	10 YRS 03 MOS
KENT F. THOMAS	PUBLIC DEFENDER Dept.#PD	04-30-2020	39 YRS 08 MOS
GENGCAI TIAN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2020	11 YRS 06½ MOS
BERTHA M. TILLIS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	34 YRS 01 MOS
CRAIG T. TOBITA	DISTRICT ATTORNEY Dept.#DA	05-30-2020	24 YRS 00 MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MONICA TOGNELLA	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	04-30-2020	36 YRS 02½ MOS
DIGNA D. TORRES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-16-2020	13 YRS 00 MOS
CELINA M. TRAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	04-30-2020	37 YRS 00 MOS
OLIVIA AW-PO TSAO	SHERIFF Dept.#SH	04-30-2020	30 YRS 04 MOS
SOPHIA TSENG	PUBLIC HEALTH PROGRAM Dept.#PH	03-28-2020	31 YRS 03 MOS
ELEANOR TUPAS	PUBLIC HEALTH PROGRAM Dept.#PH	05-30-2020	30 YRS 08 MOS
FRANK TURNER	INTERNAL SERVICES Dept.#IS	03-31-2020	18 YRS 04 MOS
MARLENE VASQUEZ	HEALTH SERVICES ADMINISTRATION Dept.#HS	04-30-2020	36 YRS 07 MOS
VICTOR VASQUEZ	SHERIFF Dept.#SH	05-05-2020	16 YRS 06½ MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CECILIA VEGA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	04-30-2020	37 YRS 08 MOS
VIRGINIA F. VERGEL DE DI	CORRECTIONAL HEALTH Dept.#HC	03-31-2020	13 YRS ½ MOS
LOLITA WEE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2020	10 YRS 08½ MOS
KENNETH L. WENZL	PUBLIC DEFENDER Dept.#PD	03-27-2020	38 YRS 03 MOS
SHAREN V. WINKEY	PROBATION DEPARTMENT Dept.#PB	03-31-2020	39 YRS 05½ MOS
ROBERT S. WU	MENTAL HEALTH Dept.#MH	03-31-2020	32 YRS 05 MOS
SHANNON L. WYCHE	SHERIFF Dept.#SH	03-27-2020	28 YRS 10 MOS
NIRACHORN YAOPRUK	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	05-29-2020	35 YRS 01 MOS
SOKUN Y. YORK	PUBLIC HEALTH PROGRAM Dept.#PH	04-25-2020	31 YRS 09 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ARACELI CORDERO WIFE of EDUARDO P CORDERO dec'd on 02-06-2020, Sect. #31781.1	PROBATION DEPARTMENT Dept.#PB	02-07-2020	35 YRS 04½ MOS
EARL E. MOORE J.R. HUSBAND of DEBORAH E MOORE dec'd on 12-15-2019, Sect. #31781.1	CORRECTIONAL HEALTH Dept.#HC	12-16-2019	16 YRS 00 MOS
HOUSTON SHINE HUSBAND of VALERIE R SHEPARD dec'd on 03-18-2019, Sect. #31781.3	CHILDREN & FAMILY SERVICES Dept.#CH	03-19-2019	10 YRS 01½ MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ISAAC ALEXANDER	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-01-2020	09 YRS 11 MOS
RONALD W. APPEL	MENTAL HEALTH Dept.#MH	04-06-2020	12 YRS 00 MOS
JOYCE A. ASHLEY	WORKFORCE DEV AGING & COMM SVC Dept.#CS	04-08-2020	17 YRS 10 MOS
TONJA BOSWELL	SHERIFF Dept.#SH	03-25-2020	16 YRS 02 MOS
ANDREW C. CAMPBELL	BOARD OF SUPERVISORS Dept.#BS	03-18-2020	08 YRS 03 MOS
MARIA L. CAYABYAB	PUBLIC LIBRARY Dept.#PL	12-31-2019	01 YRS 02 MOS
JESSICA P. DABNEY	DISTRICT ATTORNEY Dept.#DA	03-11-2020	10 YRS 09 MOS
NABIL K. ELMASRY	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-31-2020	39 YRS 02½ MOS
SIGNE P. GREEN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2020	25 YRS 10½ MOS

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BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANDRES J. GURGANUS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2020	16 YRS ½ MOS
UPINDER S. KALRA	ALTERNATE PUBLIC DEFENDER Dept.#AD	03-31-2020	20 YRS 06 MOS
ARLENE E. LOBATO	WORKFORCE DEV AGING & COMM SVC Dept.#CS	12-31-2019	05 YRS 11 MOS
DEBBIE J. MOX	Dept.#525	02-18-2020	05 YRS 08 MOS
MARK S. PERRETT	PUBLIC WORKS Dept.#PW	03-27-2020	11 YRS 05 MOS
LAURA S. PINEDA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	04-03-2020	28 YRS 08 MOS
WENDY E. SEGALL	DISTRICT ATTORNEY Dept.#DA	03-16-2020	23 YRS 07 MOS
SUSAN SHAW	CHILDREN & FAMILY SERVICES Dept.#CH	04-10-2020	11 YRS 04½ MOS
SANDRA K. THOMAS	SHERIFF Dept.#SH	03-31-2020	25 YRS 11 MOS

BOARD OF RETIREMENT MEETING OF MAY 7, 2020

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NATALIE M. WATTS	SOUTHWEST CLUSTER (MLK JR MC) Dept.#HK	03-31-2020	25 YRS 04 MOS

**BOARD OF RETIREMENT MEETING OF MAY 7, 2020
RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST
APPROVED ON APRIL 9, 2020**

SAFETY MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
THOMAS E. FRIEBURG	L A COUNTY FIRE DEPT	RESCINDED RETIREMENT

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT

NAME	DEPARTMENT	UPDATE
ADELL E HEARNDON	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO MARCH 31, 2020
ANNA H. PERNE	MENTAL HEALTH	RESCINDED RETIREMENT
ARPINE J MARKARIAN	DEPT OF PUBLIC SOCIAL SERVICES	RESCINDED RETIREMENT
BONITA D. SANDOZ	TREASURER AND TAX COLLECTOR	RESCINDED RETIREMENT
CARLOS A TORRES	SHERIFF	CHANGE OF DATE TO MARCH 31, 2020
CHET A. HARTLEY	INTERNAL SERVICES	CHANGE OF DATE TO MARCH 31, 2020
CYNTHIA DEIO VENTER	DEPT OF PUBLIC SOCIAL SERVICES	RESCINDED RETIREMENT
DONALD R. FREEMAN	PROBATION DEPARTMENT	RESCINDED RETIREMENT
EMILY CHAN	PUBLIC HEALTH PROGRAM	RESCINDED RETIREMENT
ERIC B. WEXLER	COUNTY COUNSEL	RESCINDED RETIREMENT
GARY W. BLACK	L A COUNTY FIRE DEPT	CHANGE OF DATE TO MARCH 27, 2020
GAYLE REYNA BROWN	DISTRICT ATTORNEY	CHANGE OF DATE TO APRIL 30, 2020
LAN T. FICHT	WORKFORCE DEV AGING & COMM SVC	RESCINDED RETIREMENT
MAC T. VU	DEPT OF PUBLIC SOCIAL SERVICES	RESCINDED RETIREMENT
MAGGIE SANDOVAL	CORRECTIONAL HEALTH	RESCINDED RETIREMENT
PRIMO A. RITUMBAN JR	SHERIFF	RESCINDED RETIREMENT
ROBERT A. MAYCUMBER	PARKS AND RECREATION	RESCINDED RETIREMENT
STEPHEN M. LEE	PUBLIC WORKS	RESCINDED RETIREMENT
SURANGANI D. MUDALIGE	SHERIFF	RESCINDED RETIREMENT

GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT (CONTINUED)

SUSANA I. RAMOS	DEPT OF PUBLIC SOCIAL SERVICES	RESCINDED RETIREMENT
TERRELL E. FORD	HEALTH SERVICES ADMINISTRATION	RESCINDED RETIREMENT
WAFAA S. GIRGIS	ASSESSOR	RESCINDED RETIREMENT



April 22, 2020

TO: Trustees – Board of Retirement

FROM: Fern M. Billingsy 
Senior Staff Counsel

DATE: Meeting of May 7, 2020

SUBJECT: **COMPENSATION EARNABLE & PENSIONABLE COMPENSATION**

INTRODUCTION

The Board of Retirement is charged with determining which items of compensation qualify as pensionable earnings includable in the member's retirement allowance. The Chief Executive Office of the County of Los Angeles recently requested determination of the pensionability of several pay items.

Before the Board are two pay items with recommendations regarding inclusion or exclusion within the definition of "final compensation" when calculating a member's benefit. The analysis of each of these items is attached as Exhibit A for review.

COMPENSATION EARNABLE

In January of 1998, the Board determined that, pursuant to the California Supreme Court's decision in Ventura County Deputy Sheriff's Association v. County of Ventura (1997) 16 Cal. 4th 483, certain items of remuneration must be included in the definition of "compensation earnable." The Board then adopted Resolution 98-001 identifying those items. Since that time, other Resolutions have been adopted when new items of compensation are determined to be included in or excluded from the definition of "compensation earnable." In making those determinations, the Board reviewed analysis of all items of compensation and adopted recommendations from the Legal Office regarding the definition of "compensation earnable."

Section 31461 defines "compensation earnable." It states:

- (a) "Compensation earnable" by a member means the average compensation as determined by the board, for the period under consideration upon the basis of the average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate

of pay. The computation for any absence shall be based on the compensation of the position held by the member at the beginning of the absence. Compensation, as defined in Section 31460, that has been deferred shall be deemed “compensation earnable” when earned, rather than when paid.

- (b) “Compensation earnable” does not include, in any case, the following:
- (1) Any compensation determined by the board to have been paid to enhance a member’s retirement benefit under that system. That compensation may include:
 - (A) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member, and which was converted to and received by the member in the form of a cash payment in the final average salary period.
 - (B) Any one-time or ad hoc payment made to a member, but not to all similarly situated members in the member’s grade or class.
 - (C) Any payment that is made solely due to the termination of the member’s employment, but is received by the member while employed, except those payments that do not exceed what is earned and payable in each 12-month period during the final average salary period regardless of when reported or paid.
 - (2) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, in an amount that exceeds that which may be earned and payable in each 12-month period during the final average salary period, regardless of when reported or paid.
 - (3) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.
 - (4) Payments made at the termination of employment, except those payments that do not exceed what is earned and payable in each 12-

month period during the final average salary period, regardless of when reported or paid.

- (c) The terms of subdivision (b) are intended to be consistent with and not in conflict with the holdings in *Salus v. San Diego County Employees Retirement Association* (2004) 117 Cal.App.4th 734 and *In re Retirement Cases* (2003)110 Cal.App.4th 426.

PENSIONABLE COMPENSATION

On January 1, 2013, with the enactment of PEPRA, new members are subject to the definition of “pensionable compensation” in Section 7522.34(a), which states:

“Pensionable compensation” of a new member of any public retirement system means the normal monthly rate of pay or base pay of a member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules. (Emphasis added).

This section provides that any compensation outside of base pay may not be included in final compensation when calculating a member’s retirement allowance. However, “base pay” is not defined in the statute. The section goes on to specifically delineate which items of compensation should be excluded.

Subdivision (c) states:

- (c) "Pensionable compensation" does not include the following:
- (1) Any compensation determined by the board to have been paid to increase a member's retirement benefit under that system.
 - (2) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member and which was converted to and received by the member in the form of a cash payment.
 - (3) Any one-time or ad hoc payments made to a member.
 - (4) Severance or any other payment that is granted or awarded to a member in connection with or in anticipation of a separation from employment, but is received by the member while employed.

- (5) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, regardless of when reported or paid.
- (6) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.
- (7) Any employer-provided allowance, reimbursement, or payment, including, but not limited to, one made for housing, vehicle, or uniforms.
- (8) Compensation for overtime work, other than as defined in Section 207(k) of Title 29 of the United States Code.
- (9) Employer contributions to deferred compensation or defined contribution plans.
- (10) Any bonus paid in addition to the compensation described in subdivision (a).
- (11) Any other form of compensation a public retirement board determines is inconsistent with the requirements of subdivision (a).
- (12) Any other form of compensation a public retirement board determines should not be pensionable compensation.

ITEMS OF COMPENSATION

1. Bachelor Degree Bonus – Item 365

This additional compensation should be included for our legacy members as it is paid to all similarly situated members based on the average number of days worked by persons in the same grade or class of positions and at the same rate of pay.

This additional compensation should be excluded for PEPRA members as it is an ad hoc payment inconsistent with base pay and not found on publicly available pay schedules.

Recommendation: Include under 31461

Exclude under 7522.34

2. Emergency Workplace Differential – Item 542

This additional compensation should be excluded for legacy members as it is an ad-hoc payment made to some members but not to all similarly situated members. During COVID-19 public health emergency only employees physically at courthouse will receive additional compensation.

This additional compensation should be excluded for PEPRA members as it is an ad hoc payment inconsistent with base pay and not found on publicly available pay schedule.

Recommendation: Exclude under 31461
Exclude under 7522.34

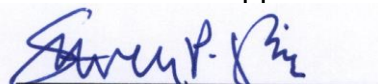
CONCLUSION

Consistent with the foregoing, the attached Resolutions of the Board of Retirement specifying pay items as "Compensation Earnable" under Government Code section 31461 and "Pensionable Compensation" under Government Code section 7522.34 are submitted for approval by the Board.

IT IS THEREFORE RECOMMENDED THAT THE BOARD:

1. Adopt attached Resolution Nos. 2020-BR001 and 2020-BR002 specifying pay items as "compensation earnable" and "pensionable compensation."
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.

Reviewed and Approved



Steven P. Rice
Chief Counsel

Attachments

BEFORE THE BOARD OF RETIREMENT
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

RESOLUTION OF THE BOARD OF
RETIREMENT SPECIFYING ITEMS OF
REMUNERATION AS
“COMPENSATION EARNABLE”

RESOLUTION NO. 2020-BR001

WHEREAS, LACERA calculates retirement allowances based on a member’s “final compensation;”

WHEREAS, LACERA is required to include in the calculation of “final compensation” a member’s base pay, and certain other items of remuneration, if such remuneration qualifies as “compensation” under Government Code section 31460 and “compensation earnable” under Government Code section 31461;

WHEREAS, on March 4, 1998, the Board of Retirement adopted Resolution No. 98-004 specifying certain items of remuneration payable to employees of the County of Los Angeles which the Board determined qualify as “compensation” under Government Code section 31460 and “compensation earnable” under section 31461.

WHEREAS, on August 4, 1999, the Board of Retirement adopted Resolution No. 99-001 specifying an additional item of remuneration qualifies as “compensation” and “compensation earnable” under Government Code sections 31460 and 31461, respectively.

WHEREAS, the Court’s ruling in Ventura County Deputy Sheriff’s Association v. County of Ventura (1997) 16 Cal. 4th 483 became final on October 1, 1997, and requires LACERA to include in the calculation of retirement allowances various forms of remuneration not formerly included.

NOW THEREFORE, BE IT RESOLVED, AS FOLLOWS:

1. The items of remuneration set forth in Attachment 1 qualify as “compensation earnable” as defined in Government Code section 31461, for purposes of calculating a member’s retirement allowance.
2. The items of remuneration set forth in Attachment 2 do not qualify as “compensation earnable” as defined in Government Code section 31461, for purposes of calculating a member’s retirement allowance.

BOARD OF RETIREMENT,
LOS ANGELES COUNTY EMPLOYEES
RETIREMENT ASSOCIATION

Herman B. Santos
Chair, Board of Retirement

Approved as to Form:

ATTEST:

Steven P. Rice
Chief Counsel

Vivian H. Gray
Vice Chair, Board of Retirement

ITEMS OF COUNTY REMUNERATION WHICH QUALIFY AS “COMPENSATION,” AS DEFINED BY GOVERNMENT CODE SECTION 31460, AND/OR “COMPENSATION EARNABLE,” AS DEFINED BY GOVERNMENT CODE SECTION 31461.

<u>EARNINGS CODE NO.</u>	<u>ITEMS</u>
099	PATROL STATION RETENTION BONUS
232	AGRICULTURAL WEIGHTS & MEASURE (AWM) INSPECTOR ASSIGNMENT BONUS
249	AGRICULTURE INSPECTORS AID ROVER BONUS
253	HEALTHCARE FACILITY BONUS
254	FORENSIC ATTENDANT FIELD TRAINING BONUS
255	BEACHES & HARBORS ASSIGNMENT BONUS
259	TRAILS UNIT ASSIGNMENT BONUS
262	UNDERWATER RECOVERY – BEACHES AND HARBORS
262Y3	UNDERWATER RECOVERY – BEACHES AND HARBORS
262Y4	UNDERWATER RECOVERY – BEACHES AND HARBORS
334	CUSTODY ASSISTANT DRILL INSTRUCTOR/CUSTODY TRAINING AND STANDARDS BUREAU
335	CUSTODY ASSISTANT TRAINING OFFICER BONUS
336	PUBLIC RESPONSE DISPATCHER BONUS
341	IN-FLIGHT BONUS
346	HAZARDOUS MATERIALS II EMERGENCY OPERATIONS ASSIGNMENT

347 WELLNESS/FITNESS FOR LIFE BONUS – 1%

348 WELLNESS/FITNESS FOR LIFE BONUS – 2%

349 WELLNESS/FITNESS FOR LIFE BONUS

350 “PILOT PAY” – FIRE DEPARTMENT

355 FIREFIGHTER – PARAMEDIC

355Y2 FIREFIGHTER – PARAMEDIC

355Y3 FIREFIGHTER – PARAMEDIC

358 TEMPORARY PROMOTION BONUS

359 LIFEGUARD PARAMEDIC CATALINA BONUS

359Y2 LIFEGUARD PARAMEDIC CATALINA BONUS

362 PARAMEDIC COORDINATOR/EMS CAPTAIN

363 PEER SUPPORT BONUS

364 DECKHAND/BOAT OPERATOR/RESCUE WATER CRAFT BONUS

365 BACHELOR DEGREE BONUS

366 ADVANCED EDUCATIONAL DEGREE BONUS

369 ADVANCED EDUCATION DEGREE BONUS

381 DENTAL PROFESSIONALS BOARD CERTIFICATION BONUS

384 HIGH DESERT HEALTH ASSIGNMENT BONUS

388 SHERIFF DETENTION FACILITY ASSIGNMENT BONUS

389 MENTAL HEALTH PSYCHIATRIST BOARD CERTIFICATION – MORE THAN ONE SPECIALTY

391 COUNTY LIBRARY DIFFICULT TO RECRUIT ASSIGNMENT BONUS

393 OBSTETRICS/LABOR & DELIVERY ASSIGNMENT

- 394 MEDICAL HUB CLINIC ASSIGNMENT
- 415 SHERIFF DEPARTMENT ASSIGNMENT TO AERO BUREAU AVIONICS SHOP
- 416 SHERIFF DEPARTMENT WATER SYSTEMS BONUS – CHIEF OPERATOR
- 417 SHERIFF DEPARTMENT WATER SYSTEMS BONUS – SHIFT OPERATOR
- 418 ISD BONUS ASSIGNMENT – ENERGY MANAGEMENT SYSTEM SECTION (BEAS)
- 424 ABDMI REGISTRY CERTIFICATION BONUS
- 425 ABDMI BOARD CERTIFICATION BONUS
- 426 ASSESSOR REPRESENTATIVE
- 427 AUDITOR APPRAISER
- 428 APPRAISER FIELD TRAINER
- 439 CUSTODY TRAINING OFFICER
- 445 SPECIAL ENFORCEMENT DETAIL/CANINE SERVICES DETAIL (TACTICAL DUTY)
- 452 SUPERVISORY BONUS
- 457 PATROL STATION RETENTION BONUS
- 463 DRINKING WATER TREATMENT AND DISTRIBUTION
- 484 GEOTECHNICAL LICENSE BONUS
- 486 PLANS EXAMINER CERTIFICATION
- 487 REGISTRATION – LICENSE BONUS
- 488 BUILDING ENGINEERING INSPECTOR BONUS
- 497 INSTITUTIONS BONUS

503 UNIFORM ALLOWANCE

504 NIGHT SHIFT DIFFERENTIAL

505 CORONER'S INQUEST REPORTER

506 VEHICLE USE ALLOWANCE

507 CO-GENERATION MAINTENANCE

508 HENNINGER FLATS WATCHMAN

509 FREEZER WORK

510 DEPARTMENT HEAD MERIT

511 BOARD OF SUPERVISORS PERFORMANCE LUMP SUM

512 FIRE SUPPRESSION TRANSPORTATION TRUCK DRIVER

514 BACKHOE OPERATOR

515 WEEKEND BONUS

516 EXPLOSIVES WORK

517 EVENING SHIFT DIFFERENTIAL

518 POWER EQUIPMENT REPAIR, SNOW CONDITIONS

519 ENGINEERING EMPLOYEES, HAZARD PAY

520 HOME CARE COMPENSATION

522 CUSTODIAN ACTING AS WATCHMAN

523 HYDROELECTRIC OPERATIONS

525 CONTRACTING AND PRODUCTIVITY IMPROVEMENT INCENTIVE
FOR MANAGERS

528 WEBCOM PRESS OPERATOR

529 POWER EQUIPMENT OPERATOR, FIRE SUPPRESSION

- 530 RN EXTRA WEEKENDS WORKED
- 531 STANDBY
- 532 ADDITIONAL RESPONSIBILITIES OR EXCEPTIONAL PERFORMANCE
- 533 POWER SWEEPER OPERATOR IN EMERGENCY CONDITIONS
- 534 POWER PLANT RELIEF ENGINEER
- 535 CLINIC PHYSICIAN, FIRST HOUR AND ONE-HALF
- 536 CONSULTING SPECIALIST, MD, & MENTAL HEALTH CONSULTANT, MD, FIRST AND FIFTH HOURS
- 538 RN ASSIGNED AS ACTING OR RELIEF CHARGE NURSE
- 539 RN WEEKEND DIFFERENTIAL
- 540 RELIEF NURSE HOLIDAY DIFFERENTIAL (HOURLY ITEM)
- 541 RELIEF NURSE WEEKEND DIFFERENTIAL (HOURLY ITEM)
- 544 APPRAISERS LAUNDRY AND DRY CLEANING ALLOWANCE
- 545 HEAVY DUTY TOW TRUCK DRIVER
- 546 SLURRY SEAL TRUCK DRIVER
- 547 LIFEGUARD PARAMEDIC – SHIFT
- 548 LIFEGUARD PARAMEDIC – HOURLY
- 550 INCENTIVE AWARDS FOR MEDICAL REIMBURSEMENTS, HEALTH SERVICES
- 551 GROUP INCENTIVE AWARD, TREASURER TAX COLLECTOR
- 552 STANDBY – EMERGENCY ROLLOUT PROGRAM
- 553 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE SUPPRESSION, AND SNOW REMOVAL - CONSTRUCTION INSPECTION AND SURVEYING GROUPS

554 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE
SUPPRESSION, AND SNOW REMOVAL

555 SCAFFOLD OR SWING STAGE, 30 FEET ABOVE GRADE

556 HIGH SCALE AND RIGGING OPERATIONS, GENERAL

557 EVENING SHIFT, MED TECH

558 NIGHT SHIFT, MED TECH

565 PARAMEDIC RECERTIFICATION BONUS

567 DEPUTY SHERIFF RESERVE ANNUAL COMPENSATION

570 HOME CARE PROGRAM STANDBY

571 CSW LICENSURE SUPERVISION

572 MOU LUMP SUM BONUS

575 WASTEWATER PLANT RELIEF BONUS

576 "SOLO DAILY" PAY – COURT REPORTERS

577 INTERPRETER HALF DAY BONUS – SUP. CT.

581 SWIM PROFICIENCY BONUS

585 ISA TREE WORKER CERTIFICATION

586 ISA CERTIFIED ARBORIST CREDENTIAL

587 ISA CERTIFIED QUALIFIED TREE RISK ASSESSOR CREDENTIAL

588 ISA MUNICIPAL SPECIALIST CREDENTIAL

589 MENTAL HEALTH SPECIALITY FIELD BASED BONUS

590 CONT EDUCATION/EQUIPMENT/TRAINING BONUS

601 LIFEGUARD PARAMEDIC, RELIEF

602 SUPERVISING TRANSPORTATION DEPUTY PERFORMING
DISPATCHER DUTIES

- 603 AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATES
- 604 RN MOBILE INTENSIVE CARE CERTIFICATION
- 605 CUSTODIAN FLOOR WAXING BONUS
- 606 FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTIES
- 606A FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTIES – ELIGIBILITY INDICATOR
- 607 SDPO ASSIGNED ACTING DIRECTOR IN A CAMP
- 608 BILINGUAL BONUS
- 609 RN ASSIGNED TO EMERGENCY ROOM
- 610 ANTELOPE VALLEY FIREFIGHTING CREW
- 611 TREE TRIMMER SUPERVISOR, POWER OPERATIONS
- 612 SHOOTING BONUS, EXPERT
- 613 SHOOTING BONUS, DISTINGUISHED EXPERT
- 614 SHOOTING BONUS, MARKSMAN
- 615 SHOOTING BONUS, SHARPSHOOTER
- 616 ANTELOPE VALLEY QUARTERS, ON FIRE CALL
- 617 CLINIC NURSE ASSIGNED TO PROBATION CAMP
- 618 TRANSPORTATION BUS DRIVER, SHERIFF
- 619 CERTIFIED ACCESS SPECIALISTS
- 620 SAN GABRIEL DAM OPERATOR
- 621 NURSE RETENTION INCENTIVE
- 622 ADVANCED APPRAISER CERTIFICATION
- 623 PROBATION TRANSCRIBER TYPIST PRODUCTION INCENTIVE

- 624 BILINGUAL ADDITIONAL BONUS, CHILDREN'S SOCIAL WORKERS
- 625 AGRICULTURE INSPECTORS ASSIGNED TO STANDARDIZATION
- 626 FIREFIGHTER PARAMEDIC NOT ASSIGNED TO A PARAMEDIC POST
- 627 DETENTION AND TRANSPORTATION EXTRA SUPERVISION BONUS
- 628 BILINGUAL BONUS FOR OTHER THAN MONTHLY EMPLOYEES
- 629 MORTUARY ATTENDANT AT LAC/USC MC
- 630 SERVICE PAY BONUS
- 632 MENTAL HEALTH WORKERS ASSIGNED TO SHERIFF'S DETENTION FACILITIES
- 634 SUPERVISING DETENTION SERVICES OFFICER OF THE DAY
- 635 TRANSPORTATION DEPUTY BUS DRIVER, PROBATION
- 636 SHERIFF'S STATION COMMANDER EXPENSES
- 637 PROFESSIONAL DEVELOPMENT EXPENSES
- 638 PROBATION TELECOM EQUIPMENT BONUS
- 639 INTERN HOUSING ALLOWANCE LAC/USC MED. CENTER
- 640 CHILDREN'S SERVICES ERCP RETENTION
- 641 SHOOTING BONUS, EXPERT – RESERVE
- 642 SHOOTING BONUS, DISTINGUISHED EXPERT – RESERVE
- 643 SHOOTING BONUS, MARKSMAN – RESERVE
- 644 SHOOTING BONUS, SHARPSHOOTER – RESERVE
- 645 WELDER CERTIFICATION BONUS
- 646 EMERGENCY ROLLOUT PROGRAM & SHIFT BONUS

647 BILINGUAL ADDITIONAL BONUS, PSYCHIATRIC SOCIAL WORK
648 DEFIBRILLATION AIRWAY BONUS
649 MAMMOGRAPHY BONUS
650 PRESIDING JUDGE 4% BONUS
653 EQUINE HANDLERS PAY
653 K-9 HANDLERS PAY
694 PARK, TAXABLE
695 TRANSPORTATION ALLOW
696 TRAFFIC MITIGATION
700 "OVERNIGHT TRIP" PAY - SHERIFF'S STATEWIDE UNIT
730 PREMIUM OVERNIGHT TRIP
782 FLSA PREMIUM PAY FOR REGULARLY SCHEDULED WORK
ASSIGNMENT
903 NON-ELECTIVE LEAVE BUYBACK
910 SICK BUYBACK
911 VACATION BUYBACK
912 HOLIDAY BUYBACK
913 SICK PRE-71 BUYBACK
914 SICK BUYBACK –PROBATION 56 – HOUR
915 VACATION BUYBACK - 56 HOUR
930 SPECIAL PAID LEAVE BUYBACK
931 APPRAISERS LEAVE BUYBACK
932 INTERN/RESIDENT LEAVE BUYBACK

PP046	EMPLOYEE SUGGESTION
NONE	PARK, NONTAXABLE
NONE	PRIOR SALARY
NONE	56 HOUR TO 40 HOUR ASSIGNMENT BONUS
NONE	REGISTERED NURSE ASSIGNED TO CRITICAL CARE UNIT

ITEMS OF COUNTY REMUNERATION WHICH DO NOT QUALIFY AS "COMPENSATION," AS DEFINED BY GOVERNMENT CODE SECTION 31460, AND/OR "COMPENSATION EARNABLE," AS DEFINED BY GOVERNMENT CODE SECTION 31461.

<u>EARNINGS</u>	<u>ITEMS</u>
<u>CODE NO.</u>	
036	ESP SEVERANCE
075	UNION HALL HIRING VACATION/HOLIDAY BENEFIT
076	FAMILY LEAVE
090	ENHANCED VOLUNTARY TIME OFF LESS THAN 60 DAYS
091	ENHANCED VOLUNTARY TIME OFF GREATER THAN 60 DAYS
094	VACATION IN LIEU OF PAY
095	ENHANCED VOLUNTARY TIME OFF-SUPERIOR COURT
128	MILEAGE EARNINGS
129	PARKING
130	SHORT TERM DISABILITY – 60%
131	SHORT-TERM DISABILITY – 40%
140	SHORT TERM DISABILITY – 60% RDO
141	SHORT TERM DISABILITY – 40% RDO
151	INDUSTRIAL ACCIDENT – 100%
152	INDUSTRIAL ACCIDENT – 100% RDO
153	INDUSTRIAL ACCIDENT – 70%
154	INDUSTRIAL ACCIDENT – 70% RDO
158	LIMITED DUTY INDUSTRIAL ACCIDENT – 100%

159 LIMITED DUTY INDUSTRIAL ACCIDENTS – 70%

388 PSYCHIATRY JAIL BONUS

500 RELOCATE NON TAXABLE

502 RELOCATION ALLOWANCE

521 IRS PENALTY REIMBURSEMENT

524 ON-CALL FOR COURT APPEARANCE

527 RELIEF DAM OPERATOR, ON CALL

542 EMERGENCY WORKPLACE DIFFERENTIAL

543 CALL BACK EXTRA COMPENSATION

559 MISCELLANEOUS LUMP SUM INCLUDED IN REG. OT

560 RECRUITMENT INCENTIVE PROGRAM

561 HOURS PAID BUT NOT WORKED, CALL-BACK

562 MENTAL HEALTH ALERT & PSYCH MOB RESP TEAM
STANDBY

563 RELIEF DAM OPERATIONS STAND-BY

564 TUITION REIMBURSEMENT

566 QUALIFIED FOR HAZARDOUS MATERIALS OVERTIME
CALC.

568 ASSESSMENT APPEALS FULL DAY INCREMENT (HOURLY
ITEM)

569 PHYSICIANS LOAN REPAYMENT PROGRAM

574 STANDBY – INS WITNESS PROGRAM

591 LICENSE REIMBURSEMENT

650 PRESIDING JUDGE 4% BONUS

651 MEAL REIMBURSEMENT – RESIDENTS

652 MEAL REIMBURSEMENT – PLANT ENGINEERS

690 CELLULAR PHONE STIPEND – VOICEMAIL

691 CELLULAR PHONE STIPEND – DATA ONLY

692 CELLULAR PHONE STIPEND – VOICE AND DATA

699W FLEXIBLE WORK TIME EARNED

701 PAID OVERTIME

702 PAID OVERTIME – ACCRUE FLSA PREMIUM

703 FLSA COMP TIME EARNED-ACCRUE FLSA PREMIUM

705 COMPENSATORY TIME EARNED

707 FY93 COMPENSATORY TIME EARNED

708 FY93 FLSA COMP TIME EARNED – ACCRUE FLSA PREMIUM

709 FY93 FLSA COMP TIME EARNED OVRD – ACCRUE FLSA PREMIUM

710 DISASTER RELATED PAID OVERTIME

711 DISASTER COMP TIME EARNED (ACCRUED)

712 CONTRACT RELATED PAID OVERTIME

713 ER PHYSICIAN OVERTIME – DAY RATE

714 ER PHYSICIAN OVERTIME – WKDY EVE/WKND HOL DAY

715 ER PHYSICIAN OVERTIME – WKDY NITE/WKND HOL EVE NITE

716 GUARANTEED PREMIUM

717 PAID OVERTIME – GUARANTEED ACCRUED FLSA PREMIUM

718 FLSA COMP TIME EARNED – GUARANTEED ACCRUED FLSA PREM

719 FLSA COMP TIME EARNED – GUARANTEED PAID PREMIUM

720 SPECIAL EVENTS OVERTIME

731 PREMIUM OVERTIME – SYSTEM

733 PREMIUM OVERTIME – MANUAL

735 FY93 ACCRUED FLSA PREMIUM OVERTIME (SYSTEM)

736 FY93 ACCRUED FLSA PREMIUM OVERTIME (MANUAL)

746 CALL BACK ACTUAL

747 CALL BACK GUARANTEED

761 STRAIGHT TIME AND ONE-HALF

775 SECONDARY OVERTIME

776 ALTERNATE OVERTIME

777 SECONDARY ASSIGNMENT OVERTIME

778 OVERTIME – FIRE DEPT. 56 HOUR

779 SECONDARY OVERTIME – FIRE DEPT. 56 HOUR

780 WORKDOWN OVERTIME – FIRE DEPT.

781 OVERTIME – FIRE DEPT. 40 HOUR

782 PLATOON/40/HOUR/DISPATCHER SCHED PREMIUM –
SYSTEM

783 DISPATCHER BRIEFING TIME

784 40 HOUR CAMP-GUARANTEED PREMIUM

791 ORDERED OVERTIME

792 UNCOMPENSATED BRIEFING TIME

793 COMPENSATED BRIEFING TIME – SYSTEM

794 COMPENSATED BRIEFING TIME – MANUAL

795 FY93 ORDERED FLSA COMP TIME EARN – ACCR FLSA
PREM

796 ORDERED FLSA COMP TIME EARN-ACCR FLSA PREM

799 FLEX REG HOURS BETWEEN 181 AND 192 FOR 40HR FIRE FIGHTERS

901 COMPENSATORY TIME BUYBACK

902 PROTECTED COMPENSATORY TIME BUYBACK

904 ELECTIVE-LEAVE BUYBACK

905 FLSA COMP TIME BUYBACK – PREMIUM

906 FLSA COMP TIME BUYBACK – STRAIGHT

907 FY93 COMPENSATORY TIME BUYBACK

908 FY93 FLSA COMP TIME BUYBACK – PREMIUM

909 FY93 FLSA COMP TIME BUYBACK – STRAIGHT

916 VACATION IN LIEU OF PAY – BUYBACK

917 DISASTER COMP TIME BUYBACK

918 FY93-56 HOUR COMP TIME BUYBACK – FIRE DEPT.

919 ACCRUED PREMIUM BUYBACK – SYSTEM

920 FY93 FLSA COMP TIME BUYBACK – PREMIUM (MANUAL)

951 ESP VACATION PAYOUT

952 FINAL PAY LEAVE PAYOUT (SICK, HOLIDAY, OT)

953 ESP LEAVE PAYOUT

954 VACATION PAYOUT

955 VACATION IN LIEU OF PAY – PAYOUT

957 56-HOUR LEAVE PAYOUT

958 56-HOUR TC VACATION

961 ESP DEFERRED VACATION PAYOUT

962 DEFERRED LEAVE PAYOUT

963 ESP DEFERRED LEAVE PAYOUT

964 DEFERRED VACATION PAYOUT

967 56-HOUR DEFERRED LEAVE PAYOUT

968 56-HOUR DEFERRED VACATION PAYOUT

970 FLSA PREMIUM COMPENSATORY TIME – PAYOUT

971 FY93 COMP TIME PAYOUT (EXCLUDING PREMIUMS)

PA099 ROUNDING ADJUSTMENT

PE803 EXCESS STRAIGHT – FLSA COMP TIME TAKEN

PE804 EXCESS PREMIUM – FLSA COMP TIME TAKEN

PE806 EXCESS STRAIGHT – FY93 FLSA COMP TIME TAKEN

PE807 EXCESS PREMIUM – FY93 FLSA COMP TIME TAKEN

PE813 CAPE – EXCESS STRAIGHT – FY93 FLSA COMP TIME TAKEN

PE814 CAPE - EXCESS PREMIUM – FY93 FLSA COMP TIME TAKEN

PFA36 FLEX EARNINGS ADVANCE

PK094 VACATION IN LIEU OF PAY

PK096 SUPERIOR COURT VACATION IN LIEU OF PAY

PK801 COMPENSATORY TIME TAKEN

PK802 PROTECTED COMPENSATORY TIME TAKEN

PK803 FLSA COMP TIME TAKEN – STRAIGHT

PK804 FLSA COMP TIME TAKEN – PREMIUM

PK805 FY93 COMPENSATORY TIME TAKEN

PK806 FY93 FLSA COMP TIME TAKEN – STRAIGHT

PK807 FY93 FLSA COMP TIME TAKEN – PREMIUM

PK808 DISASTER COMP TIME TAKEN

PK810 CALL BACK ACCRUE – STRAIGHT TAKEN

PK811	CALL BACK GUARANTEED CTO – BUY BACK
PK812	DFR 1 YR - NON-FLSA COMPENSATORY STRT TIME – USAGE
PK813	CAPE-FY93 FLSA COMP TIME TAKEN – STRAIGHT
PK814	CAPE-FY93 FLSA COMP TIME TAKEN – PREMIUM
PK815	DFR 1 YR – FLSA COMPENSATORY STRT TIME – USAGE
PK816	DFR 2 YRS – FLSA COMPENSATORY STRT TIME – USAGE
PK818	DFR 1 YR – FLSA PREMIUM OVERTIME USAGE
PK819	DFR 2 YR – FLSA PREMIUM OVERTIME USAGE
PK821	DFR 1 YR – CALL BACK - STRAIGHT USAGE
PO002	ELECTIVE LEAVE TERM PAY OFFSET
PO699	FLEXIBLE WORK SCHEDULE
PO703	STRAIGHT PAY OFFSET-FLSA COMP TIME EARNED – ACCRUE
PO705	STRAIGHT PAY OFFSET – COMPENSATORY TIME EARNED
PO711	STRAIGHT PAY OFFSET – DISASTER COMP TIME EARNED ACC
PO796	STRAIGHT PAY OFFSET-ORDERD FLSA COMP TM EARN – ACCR
PT002	ELECTIVE LEAVE
PT003	NON-ELECTIVE LEAVE
PT006	DONATED SICK 100% LEAVE – USAGE
PT008	SICK LEAVE EARNED AT MTA/ATTORNEY
PT011	SICK – 100%
PT012	HOLIDAY
PT021	VACATION

PT030	SPECIAL PAID LEAVE
PT031	APPRAISERS LEAVE
PT032	INTERN/RESIDENT LEAVE
PT046	JUDICIAL ASSISTANT SPECIAL PAID LEAVE
PT081	BANK HOLIDAY
PT082	BANK VACATION
PT094	VACATION IN LIEU OF PAY
PT096	SUPERIOR COURT VACATION IN LIEU OF PAY
PT099	REGULAR EARNINGS – MID PAY PERIOD TERMINATION
PT113	SICK PRE-71
PT699	FLEXIBLE WORK TIME EARNED
PT801	COMPENSATORY TIME TAKEN
PT802	PROTECTED COMPENSATORY TIME TAKEN
PT803	FLSA COMP TIME TAKEN – STRAIGHT
PT804	FLSA COMP TIME TAKEN – PREMIUM
PT805	FY93 COMPENSATORY TIME TAKEN
PT806	FY93 FLSA COMP TIME TAKEN – STRAIGHT
PT807	FY93 FLSA COMP TIME TAKEN – PREMIUM
PT808	DISASTER COMP TIME TAKEN
PT810	CALL BACK ACCRUE - STRAIGHT TAKEN
PT811	CALL BACK GUARANTEED CTO – TERMINATION
PT812	DFR 1 YR – NON-FLSA COMPENSATORY STRT TIME – USAGE
PT813	CAPE – FY93 FLSA COMP TIME TAKEN – STRAIGHT
PT814	CAPE – FY93 FLSA COMP TIME TAKEN – PREMIUM

PT815	DFR 1 YR – FLSA COMPENSATORY STRT TIME – USAGE
PT816	DFR 2 YRS – FLSA COMPENSATORY STRT TIME – USAGE
PT817	YTD – FLSA PREMIUM OVERTIME USAGE
PT818	DFR 1 YR – FLSA PREMIUM OVERTIME USAGE
PT819	DFR 2 YR – FLSA PREMIUM OVERTIME USAGE
PT820	YTD – CALL BACK – STRAIGHT USAGE
PT821	DFR 1 YR – CALL BACK – STRAIGHT USAGE
PTNHT	HOLD CURRENT ACCRL – NON-ELECTIVE LVE – TERMINATION US
PTVAT	SUPERIOR COURT, RESERVE VACATION – TERMINATION USAG
PTVPT	SUPERIOR CT, PRIOR YR RSRV VACATION – TERMINATION US
NONE	MEGAFLEX INDUSTRIAL ACCIDENT
NONE	COUNTY CAR (IMPUTED INC)
NONE	IMPUTED INCOME (DOMESTIC PARTNER)
NONE	IMPUTED INC (LIFE INSURANCE)
NONE	SECTION 170 OVERTIME
NONE	EARNED SALARY ADVANCE
NONE	VACATION PAY ADVANCE
NONE	56 HOUR OVERTIME
NONE	ADJUSTMENT NON-TAX
NONE	RETRO PAY
NONE	EARNED INCOME CREDIT
NONE	UNDERPAYMENT ADVANCE
NONE	O/S SICK PAY

NONE	RETRO ADVANCE
NONE	T/A MILEAGE
NONE	ADVANCED DISABILITY RETIREMENT
NONE	STD REFUND
NONE	LTD REFUND
NONE	LTDH REFUND
NONE	SIB REFUND
NONE	56 VILOP PAY
NONE	VOLUNTARY DEFERRED PAY
NONE	RETRO FLEX BASE
NONE	NR DEFERRED PAY
NONE	F.MF DEFERRED PAY
NONE	DEF LUMP SUM
NONE	DEFERRED PAY
NONE	VOLUNTARY SEPARATION PLAN
NONE	STOP PAYMENT
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – PREMIUM
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – COMPENSATORY TIME EARNED
OP100	CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – HORIZONS PLAN
OP101	CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – HORIZONS PLAN
OP102	CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – SAVINGS PLAN
OP103	CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – SAVINGS PLAN

BEFORE THE BOARD OF RETIREMENT
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

RESOLUTION OF THE BOARD OF
RETIREMENT SPECIFYING ITEMS OF
REMUNERATION AS "PENSIONABLE
COMPENSATION"

RESOLUTION NO. 2020-BR002

WHEREAS, Government Code section 7522.34 governs the determination of pensionable compensation for those members who became active members for the first time on or after January 1, 2013, who are subject to the California Public Employees' Pension Reform Act of 2013; and

WHEREAS, LACERA calculates retirement allowances based on a member's final compensation; and

WHEREAS, LACERA is required to include in the calculation of "final compensation," a member's base pay and certain other items of compensation, if such compensation qualifies as "pensionable compensation" under Government Code section 7522.34; and

WHEREAS, Government Code section 7522.34 defines "pensionable compensation" as:

" . . .the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules"; and

WHEREAS, the Board has analyzed each current pay item and determined whether or not those items should be included in "pensionable compensation"; and

WHEREAS, the Board may find it necessary from time to time to amend its determinations based on changes made by employers, the Legislature, or the Courts;

NOW THEREFORE, BE IT RESOLVED, AS FOLLOWS:

1. For purposes of calculating a member's retirement allowance, earnings on or after January 1, 2013, for members subject to Government Code section 7522.32, as set forth in Attachment No. 1 do not qualify as "pensionable compensation" as defined in section 7522.34.

BOARD OF RETIREMENT,
LOS ANGELES COUNTY EMPLOYEES
RETIREMENT ASSOCIATION

Herman B Santos
Chair, Board of Retirement

Approved as to Form

ATTEST:

Steven P. Rice
Chief Counsel

Vivian H. Gray
Vice Chair, Board of Retirement

ITEMS OF REMUNERATION EARNED ON OR AFTER JANUARY 1, 2013, FOR MEMBERS SUBJECT TO GOVERNMENT CODE SECTION 7522.32, WHICH DO NOT QUALIFY AS "PENSIONABLE COMPENSATION" AS DEFINED IN SECTION 7522.34.

EARNINGS **ITEMS**
CODE NO.

200	76-INCH MOWER BONUS
201	ACTING DEPARTMENT HEAD
202	ACTING MEDICAL DIRECTOR
203	ADDITIONAL RESPONSIBILITIES
204	AMERICAN MEDICAL ASSOCIATION BOARD CERT 8.25%
205	AMERICAN MEDICAL ASSOCIATION BOARD CERT 5.50%
209	MANPOWER SHORTAGE RANGE
210	MEDICAL DIRECTOR'S BONUS - 2.75
211	MEDICAL DIRECTOR'S BONUS - 5.50%
212	MEDICAL DIRECTOR'S BONUS - 8.25%
214	OUT OF CLASS BONUS
215	POST BONUS - ADVANCE/EXECUTIVE
217	POST BONUS – INTERMEDIATE
219	SUPERIOR SUBORDINATE PAY
220	WATCHMAN – CUSTODIAN
221	WELFARE RECIPIENT SUPERVISOR

222 OUT OF CLASS BONUS SCHEDULE/LEVEL/PERCENT
223 TEMPORARY CLERICAL & OFFICE SERVICES EMPLOYEES
224 PBP NON-BASE MERIT SALARY ADJUSTMENT
225 EXECUTIVE SECRETARY ADDED SALARY SCHEDULES
227 PBP TO SCHEDULE SALARY ADJUSTMENT
228 ADDITIONAL RESPONSIBILITIES – REPRESENTED
229 TEMPORARY SPECIAL MAP ACHIEVEMENT – FLAT
230 TEMPORARY SPECIAL MAP ACHIEVEMENT – PERCENT
231 TEMPORARY ASSIGNMENT MAP EMPLOYEE – FLAT
240 AGRICULTURAL INSPECTOR BONUS
243 CAREER DEVELOPMENT INTERN BONUS
248 REGIONAL PLANNING AICP CERTIFICATION BONUS
249 AGRICULTURE INSPECTORS AID ROVER BONUS
250 ACCOUNTING CERTIFICATE
252 6TH AND 7TH STEP FINANCIAL SPECIALIST
254 FORENSIC ATTENDANT FIELD TRAINING BONUS
256 ANIMAL CONTROL MGR-BOARD LIAISON BONUS
257 HALF STEP-01
258 HALF STEP-02
263 AUDITOR-CONTROLLER MERIT - ONE SCHEDULE
264 AUDITOR-CONTROLLER MERIT - TWO SCHEDULES
265 AUDITOR-CONTROLLER MERIT - THREE SCHEDULES
266 AUDITOR-CONTROLLER MERIT - FOUR SCHEDULES

267 AUDITOR-CONTROLLER MERIT - FIVE SCHEDULES
268 AUDITOR-CONTROLLER MERIT - SIX SCHEDULES
270 BOARD OF SUPERVISOR SPECIAL ASSIGNMENT
271 ASSESSMENT APPEALS BOARD ASSIGNMENT
272 HEAD BOARD SPECIALIST ADDITIONAL STEPS
273 MAPP TIER II STEP 13
274 MAPP TIER II STEP 14
275 MAPP TIER II STEP 15
276 MAPP TIER II STEP 16
277 MAPP TIER II STEP 17
278 MAPP TIER II STEP 18
281 MAPP TO SCHEDULE FLAT AMOUNT
282 MAPP TO SCHEDULE PERCENTAGE
283 PERM PHYSICIAN TRANSITION RATE – PERCENT
285 COURT CLERK - GREATER SKILLS
291 INTERGOVERNMENTAL RELATIONS
293 LEGISLATIVE REPRESENTATIVE-CAO
295 MANAGEMENT TRAINEE
300 CURATOR BONUS
310 LEGISLATIVE ADVOCATE - COUNTY COUNSEL
320 ACCOUNTING CERTIFICATE – DA
321 DISTRICT ATTORNEY - OUT OF CLASS BONUS
322 RECLASSIFIED INVESTIGATOR

323 ANTELOPE VALLEY ASSIGN. 30 MILES FROM RESIDENCE

332 JOURNEY EMPLOYEES BONUS

334 CUSTODY ASSISTANT DRILL INSTRUCTOR/CUSTODY TRAINING
AND STANDARDS BUREAU

335 CUSTODY ASSISTANT TRAINING OFFICER BONUS

336 PUBLIC RESPONSE DISPATCHER BONUS

338 ELEVATOR ADJUSTOR

340 A OR B MOTOR VEHICLE LICENSE BONUS

347 WELLNESS/FITNESS FOR LIFE BONUS – 1%

348 WELLNESS/FITNESS FOR LIFE BONUS – 2%

349 WELLNESS/FITNESS FOR LIFE BONUS

356 FIRE SAFETY PERSONNEL BONUS

357 HELICOPTER INSPECTION LICENSE

358 TEMPORARY PROMOTION BONUS

361 TEMPORARY PROMOTION BONUS - NON SCHEDULE

365 BACHELOR DEGREE BONUS

366 ADVANCED EDUCATIONAL DEGREE BONUS

367 MEDICAL STAFF CREDENTIALING ASSIGNMENT BONUS

368 RN ASSIGNED TO SHERIFFS DEPT

369 RN ADVANCED EDUCATIONAL DEGREE BONUS

370 CLINIC NURSE - STAND BY

371 CLINICAL INSTRUCTOR - GENERAL

372 CLINICAL INSTRUCTOR - LAC+USC MEDICAL CENTER

373 EMERG MEDICINE - BOARD CERTIFICATION
374 EMERG MEDICINE - BOARD CERT
375 EMERG MEDICINE - BOARD CERTIFICATION 8.25%
376 HIGH DESERT HOSPITAL - PHYSICIAN BONUS
377 JOURNEY EMPLOYEES BONUS
379 SUPERVISING NURSE - ICU
380 SUPVG RAD TECHN - DIAGNOSTIC ULTRASOUND
381 DENTAL PROFESSIONALS BOARD CERTIFICATION BONUS
383 VETERINARY MEDICINE- BOARD CERTIFICATION
384 HIGH DESERT HEALTH ASSIGNMENT BONUS
385 PSYCHIATRY SPECIALTY BONUS
386 PHYSICIAN SPECIALTY BONUS
387 PHARMACIST SPECIALTY ASSIGNMENTS
388 SHERIFF DETENTION FACILITY ASSIGNMENT BONUS
389 MENTAL HEALTH PSYCHIATRIST BOARD CERTIFICATION – MORE
THAN ONE SPECIALTY
391 COUNTY LIBRARY DIFFICULT TO RECRUIT ASSIGNMENT BONUS
392 LIBRARIAN BONUS
393 OBSTETRICS/LABOR & DELIVERY ASSIGNMENT
394 MEDICAL HUB CLINIC ASSIGNMENT
395 PHYSICIAN SPECIALTY BONUS - 5.75%
396 PHYSICIAN ADDITIONAL COMPENSATION
397 PHYSICIAN FORENSIC PATHOLOGY BONUS

398 HOSPITAL ADMINISTRATOR - ADDITIONAL COMPENSATION
400 DEPUTY COURT ADMINISTRATOR - OPINION/ADVISOR
401 DEPUTY MARSHALL - LEVEL I BONUS
402 DEPUTY MARSHALL - LEVEL II BONUS
403 DEPUTY MARSHALL TRAINEE
404 ELECTRONIC RECORDING EQUIPMENT
405 MARSHALL SUPERVISING BONUS
406 DEPUTY MARSHAL SPECIAL TRAINING - 6TH STEP
407 SKILL & RESPONSIBILITY BONUS
408 DEPUTY CLERK III OUT OF CLASS BONUS
409 STENOGRAPHIC SKILLS
410 SUPERVISING DEPUTY CLERK
411 ADVISOR-COURT ADMINISTRATOR AND JUDGES
412 NIGHT SHIFT AND WEEKEND BONUS
413 DEPUTY CLERK IV - GREATER SKILLS
414 RECORDING EQUIPMENT-DEPUTY CLERK IV M.C.
415 SHERIFF DEPARTMENT ASSIGNMENT TO AERO BUREAU AVIONICS
SHOP
416 SHERIFF DEPARTMENT WATER SYSTEM BONUS – CHIEF
OPERATOR
417 SHERIFF DEPARTMENT WATER SYSTEM BONUS – SHIFT
OPERATOR
418 ISD BONUS ASSIGNMENT – ENERGY MANAGEMENT SYSTEM
SECTION (SEAS)
424 ABDMI REGISTRY CERTIFICATION BONUS

425 ABDMI BOARD CERTIFICATION BONUS
430 ASST. DIRECTOR - PUBLIC SOCIAL SERVICES
432 DEPUTY DISTRICT DIRECTOR TRAINEE
439 CUSTODY TRAINING OFFICER
441 CATALINA ISLAND LIVING - SHERIFF
445 SPECIAL ENFORCEMENT DETAIL/CANINE SERVICES DETAIL
(TACTICAL DUTY)
450 SHERIFF OUT OF CLASS BONUS
453 SERGEANT-AT-ARMS BOARD OF SUPERVISOR
456 TRAINING OFFICER/INVESTIGATOR/K-9 BONUS
458 ACTING CAPACITY BONUS
461 SHERIFF BUSINESS MACHINE TECHNICIAN
464 STATE OF CALIF STRUCTURAL ENGINEER LICENSE BONUS
465 REHABILITATION INSPECTOR-PUBLIC WORKS
468 LICENSED LAND SURVEYOR BONUS
469 LICENSED REGISTERED TRAFFIC ENGINEER BONUS
470 BUSINESS LICENSE LIAISON
475 CERTIFICATION BONUS - LACERA
480 SUPERIOR COURT CLERK BONUS
481 COURT REPORTERS REALTIME CERTIFICATION
482 JUDICIAL ASSISTANT BONUS
483 REALTIME WRITING BONUS
484 GEOTECHNICAL LICENSE BONUS

485 SUP CRT EXEC OFFICER ADDITIONAL COMPENSATION
486 PLANS EXAMINER CERTIFICATION
487 REGISTRATION – LICENSE BONUS
488 BUILDING ENGINEERING INSPECTOR BONUS
493 SENIOR PROBATION DIRECTOR-CENTRAL JUVENILE HALL
494 SENIOR PROB DIR-LOS PADRINOS/SAN FERNANDO JUV HALL
495 PROBATION DIRECTOR-ADMIN RESP./FOOTHILL JUV AREA
498 PROBATION DIRECTOR-CHALLENGER YOUTH CENTER
501 BOARD OF RETIREMENT CASE REVIEW
503 UNIFORM ALLOWANCE
504 NIGHT SHIFT DIFFERENTIAL
505 CORONER'S INQUEST REPORTER
506 ALLOWANCE IN LIEU OF VEHICLE USE
507 CO-GENERATION MAINTENANCE
508 HENNINGER FLATS WATCHMAN
509 FREEZER WORK
510 DEPARTMENT HEAD MERIT
511 BOARD OF SUPERVISORS PERFORMANCE LUMP SUM
512 FIRE SUPPRESSION TRANSPORTATION TRUCK DRIVER
513 MOU LUMP SUM BONUS
514 BACKHOE OPERATOR
515 WEEKEND BONUS
516 EXPLOSIVES WORK

517 EVENING SHIFT DIFFERENTIAL

518 POWER EQUIPMENT REPAIR, SNOW CONDITIONS

519 ENGINEERING EMPLOYEES, HAZARD PAY

520 HOME CARE COMPENSATION

522 CUSTODIAN ACTING AS WATCHMAN

523 HYDROELECTRIC OPERATIONS

525 CONTRACTING & PRODUCTIVITY IMPROVE INCNTV FOR MNGR

528 WEBCOM PRESS OPERATOR

529 POWER EQUIPMENT OPERATOR, FIRE SUPPRESSION

531 STANDBY

532 ADDITIONAL RESPONSIBILITIES AND EXCEPTIONAL PERFORMANCE

533 POWER SWEEPER OPERATOR IN EMERGENCY CONDITIONS

534 POWER PLANT RELIEF ENGINEER

535 CLINIC PHYSICIAN FIRST HOUR

536 CONSULTING SPEC, MD & MNTL HEALTH CONSLT, 1st & 5th

538 RN ASSIGNED AS ACTING OR RELIEF CHARGE NURSE

539 RN WEEKEND DIFFERENTIAL

540 RELIEF NURSE HOLIDAY DIFFERENTIAL

541 RELIEF NURSE WEEKEND DIFFERENTIAL

542 EMERGENCY WORKPLACE DIFFERENTIAL

544 APPRAISERS LAUNDRY AND DRY CLEANING ALLOWANCE

545 HEAVY DUTY TOW TRUCK DRIVER

546 SLURRY SEAL TRUCK_DRIVER
548 LIFEGUARD PARAMEDIC - RELIEF
550 INCENTIVE AWARDS FOR MEDICAL REIMBURSEMENTS/ HEALTH SR
551 GROUP INCENTIVE AWARD, TREASURER TAX COLLECTOR
552 STANDBY - EMERGENCY ROLL OUT PROGRAM
553 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE SUPP, SNOW
554 PIONEER EXCAVATION, TUNNEL OPERATIONS, FIRE SUPP, SNOW
555 SCAFFOLD OR SWING STAGE, 30 FEET ABOVE GRADE
556 HIGH SCALE AND RIGGING OPERATIONS, GENERAL
557 EVENING SHIFT, MED TECH
558 NIGHT SHIFT, MED TECH
560 PHYSICIAN RECRUITMENT PROGRAM
565 PARAMEDIC RECERTIFICATION BONUS
565A PARAMEDIC RECERTIFICATION BONUS-ELIGIBILITY INDICATOR
567 DEPUTY SHERIFF RESERVE ANNUAL COMPENSATION
568 ASSESSMENT APPEALS FULL DAY INCREMENT
569 PHYSICIAN LOAN PAYMENT PROGRAM
570 HOME CARE PROGRAM STANDBY
571 CHILDREN'S SOCIAL WORKERS LICENSURE SUPERVISION
572 MOU LUMP SUM BONUS
574 STANDBY - INS WITNESS PROGRAM
575 WASTEWATER PLANT RELIEF BONUS
576 SOLO DAILY EARNINGS

577 INTERPRETER HALF DAY BONUS - SUP CT

578 ER ATTENDING PHYSICIAN - DAY RATE

579 ER ATTENDING PHY/-WKDY EVE/WKND HOLIDAY

580 ER ATTENDING PHY/-WKDY NITE/WKND HOLIDAY EVE NITE

581 SWIM PROFICIENCY BONUS

582 INTERPRETER REGULAR MULTIPLE LANGUAGE SAME DAY

583 INTERPRETER-HOURLY/DAILY MULT LANG SAME DAY

584 PHYSICIAN STIPENDS

585 ISA TREE WORKER CERTIFICATION

586 ISA CERTIFIED ARBORIST CREDENTIAL

587 ISA CERTIFIED QUALIFIED TREE RISK ASSESSOR CREDENTIAL

588 ISA MUNICIPAL SPECIALIST CREDENTIAL

589 MENTAL HEALTH SPECIALITY FIELD BASED BONUS

590 CONT EDUCATION/EQUIPMENT/TRAINING BONUS

591 LICENSE REIMBURSEMENT

600 REGISTERED NURSE MOBILE INTENSIVE CARE CERTIFICATION,
SUB-ITEM D

602 SUPERVISING TRANSPORTATN DEPTY PERFORMING DISPATCHER
DUTIES

603 AUTOMOTIVE SERVICE EXCELLENCE CERTIFICATE

604 REGISTERED NURSE MOBILE INTENSIVE CARE CERTIFICATION

605 CUSTODIAN FLOOR WAXING BONUS

606 FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTY

606A FIRE EQUIPMENT MECHANIC ASSIGNED FIELD REPAIR DUTY -
ELIGIBILITY INDICATOR

607 SUPERVISING DEPUTY PROBATION OFFICER (SPDO) ASSIGNED
ACTING DIRECTOR IN A CAMP

608 BILINGUAL BONUS

609 REGISTERED NURSE ASSIGNED TO EMERGENCY ROOM

610 ANTELOPE VALLEY FIREFIGHTING CREW

611 TREE TRIMMER SUPERVISOR, POWER OPERATIONS

612 SHOOTING BONUS, EXPERT

613 SHOOTING BONUS, DISTINGUISHED EXPERT

614 SHOOTING BONUS, MARKSMAN

615 SHOOTING BONUS, SHARPSHOOTER

616 ANTELOPE VALLEY QUARTERS, ON FIRE CALL

617 CLINIC NURSE ASSIGNED TO PROBATION CAMP

618 TRANSPORTATION BUS DRIVER, SHERIFF

619 CERTIFIED ACCESS SPECIALIST

620 SAN GABRIEL DAM OPERATOR

621 NURSE RETENTION INCENTIVE

622 ADVANCED APPRAISER CERTIFICATION

624 BILINGUAL ADDITIONAL BONUS, CHILDREN'S SOCIAL WORK

625 AGRICULTURE INSPECTORS ASSIGNED TO STANDARDIZATION

627 DETENTION & TRANSPORTATION EXTRA SUPERVISION BONUS

628 BILINGUAL BONUS FOR OTHER THAN MONTHLY

628A BILINGUAL BONUS FOR OTHER THAN MONTHLY-ELIGIBILITY
INDICATOR

629 MORTUARY ATTENDANT AT LAC+USCMC
630 SERVICE PAY BONUS
631 BILINGUAL BONUS-SUB D
632 MENTAL HEALTH WORKERS ASSIGND SHERIFF DETENTN FACL
633 RN ASSIGNED TO EMERGENCY ROOM SUB D
634 SUPERVISING DETENTION SERVICES OFFICER OF THE DAY
635 TRANSPORTATION DEPUTY BUS DRIVER, PROBATION
636 INCIDENTAL EXPENSE ALLOWANCE
637 PROFESSIONAL DEVELOPMENT EXPENSES
638 PROBATION TELECOM EQUIPMENT BONUS
640 CHILDRENS SERVICES ERCP RETENTION
641 SHOOTING BONUS, EXPERT – RESERVE
642 SHOOTING BONUS, DISTINGUISHED EXPERT – RESERVE
643 SHOOTING BONUS, MARKSMAN – RESERVE
644 SHOOTING BONUS, SHARPSHOOTER – RESERVE
645 EMERGENCY ROOM BONUS/PAT FIN SVCS WKR/PAT RES WKR
646 EMERGENCY ROLL OUT PROGRAM & SHIFT BONUS
647 BILINGUAL ADDITIONAL BONUS, PSYCH SOCIAL WORK
648 DEFIBRILLATION AIRWAY BONUS
649 MAMMOGRAPHY BONUS
690 CELLULAR PHONE STIPEND – VOICEMAIL
691 CELLULAR PHONE STIPEND - DATA ONLY
692 CELLULAR PHONE STIPEND - VOICE AND DATA

694	CIVIC CENTER COMMUTER ALLOWANCE
695	DEPARTMENT HEAD TRANSPORTATION ALLOWANCE
696	DEPARTMENT HEAD TRAFFIC MITIGATION ALLOWANCE
700	PENSIONABLE OVERTIME
730	PREMIUM OVERTIME - SYSTEM PENSIONABLE
PF004	MEGAFLEX PENSIONABLE CONTRIBUTION
PF007	FLEX PENSIONABLE CONTRIBUTION
PF010	CHOICES PENSIONABLE CONTRIBUTION
PF013	OPTIONS PENSIONABLE CONTRIBUTION
PK003	NON-ELECTIVE LEAVE
PK011	SICK - 100%
PK012	HOLIDAY
PK021	VACATION
PK030	SPECIAL PAID LEAVE
PK031	APPRAISERS LEAVE
PK032	INTERN/RESIDENT LEAVE
PK113	SICK PRE-71
PKP11	SICK LEAVE BUYBACK 100%
PKP21	VACATION BUYBACK
PP046	EMPLOYEE SUGGESTION
NONE	REGISTERED NURSE ASSIGNED TO CRITICAL CARE UNITS
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – PREMIUM
NONE	FIRE SUPPRESSION CAMP ASSIGNMENT – COMPENSATORY TIME EARNED

NONE	POST, SUPERVISORY BONUS
OP100	CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – HORIZONS PLAN
OP101	CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – HORIZONS PLAN
OP102	CORRECTIVE PAYMENT, REINSTATED EMPLOYEE – SAVINGS PLAN
OP103	CORRECTIVE PAYMENT, ADMINISTRATIVE ERROR – SAVINGS PLAN

EXHIBIT A

Attachment: Newly Created or Newly Revised Codes reviewed under Section 31461 and 7522.34

Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
INCLUDED under Section 31461					
365	BACHELOR DEGREE BONUS	<p>Full-time permanent employees in the following classifications and assignments are eligible:</p> <p><u>Probation Department</u></p> <ul style="list-style-type: none"> - Detention Services Officer (Item No. 8655) - Group Supervisor Nights (Item No. 8618) - Senior Detention Services Officer (Item No. 8657) - Supervising Detention Services Officer (Item No. 8659) - "Transportation Deputy Supervisor" – Supervising Transportation Deputy, Probation (Item No. 8627) <p>AND when assigned to a Detention Services Hall -OR- Residential Treatment Services Camp.</p> <p><u>Department of Child and Family Services</u></p> <ul style="list-style-type: none"> - Group Supervisor II (Item No. 8602) - Transportation Worker (Item No. 8997) <p>Eligible employees must meet the following criteria:</p> <ul style="list-style-type: none"> • Possess a bachelor's degree from an accredited university • The bachelor's degree is in one of the fields: <ul style="list-style-type: none"> – Criminal Justice – Psychology – Counseling – Public Administration – Or a field deemed closely related as determined by the Probation department <p>Employees must request the bonus and provide official transcripts. Employees will receive additional compensation of 2%, effective the first pay period following the Department's receipt of the transcripts.</p> <p>Compensation pursuant to this section shall not constitute a base rate.</p>	(a)	—	<p>Provides additional compensation of 2% to employees in a permanent, full-time position and who have a Bachelor's degree in a closely related field as determined by the Probation Department.</p> <p>Since these classifications do not currently require possession of a Bachelor's degree, it is not essential to the job function.</p> <p>The additional compensation consists of ad hoc payments for employees possessing a Bachelor's degree in a field deemed closely related as determined by the Probation Department, it is paid to "all similarly situated members in the member's grade or class," and at the same rate of pay, and is included as "compensation earnable" under 31461(a).</p>

Attachment: Newly Created or Newly Revised Codes reviewed under Section 31461 and 7522.34

Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
EXCLUDED under Section 7522.34					
365	BACHELOR DEGREE BONUS	<p>Full-time permanent employees in the following classifications and assignments are eligible:</p> <p><u>Probation Department</u></p> <ul style="list-style-type: none"> - Detention Services Officer (Item No. 8655) - Group Supervisor Nights (Item No. 8618) - Senior Detention Services Officer (Item No. 8657) - Supervising Detention Services Officer (Item No. 8659) - "Transportation Deputy Supervisor" – Supervising Transportation Deputy, Probation (Item No. 8627) <p>AND when assigned to a Detention Services Hall -OR- Residential Treatment Services Camp.</p> <p><u>Department of Child and Family Services</u></p> <ul style="list-style-type: none"> - Group Supervisor II (Item No. 8602) - Transportation Worker (Item No. 8997) <p>Eligible employees must meet the following criteria:</p> <ul style="list-style-type: none"> • Possess a bachelor's degree from an accredited university • The bachelor's degree is in one of the fields: <ul style="list-style-type: none"> – Criminal Justice – Psychology – Counseling – Public Administration – Or a field deemed closely related as determined by the Probation department <p>Employees must request the bonus and provide official transcripts. Employees will receive additional compensation of 2%, effective the first pay period following the Department's receipt of the transcripts.</p> <p>Compensation pursuant to this section shall not constitute a base rate.</p>	—	<p>(c)(10)</p> <p>(c)(11)</p>	<p>Provides additional compensation of 2% to employees in a permanent, full-time position and who have a Bachelor's degree in a closely related field as determined by the Probation Department.</p> <p>Since these classifications do not currently require possession of a Bachelor's degree, it is not essential to the job function.</p> <p>This compensation is paid in addition to the normal monthly rate of pay and is excluded under 7522.34(c)(10). In addition, the form of compensation is not found in the public pay schedule and it is excluded under 7522.34(c)(11).</p>

Attachment: Newly Created or Newly Revised Codes reviewed under Section 31461 and 7522.34

Event	Description	Earnings Code Description	31461 Reference	7522.34 Reference	Analysis
EXCLUDED under Section 31461 and 7522.34					
542	EMERGENCY WORKPLACE DIFFERENTIAL	<p><u>AFSCME</u> - While the Court continues to provide emergency services, as defined in the March 17, 2020 Administrative Order issued by Presiding Judge Kevin C. Brazile, it will require staff to support court operations physically in courthouses. AFSCME bargaining unit members that are covered by FLSA and who are called to perform those duties physically at a courthouse will be paid time and a half for the hours worked at the courthouse but will not receive administrative leave pay on days they report to the courthouse. Bargaining unit members that are not covered by FLSA and who are called to perform those duties physically at a courthouse will be credited compensatory pay at time and a half for the hours worked at a courthouse but will not receive administrative leave pay on days they report to the courthouse.</p> <p><u>CFI</u> - While the Court continues to provide emergency services, as defined in the March 17, 2020 Administrative Order of the Presiding Judge, it will require staff to support court operations physically in courthouses. CFI bargaining unit members who are directed to interpret in person at a courthouse will be paid time and a half for the hours worked instead of administrative leave pay.</p>	(b)(1)(B)	(c)(3) (c)(10)	<p>Additional compensation for Court employees and interpreters that are covered by FLSA and who are called to perform those duties physically at a courthouse during COVID-19 public health emergency. Additional compensation for Court employees in non-represented, non-managerial classifications, who are designated as FLSA-covered. Compensation will be paid time-and-a-half for the hours worked at the courthouse. Court employees working remotely during the pendency of the public health emergency are not eligible to this compensation.</p> <p>This additional compensation consists of ad hoc payment made to a member, but not to all similarly situated members in the member's grade or class who work remotely (telework) during the COVID-19 public health emergency and is excluded as "compensation earnable" under 31461(b)(1)(B).</p> <p>This additional compensation consists of ad hoc payments during the COVID-19 public health emergency and is excluded as "pensionable compensation" under 7522.34(c)(3). In addition, the form of compensation is paid in addition to the normal monthly rate of pay, which is excluded under 7522.34(c)(10).</p>



April 17, 2020

TO: Each Trustee
Board of Retirement

FROM: Ricki Contreras, Division Manager
Disability Retirement Services

SUBJECT: **APPEALS FOR THE BOARD OF RETIREMENT'S MEETING
OF MAY 7, 2020**

IT IS RECOMMENDED that the Board of Retirement grant the appeals and requests for administrative hearing received from the following applicants, and direct the Disability Retirement Services Manager to refer these cases to a referee:

5123B	Michael A. Lynd	In Pro Per	Deny SCD – Grant NSCD With the Option of an Earlier Effective Date
5125B	Myrna A. Co	In Pro Per	Deny SCD – Grant NSCD

RC:kw
Memo.New
Appeals.docx

April 30, 2020

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Joint Organizational Governance Committee
Thomas Walsh, Chair
Keith Knox, Vice Chair
Vivian H. Gray
David Green
JP Harris
Shawn R. Kehoe
David Muir
Herman B. Santos

FOR: May 7, 2020 Board of Retirement Meeting
May 13, 2020 Board of Investments Meeting

SUBJECT: Request for Proposals for Fiduciary Counsel Legal Services

RECOMMENDATION

That the Board of Retirement and Board of Investment approve issuance of the Request for Proposals for Fiduciary Counsel Legal Services (RFP).

DISCUSSION

The last fiduciary counsel RFP was approved by the Boards in May 2015, and completed in the fall of 2015. The Joint Organizational Governance Committee (JOGC) recommends that a new RFP be run this year to test the market to ensure that the Boards have counsel that meet their current needs and to evaluate current pricing.

This recommendation is consistent with the Policy for Purchasing Goods and Services adopted by the Board of Retirement on November 6, 2019. The Policy provides in Section 14.2 that the standard term of a contract shall be five years, with a two year optional extension period. While the Boards could choose to wait up to another two years to run a new RFP, the JOGC recommends that an RFP be run now given the importance of fiduciary counsel to the Boards and LACERA staff.

A draft RFP is attached.

Attachment

Each Member, Board of Retirement and Board of Investments
Re: Request for Proposals for Fiduciary Counsel Legal Services
April 30, 2020
Page 2

c: Santos H. Kreimann
Jonathan Grabel
JJ Popowich

Los Angeles County Employees Retirement Association Request for Proposals for Fiduciary Counsel Legal Services

I. INTRODUCTION

The Los Angeles County Employees Retirement Association (LACERA) invites proposals from experienced attorneys and law firms in response to this Request for Proposals (RFP) to provide fiduciary counsel legal services to support LACERA's governing Board of Retirement and Board of Investments, staff, and the organization as a whole.

LACERA is a defined benefit public pension fund established to administer retirement benefits to employees of the County of Los Angeles and other participating agencies pursuant to the County Employees Retirement Law (CERL) of 1937 (California Government Code Section 31450, et seq.), the California Public Employees' Pension Reform Act of 2013 (PEPRA) (California Government Code Section 7522, et seq.), and other applicable law. LACERA operates as an independent governmental entity separate and distinct from Los Angeles County. LACERA has approximately 425 employees to administer benefits for active, deferred, and retired members, oversee the County's retiree health benefits program, and manage the fund's investments. As of June 30, 2019, LACERA managed approximately \$58.3 billion in fund assets to support the pensions of over 174,000 members, including over 66,000 benefit recipients.

LACERA's staff includes a Legal Division consisting of ten (10) lawyers, a Legislative Affairs Officer, five (5) legal analysts, and other professional support staff, with expertise in governance, compliance, benefits, disability, investments, commercial contracts, litigation, employment, and legislative matters.

LACERA'S MISSION, VISION, AND VALUES

Mission: To Produce, Protect, and Provide the Promised Benefits

Vision: Excellence, Commitment, Trust, and Service

Values: Professionalism, Respect, Open Communication, Fairness, Integrity, and Teamwork

LACERA GOVERNING BOARDS

Board of Retirement (BOR) – This nine-member Board, with two alternates, is responsible for the overall management of the retirement system. Under the policy guidance of the BOR, LACERA strives to create innovative ways to streamline and expedite retirement processes, integrate new technologies, and introduce new member services options and upgrades.

Board of Investments (BOI) – This nine-member Board is responsible for establishing LACERA's investment policy and objectives, as well as exercising authority over the investment management of the fund's diversified portfolio and actuarial matters. The two Boards share joint responsibility for LACERA's budget, personnel classifications and compensation, and the CEO's performance evaluation.

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II. SCOPE OF SERVICES AND REQUIRED CORE SKILLS

LACERA seeks to hire outside counsel to provide independent legal advice and services related to the full range of issues of fiduciary duties concerning LACERA's operations and governance, including duties arising in connection with the interpretation and application of relevant provisions of the California Constitution, CERL, PEPRA, the Brown Act, the Public Records Act, Political Reform Act, and other applicable law. Working as appropriate in coordination with the Boards, Board Chairs, and LACERA's Legal Division, the responsibilities of fiduciary counsel will include the following:

- A. Provide oral and written legal advice to the Board of Retirement, Board of Investments, and/or staff regarding fiduciary duties.
- B. Analyze and evaluate fiduciary matters facing the organization and its Boards.
- C. Keep the Boards up-to-date on the laws and legal developments regarding fiduciary duties, and provide training annually or with such other frequency as requested.
- D. Assist in other fiduciary matters, including litigation, as requested.

The duties and responsibilities of fiduciary counsel are further explained in the Boards' Fiduciary Counsel Policy, a copy of which is attached to this RFP.

Core skills include comprehensive knowledge and understanding of relevant fiduciary law, excellent oral and written communication skills, sound judgment, the ability to work well with and maintain the confidence of the Board of Retirement, the Board of Investments, and staff, and the ability to deliver services in a timely and cost effective manner.

Candidates must have at least ten (10) years providing fiduciary advice to public or private organizations. Experience in advising other CERL systems and/or other public pension systems is strongly desirable.

III. RFP PROCESS

This RFP and other relevant information related to the RFP, including addenda, modifications, answers to questions, and other updates, will be posted on the "RFPs" page of LACERA.com. Additional background information about LACERA may also be found on LACERA.com.

A. Calendar *[To be inserted after RFP approval by the Boards.]*

Issuance of RFP

Written Questions and Requests for Clarification Due

Responses to Questions Posted

Proposals Due Finalist Interviews

Estimated Final Selection and Approval by the Boards

B. Communication and Questions

Respondents are encouraged to communicate any questions regarding this RFP by the deadline stated above in the RFP Calendar. Questions should be sent in writing via email only to Steven P. Rice, Chief Counsel, at srice@lacera.com. Questions and answers will be posted at LACERA.com by the date stated in the RFP Calendar.

C. Errors in the RFP

If a respondent discovers an ambiguity, conflict, discrepancy, omission or other error in this RFP, notice should be immediately provided to srice@lacera.com. LACERA is not responsible for, and has no liability for or obligation to correct, any errors or omissions in this RFP.

D. Addenda

Modifications or clarifications of the RFP, if deemed necessary, will be made by addenda to the RFP and posted on LACERA.com.

E. Delivery of Submissions

Submissions must be delivered in PDF format via email to srice@lacera.com by the due date stated above in the RFP Calendar. In addition, respondents must send three (3) hard copies of their submissions for delivery by the due date stated in the RFP Calendar addressed to:

LACERA
Attention: Steven P. Rice
Chief Counsel
300 North Lake Avenue, Suite 620
Pasadena, CA 91101

See “Notice Regarding the California Public Records Act and Brown Act” in this RFP for information regarding redactions and disclosure.

F. Proposal Format and Content

All responses to this RFP should follow the format described in this Section III.F. For each part of the response, restate the RFP item immediately above the response. When requested, please provide details and state all qualifications or exceptions. All information provided should be concise and clearly relevant to qualifications to serve as LACERA’s fiduciary counsel.

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Cover Letter

The cover letter must provide a statement affirming that the signatory is empowered and authorized to bind the respondent to an engagement agreement with LACERA and represents and warrants that the information stated in the proposal is accurate and may be relied upon by LACERA in considering, and potentially accepting, the proposal.

Executive Summary

In this section, an overview should be provided of the respondent's background, experience, and other qualifications to serve as LACERA's fiduciary counsel.

Experience and Approach

The proposal must provide a detailed statement of the respondent's experience in providing independent fiduciary counsel services to CERL systems and other public pension systems, including experience advising boards on governance issues, the California Constitution, CERL, PEPR, the Brown Act, the Public Records Act, the Political Reform Act, and other legal issues. LACERA's goal in the RFP process is to understand each respondent's experience across the full spectrum of fiduciary issues that may arise in the administration of a California public pension system, including but not limited to:

1. Fiduciary duties under the California Constitution, the County Employees Retirement Law of 1937, the California Public Employees' Pension Reform Act of 2013, and other applicable law.
2. Ethical issues, under LACERA's Code of Ethical Conduct, the Political Reform Act, California Government Code Section 1090 and other provisions of the California Government Code, Fair Political Practices Commission (FPPC) Regulations, FPPC and California Attorney General Opinions, and other applicable laws and LACERA policy relating to conflicts of interest and ethics of Board Members, LACERA staff, and/or LACERA vendors.
3. Board governance.
4. LACERA's organizational structure.
5. Disputes by and between Board Members.
6. Negotiation and drafting of contracts.
7. Actuarial and financial matters.
8. Employment-related matters.
9. Benefit-related matters, including service retirement, disability retirement, retiree healthcare benefits, and other benefit issues.
10. Investment-related matters.
11. Investigations.

LACERA is interested in a respondent's experience and approach in analyzing such issues,

interfacing with trustees and staff, and litigating issues if necessary. LACERA is also interested in how the respondent differentiates themselves from other counsel offering similar services.

Assigned Professionals

The proposal must set forth the name the lead attorney(s) and all other attorneys and professional staff expected to be assigned to LACERA work, including a detailed profile of each person's background and relevant individual experience and the ability of the professionals collectively to function together as a team and also to work effectively with LACERA's Boards and staff in performing the scope of services. Each attorney must be licensed to practice law in the State of California. Diversity is a core LACERA value, and therefore the proposal must specifically address the diversity of the proposed team members in meaningful roles to support the firm's work for LACERA. LACERA expects that this section of the response will only include those persons committed to supporting LACERA and investing in a relationship with LACERA on a regular and long-term basis. The proposal should include a commitment by the lead attorney to be reasonably available to LACERA on an ongoing basis.

With respect to diversity, the response must include a description of diversity policies, practices, and procedures maintained by the firm regarding equal employment opportunity, including the recruitment, development, retention, and promotion of a diverse and inclusive workforce, non-discrimination based on gender, race, ethnicity, sexual orientation, age, veteran's status, and other legally protected categories, and prohibition of sexual harassment in the workplace. If the respondent has written policies, a copy should be provided with the response to this RFP. The response should identify the oversight, monitoring, and other compliance processes for implementation and enforcement of the firm's diversity policies, practices, and procedures, including the name of the perform who is responsible for oversight the firm's method to measure the effectiveness of the policies, and conclusions as to effectiveness. Please describe any judicial, regulatory, or other legal finding, formal action, or claims related to equal employment opportunity, workplace discrimination, or sexual harassment during the past ten (10) years.

References

In this section, the proposal must identify as references at least three (3) public pension systems for which the respondent has served as fiduciary counsel, including, for each system, an individual point of contact, the length of time the respondent served as fiduciary counsel, and a summary of the work performed.

Fees and Costs, Billing Practices, and Payment Terms

The respondent must explain the pricing proposal for the scope of work including pricing of fees and costs, billing practices, and payment terms that would apply assuming a five (5) year initial duration of the engagement as well as an additional two-year optional period during which the engagement may extend. LACERA does not place any limits on the approach to pricing and is open to presentation of more than one pricing alternative for the scope of work, or portions of it. This section of the response should include an explanation as to how the pricing approach(es) will be managed to provide the best value to LACERA. The respondent

should represent that the pricing offered to LACERA is, and will remain, equivalent to or better than that provided to other governmental clients, or should provide an explanation as to why this representation cannot be provided. All pricing proposals should be “best and final,” although LACERA reserves the right to negotiate on pricing.

Conflicts of Interest

The proposal must identify all actual or potential conflicts of interest that the respondent may face in the representation of LACERA. Specifically, and without limitation to other actual or potential conflicts, the proposal should identify any representation of the County of Los Angeles, Los Angeles County Office of Education, the South Coast Air Quality Management District, Little Lake Cemetery District, and Local Agency Formation Commission, and, to the respondent’s knowledge, any of LACERA’s members, vendors, other contracting parties, investments, and employees. The proposal should also identify any positional conflicts of which the respondent is aware.

Claims

The proposal must identify all past, pending, or threatened litigation, including but not limited to malpractice claims, and all administrative, state ethics, and disciplinary proceedings and other claims against the firm and any of the attorneys proposed to provide services to LACERA.

Insurance

The proposal must explain the insurance that the respondent will provide with respect to the services to be provided and other acts or omission of the firm and its attorneys and staff in the representation of LACERA. The limits of liability are a material term of any engagement letter with the firm and may be subject to negotiation.

Other Information

The proposal may contain any other information that the respondent deems relevant to LACERA’s selection process.

G. Post-Proposal Request for Information

LACERA reserves the right in its discretion to request additional information from any respondent, although such requests may not be made to all respondents.

H. Interviews and Personal Presentations

LACERA intends to require one or more interviews with or personal presentations by finalists to be conducted with staff and/or the Boards.

I. Evaluation Criteria

Respondents will be evaluated in the discretion of LACERA based upon the following factors:

1. Experience providing fiduciary advice to public and private organizations, including representation of CERL systems and other public pensions, and their governing boards and staff.
2. Quality of the team proposed to provide services to LACERA.
3. Information provided by references.
4. Communications skills.
5. Pricing and value.
6. Team work, both internally and with LACERA's Boards and staff.
7. Level of investment and commitment to the LACERA relationship.
8. The organization, completeness, and quality of the proposal, including cohesiveness, conciseness, and clarity.

The factors will be considered as a whole, without a specific weighting. The balancing of the factors is in LACERA's sole discretion. Factors other than those listed may be considered by LACERA in making its selection.

J. Engagement Agreement

LACERA will negotiate an engagement agreement with a successful respondent, which must contain such terms as LACERA in its sole discretion may require. The agreement will be submitted to the Boards for approval.

IV. GENERAL CONDITIONS

This RFP is not an offer to contract. Acceptance of a proposal neither commits LACERA to award a contract to any respondent even if all requirements stated in this RFP are met, nor does it limit LACERA's right to negotiate the terms of an engagement agreement in LACERA's best interest, including requirement of terms not mentioned in this RFP. LACERA reserves the right to contract with a vendor for reasons other than lowest price.

Failure to comply with the requirements of this RFP may subject the proposal to disqualification. However, failure to meet a qualification or requirement will not necessarily subject a proposal to disqualification.

Publication of this RFP does not limit LACERA's right to negotiate for the services described in this RFP. If deemed by LACERA to be in its best interests, LACERA may negotiate for the services described in this RFP with a party that did not submit a proposal. LACERA reserves the right to choose to not enter into an agreement with any of the respondents to this RFP.

A. Quiet Period

To ensure that prospective service providers responding to this RFP have equal access to

information regarding the RFP and communications related to the RFP are consistent and accurate so that the selection process is efficient and fair, a quiet period will be in effect from the date of issuance of this RFP until the search has been completed. During the quiet period, respondents are not permitted to communicate with any LACERA staff member or Board member regarding this RFP except through the point of contact named herein. Respondents violating the quiet period may be disqualified at LACERA's discretion. Respondents who are existing LACERA service providers must limit their communications with LACERA staff and Board members to the subject of the existing services provided.

B. Notice Regarding the California Public Records Act and Brown Act

The information submitted in response to this RFP will be subject to public disclosure pursuant to the California Public Records Act (California Government Code Section 6250, et. seq.) and the Brown Act (California Government Code Section 54950, et seq.) (collectively, the Acts). The Acts provide generally that records relating to a public agency's business are open to public inspection and copying and that the subject matter of this RFP is a matter for public open session discussion by the Boards, unless specifically exempted under one of several exemptions set forth in the Acts. If a respondent believes that any portion of its proposal is exempt from public disclosure or discussion under the Acts, the respondent must provide a full explanation and mark such portion "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY," and make it readily separable from the balance of the response. Proposals marked "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY" in their entirety will not be honored, and LACERA will not deny public disclosure of all or any portion of proposals so marked.

By submitting a proposal with material marked "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY," a respondent represents it has a good faith belief that the material is exempt from disclosure under the Acts; however, such designations will not necessarily be conclusive, and a respondent may be required to justify in writing why such material should not be disclosed by LACERA under the Acts.

LACERA will use reasonable means to ensure that material marked "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY" is safeguarded and held in confidence. LACERA will not be liable, however, for disclosure of such material if deemed appropriate in LACERA's sole discretion. LACERA retains the right to disclose all information provided by a respondent.

If LACERA denies public disclosure of any materials designated as "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY", the respondent agrees to reimburse LACERA for, and to indemnify, defend and hold harmless LACERA, its Boards, officers, fiduciaries, employees and agents from and against:

1. Any and all claims, damages, losses, liabilities, suits, judgments, fines, penalties, costs and expenses. including without limitation attorneys' fees, expenses and court costs of any nature whatsoever (collectively, Claims) arising from or relating to LACERA's non-disclosure of any such designated portions of a proposal; and
2. Any and all Claims arising from or relating to LACERA's public disclosure of any such designated portions of a proposal if LACERA reasonably determines disclosure is

deemed required by law, or if disclosure is ordered by a court of competent jurisdiction.

If LACERA staff recommends any respondent to the Boards for hiring, such recommendation, the reasons for the recommendation, and the relevant proposal(s) will appear on a publicly posted agenda and in supporting materials for public meetings of the Boards.

C. Reservations by LACERA

In addition to the other provisions of this RFP, LACERA reserves the right to:

1. Cancel this RFP, in whole or in part, at any time.
2. Make such investigation as it deems necessary to determine the respondent's ability to furnish the required services, and the respondent agrees to furnish all such information for this purpose as LACERA may request.
3. Reject the proposal of any respondent who is not currently in a position to perform the contract, or who has previously failed to perform similar contracts properly, or in a timely manner, or for any other reason in LACERA's sole discretion.
4. Waive irregularities, to negotiate in any manner necessary to best serve the public interest, and to make a whole award, multiple awards, a partial award, or no award.
5. Award a contract, if at all, to the firm which will provide the best match to the requirements of the RFP and the service needs of LACERA in LACERA's sole discretion, which may not be the proposal offering the lowest fees.
6. Reject any or all proposals submitted in response to this RFP.
7. Determine the extent, without limitation, to which the services of a successful respondent are or are not actually utilized.

D. Ownership of Proposals

The information that a respondent submits in response to this RFP becomes the exclusive property of LACERA. LACERA will not return any proposal or reimburse proposal preparation expenses.

E. Valid Period of Proposal

The pricing, terms, conditions, and other information stated in each proposal must remain valid for 120 days from the date of delivery of the proposal to LACERA.

F. Cost of Proposal

LACERA shall not be liable for any costs respondents incur in connection with the preparation or submission of a proposal.

April 30, 2020

TO: Each Trustee,
Board of Retirement
Board of Investments

FROM: Joint Organizational Governance Committee
Thomas Walsh, Chair
Keith Knox, Vice Chair
Vivian H. Gray
David Green
JP Harris
Shawn R. Kehoe
David Muir
Herman B. Santos

FOR: May 7, 2020 Board of Retirement Meeting
May 13, 2020 Board of Investments Meetings

SUBJECT: Request for Proposals for Media and Public Relations Consultant

RECOMMENDATION

That the Board of Retirement and Board of Investment approve issuance of the Request for Proposals for Media and Public Relations Consultant (RFP).

DISCUSSION

This recommendation addresses LACERA's need to deepen and strengthen its media and public relations capabilities through the addition of an external consultant to work with internal resources.

LACERA and the Boards interact with stakeholders, including the plan sponsor, members and beneficiaries, employees, and the public, through media and public relations. Stakeholders' views of the fund are influenced by the information they receive about the organization in the media, which broadly includes the written press, other traditional media, and social media and other third-party providers of information. LACERA also releases information directly to stakeholders through internally-generated communications, publications, lacera.com, member service, and other statements. All of these external and internal channels of information are collectively part of media and public relations.

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During the past five years, and possibly earlier, external media and public relations services have been obtained ad hoc on an as-needed, case-by-case basis by the Chief Executive Officer or in certain circumstances through other staff or as a subcontractor through other vendors. External services have been provided through at least four different firms during this period of time. Because services have been obtained ad hoc, intermittently, and through different providers, these efforts have had mixed results, and there has been no overall strategic plan or continuity of approach to externally provided media and public relations efforts.

LACERA separately provides media and public relations through the Communications Division, which does an excellent job of producing a large volume of important, high quality, consistent, and impactful work on a continuous basis throughout the year in close collaboration with the Executive Office and other staff.

The Joint Organizational Governance Committee recommends, based on a recognized need and input from trustees, to issue an RFP for a media and public relations consultant to work with the Boards and internal staff to develop a cohesive strategic plan for LACERA. The consultant will have the expertise and contacts to understand and address all the many aspects of LACERA's business, including member service, benefits, investments, and others as well as larger public issues regarding defined benefit public pension plans that may arise in the media. In addition to assistance on strategic issues, the consultant will assist the Boards and staff in providing effective messaging on specific media and public relations issues that arise for immediate response from time to time, and will help in communicating LACERA's successes and positive image in the media and with stakeholders on an ongoing basis.

It is important to emphasize that the media and public relations consultant will not replace or be duplicative of the Communications Division, or the Public Information Officer (PIO) included in the proposed 2020-21 budget. Instead, the consultant will work with Communications, including the PIO, as well as the Executive Office, Investments Division, Legal Office, and other divisions as appropriate, on both strategic and tactical media and public relations issues as part of a cohesive team approach that leverages both internal and external knowledge and capabilities.

A draft RFP is attached.

Attachment

c: Santos H. Kreimann
Jonathan Gabel

JJ Popowich
Cynthia Martinez

Los Angeles County Employees Retirement Association Request for Proposals for Media and Public Relations Consultant

I. INTRODUCTION

The Los Angeles County Employees Retirement Association (LACERA) invites proposals from experienced professionals in response to this Request for Proposals (RFP) to provide media and public relations services to LACERA, its governing Board of Retirement and Board of Investments, and staff. The selected respondent will partner with LACERA to effectively communicate the organization's message, priorities, and successes to the media and other stakeholders on a wide variety of issues and initiatives, and thereby enhance public understanding and appreciation of the organization. The services involve both development and implementation of an overall strategic communications plan and assistance in planning and messaging for specific issues as they arise on an ongoing basis.

LACERA is a defined benefit public pension fund established to administer retirement benefits to employees of the County of Los Angeles and other participating agencies. LACERA operates as an independent governmental entity separate and distinct from Los Angeles County. LACERA has approximately 425 dedicated employees to administer pension benefits for active, deferred, and retired members, oversee the County's retiree health benefits program, and manage the fund's investments. As of June 30, 2019, LACERA managed approximately \$58.3 billion in fund assets to support the pensions of over 174,000 members, including over 66,000 benefit recipients. LACERA's annual pension benefits payments to its retirees total approximately \$3 billion.

Our members rely upon LACERA to provide a secure and dignified lifetime retirement at the conclusion of their careers of public service to the people of Los Angeles County in many different general and safety positions that support the community. LACERA is the largest county pension system in the United States, the fourth largest public system in California, and one of the largest public pensions at any level in the country. LACERA is both a member service organization serving its members, and a financial institution investing its assets for the long term to provide for our members and their beneficiaries. The successful respondent will have an appreciation for and the knowledge and experience to assist both aspects of LACERA's business.

LACERA's Chief Executive Officer (CEO) is the designated spokesperson for the system on general pension issues. The Chief Investment Officer (CIO), who oversees a team of over 40 financial professionals responsible for implementation of the fund's strategic asset allocation, speaks for LACERA on investment issues.

LACERA has an internal Communications Division of 13 experienced staff. The Division creates and communicates essential retirement information to LACERA members and staff. They apply innovative thinking, contemporary advertising and marketing practices, and technology to promote LACERA-wide solutions. LACERA's Member Services, Benefits, Disability Retirement Services, Quality Assurance Division, and Retiree Health Care Divisions collectively include over 240 staff. They provide world-class service and education to members with kindness, care, and empathy and ensure the timely and accurate delivery of

benefits. The balance of LACERA's staff provides financial and accounting, legal, internal audit, systems, human resources, and other necessary administrative services and support to the organization to further its effective operations.

LACERA's stakeholders include: our plan sponsor, the County of Los Angeles; other participating agencies; active, deferred, and retired members; LACERA's employees; and the public. LACERA emphasizes transparency, accountability, and values of good communication and positive relationships with our stakeholders. The successful proposer will work on an ongoing basis primarily in collaboration with and under the oversight of the CEO and other Executive Office staff, the CIO, Chief Counsel, and the Communications Division, including any internal Public Information Officer that may be hired, plus other personnel as needed. The selected firm will also present to LACERA governing Boards when appropriate.

LACERA'S MISSION, VISION, AND VALUES

Mission: To Produce, Protect, and Provide the Promised Benefits

Vision: Excellence, Commitment, Trust, and Service

Values: Professionalism, Respect, Open Communication, Fairness, Integrity, and Teamwork (PROFIT)

LACERA'S GOVERNING BOARDS

Board of Retirement (BOR) – This nine-trustee Board, with two alternates, is responsible for the overall management of the retirement system. Under the policy guidance of the BOR, LACERA strives to create innovative ways to streamline and expedite retirement processes, integrate new technologies, and introduce new member services options and upgrades.

Board of Investments (BOI) – This nine-trustee Board is responsible for establishing LACERA's investment policy and objectives, and overseeing the investment management of the fund. The BOI diversifies fund investments to maximize the rate of return and minimize the risk of loss; the Board also oversees actuarial services to assist in the setting of employer and employee contributions to assure the long-term safety of LACERA's assets.

The two Boards share joint responsibility for LACERA's budget, personnel classifications and compensation, and certain other issues. The Boards, and their trustees, have a fiduciary duty of prudence and loyalty to administer the system to assure the prompt delivery of benefits and related services to members and beneficiaries. The successful respondent will serve the interests of both Boards in effective media and public relations concerning LACERA.

The Boards each include trustees elected by active general and safety members and retirees, trustees appointed by the Los Angeles County Board of Supervisors, and the County Treasurer and Tax Collector, who sits ex officio on both Boards. This balanced and diverse composition of the Boards ensures a broad range of perspectives.

For additional information about LACERA, respondents are encouraged to access the resources available on LACERA.com.

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II. SCOPE OF SERVICES, DELIVERABLES, AND REQUIRED CORE SKILLS

LACERA seeks to hire a media and public relations consultant to provide advice and services related to the full range of LACERA's operations and governance, including strategic planning as well as responses to immediate issues that may arise during the course of LACERA's operations. As used in this Request for Proposals, "media" refers to all channels of local, state, national, and international media, including but not limited to print, television and radio, and social media platforms. The responsibilities and deliverables of the consultant include the following:

- A. Analyze and evaluate existing and anticipated media and public relations issues facing the organization and its Boards.
- B. Develop proactive messaging consistent with LACERA's Mission, Vision, and Values in the interest of transparency, good relationships, and communication to promote understanding and appreciation of LACERA's achievements and to further LACERA's standing, visibility, and positive profile in the media and with stakeholders.
- C. Provide oral and written advice to the Board of Retirement, Board of Investments, and/or staff regarding media and public relations issues.
- D. Monitor, track, and keep the Boards and staff immediately informed of all media concerning LACERA or issues that may relate to LACERA or its business.
- E. Make direct contact with media and stakeholder groups as needed, and counsel the LACERA Boards and staff in connection with contacts they may have with the media and stakeholders.
- F. Prepare and review media releases, statements, communications, and presentations to the media and stakeholder groups.
- G. Prepare strategic media and public relations planning documents and work plans.
- H. Maintain regular oral and written communications with the Boards and staff concerning media and public relations issues.
- I. Respond to immediate or short-term media inquiries, and develop proactive plans for immediate needs and circumstances as they occur.
- J. Review and coordinate member communication documents with, and provide talking points for, LACERA staff, including but not limited to Communications, Member Services, and Retiree Health Care Divisions, regarding media content to ensure consistency across media and member communication channels.
- K. Collaborate with other LACERA professionals, including but not limited to auditors, actuaries, counsel, and investment consultants, to obtain and share knowledge or address particular LACERA issues.
- L. Assist in other media and public relations issues, as requested.

Core skills include: comprehensive knowledge, understanding, and experience in media and public relations services and issues for member service organizations and financial institutions, including public pensions if available; contacts and relationship-building with media and stakeholder groups; strategic planning skills; ability to provide immediate advice and assistance when required; professional oral and written communication skills; sound judgment; the ability to work well with and maintain the confidence of the Board of Retirement, the Board of Investments, and staff; and the ability to deliver services in a timely and cost effective manner.

Respondents, including the lead consultant committed to provide services to LACERA, must have at least ten (10) years providing media and public relations services to public and private member service organizations and financial institutions. Experience in advising other public pension systems is desirable.

III. RFP PROCESS

This RFP and other relevant information related to the RFP, including addenda, modifications, answers to questions, and other updates, will be posted on the RFPs page of LACERA.com. Additional background information about LACERA may also be found on LACERA.com.

A. Calendar, Expected but Subject to Change *[To be inserted after RFP approval by the Boards.]*

Issuance of RFP

**Written Questions and
Requests for Clarification Due**

Responses to Questions Posted

Proposals Due

Finalist Interviews

**Estimated Final Selection and
Approval by the Boards**

B. Communication and Questions

Respondents are encouraged to communicate any questions regarding this RFP by the deadline stated above in the RFP Calendar. Questions should be sent in writing only via email to Steven P. Rice, Chief Counsel, at srice@lacera.com. Questions and answers will be posted at LACERA.com by the date stated in the RFP Calendar.

C. Errors in the RFP

If a respondent discovers an ambiguity, conflict, discrepancy, omission or other error in this RFP, notice should be immediately provided to srice@lacera.com. LACERA is not responsible for, and has no liability for or obligation to correct, any errors or omissions.

D. Addenda

Modifications or clarifications of the RFP, if deemed necessary, will be made by addenda to the RFP and posted on LACERA.com.

E. Delivery of Submissions

Submissions must be delivered in PDF format via email to srice@lacera.com by the due date stated above in the RFP Calendar. In addition, respondents must send three (3) hard copies of their submissions for delivery by the due date stated in the RFP Calendar addressed to:

LACERA
Attention: Steven P. Rice
Chief Counsel
300 North Lake Avenue, Suite 620
Pasadena, CA 91101

See the Notice Regarding the California Public Records Act and Brown Act in Section IV.B of this RFP for information regarding redactions and disclosure.

F. Proposal Format and Content

All responses to this RFP should follow the format described in this Section III.F. When requested, please provide details and state all qualifications or exceptions. All information provided should be concise and clearly relevant to the qualifications to serve as LACERA's media and public relations consultant.

Cover Letter

The cover letter must provide a statement affirming that the signatory is empowered and authorized to bind the respondent to an engagement agreement with LACERA and represents and warrants that the information stated in the proposal is accurate and may be relied upon by LACERA in considering, and potentially accepting, the proposal.

Executive Summary

In this section, an overview should be provided of the respondent's background, experience, and other qualifications to serve as LACERA's media and public relations consultant, and respondent's approach to providing services to LACERA.

Experience and Approach

The proposal must provide a detailed statement of the respondent's experience in providing media and public relations services to public and private sector member service and financial institutions, including, if applicable, other public pension systems. The response should keep in mind the evaluation criteria stated in Section III.I. LACERA's goal in the RFP process is to obtain an understanding of each respondent's experience across the full spectrum of media and public relations issues that may arise in the representation of LACERA and the type of work and working relationship LACERA can expect from the respondent. Examples of

strategic media planning work as well as recommendations for immediate or short-term client needs should be included.

LACERA is interested in a respondent's experience and approach in analyzing such issues, interfacing with trustees and staff, and communicating with the media and other stakeholders. LACERA is also interested in how the respondent differentiates themselves from other consultants offering similar services.

LACERA encourages respondents to provide written samples of relevant work product, which may be redacted as deemed appropriate.

Assigned Professionals

The proposal must state the name of the lead consultant and all other professional staff expected to be assigned to LACERA work, including a detailed profile of each person's background and relevant individual experience and the ability of the professionals collectively to function together as a team and also to work effectively with LACERA's Boards and staff in performing the scope of services. Diversity is a core LACERA value, and therefore the proposal must specifically address the diversity of the proposed team members in meaningful roles across levels of seniority to support the firm's work for LACERA. LACERA expects that this section of the response will only include those persons committed to supporting LACERA and investing in a relationship with LACERA on a regular and long-term basis. The proposal should include a commitment by the lead consultant to be reasonably available to LACERA on an ongoing basis.

With respect to diversity, the response must include a description of diversity policies, practices, and procedures maintained by the firm regarding equal employment opportunity, including the recruitment, development, retention, and promotion of a diverse and inclusive workforce, non-discrimination based on gender, race, ethnicity, sexual orientation, age, veteran's status, and other legally protected categories, and prohibition of sexual harassment in the workplace. If the respondent has written policies, a copy should be provided with the response to this RFP. The response should identify the oversight, monitoring, and other compliance processes for implementation and enforcement of the firm's diversity policies, practices, and procedures, including the name of the perform who is responsible for oversight the firm's method to measure the effectiveness of the policies, and conclusions as to effectiveness. Please describe any judicial, regulatory, or other legal finding, formal action, or claims related to equal employment opportunity, workplace discrimination, or sexual harassment during the past ten (10) years.

References

In this section, the proposal must identify as references at least five (5) public and private member service organizations and financial institutions, including, if available, public pension systems, for which the respondent provided media and public relations services in the last five years. Each reference should include an individual point of contact, the length of time the respondent served as consultant, and a summary of the work performed and successes achieved.

Fees and Costs, Billing Practices, and Payment Terms

The respondent must explain the pricing proposal for the scope of work including pricing of fees and costs, billing practices, and payment terms that would apply assuming a five (5) year initial duration of the engagement. LACERA does not place any limits on the approach to pricing and is open to presentation of more than one pricing option for the scope of work, or portions of it. This section of the response should include an explanation as to how the pricing approach(es) will be managed to provide the best value to LACERA. The respondent should represent that the pricing offered to LACERA is, and will remain, equivalent to or better than that provided to other governmental clients, or should provide an explanation as to why this representation cannot be provided. All pricing proposals should be “best and final,” although LACERA reserves the right to negotiate on pricing.

Conflicts of Interest

The proposal must identify all actual or potential conflicts of interest that the respondent may face in providing media and public relations services to LACERA. Specifically, and without limitation to other actual or potential conflicts, the proposal should identify any representation of the County of Los Angeles, Los Angeles County Office of Education, the South Coast Air Quality Management District, Little Lake Cemetery District, and Local Agency Formation Commission, and, to the respondent’s knowledge, any of LACERA’s members, vendors, other contracting parties, investments or investment managers, and employees. The proposal should identify any potential positional conflicts of which the respondent is aware. The proposal should explain how conflicts that may arise during the course of the representation will be addressed and what steps will be taken to assure the respondent’s ability to vigorously and creatively advise LACERA and represent its positions and interests without limitations.

Claims

The proposal must identify all past, pending, or threatened litigation, including any claims against the firm and the personnel proposed to provide services to LACERA.

Insurance

The proposal must explain the insurance that the respondent will provide with respect to the services to be provided and other acts or omission of the firm and its personnel in the representation of LACERA. The limits of liability are a material term of any engagement letter with the firm and may be subject to negotiation.

Other Information

The proposal may contain any other information that the respondent deems relevant to LACERA’s selection process, including as noted above written samples of relevant work product or other other media, such as, for example, on camera work, reflective of the respondent’s work and efforts.

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G. Post-Proposal Request for Information

LACERA reserves the right in its discretion to request additional information from any respondent, although such requests may not be made to all respondents.

H. Interviews and Personal Presentations

LACERA intends to require one or more interviews with or personal presentations by finalists to be conducted with staff and members of the Boards. The lead consultant must attend the interviews, as well as other team members that will support LACERA.

I. Evaluation Criteria

Respondents will be evaluated at the discretion of LACERA based upon the following factors:

1. Experience providing media and public relations services to public and private member service organizations and financial institutions in strategic planning and in response to specific issues as they arise with the general and financial press and LACERA's stakeholder groups. The nature and depth of existing connections, relationships, and interactions with and access to relevant media is highly relevant. Specific experience in representing public pension systems should be included, if available. The relevance of all stated experience to representation of LACERA should be explained.
2. Quality of the team proposed to provide services to LACERA, based on experience, contacts and relationships, diversity, insights, creativity, and success.
3. Ability to provide focused, professional, and responsive services in a timely manner in both strategic planning assignments and time-sensitive situations that can be expected to arise, including the availability of the lead consultant and other team members on an immediate basis when needed.
4. Information provided by references.
5. Written and oral communications skills, including written materials and other samples of work, such as, for example, on camera work, demonstrating such skills, if provided.
6. Pricing and value.
7. Team work, both internally and with LACERA's Boards and staff. LACERA seeks a highly collaborative relationship with the successful respondent.
8. Level of investment and commitment to the LACERA relationship.
9. The organization, completeness, and quality of the proposal, including cohesiveness, conciseness, and clarity.

The factors will be considered as a whole, without a specific weighting. The balancing of the factors is in LACERA's sole discretion. Factors other than those listed may be considered by

LACERA in making its selection.

J. Engagement Agreement

LACERA will negotiate an engagement agreement with the successful respondent, which must contain such terms as LACERA in its sole discretion may require. The agreement will be submitted to the Boards for approval.

IV. GENERAL CONDITIONS

This RFP is not an offer to contract. Acceptance of a proposal neither commits LACERA to award a contract to any respondent even if all requirements stated in this RFP are met, nor does it limit LACERA's right to negotiate the terms of an engagement agreement in LACERA's best interest, including requirement of terms not mentioned in this RFP. LACERA reserves the right to contract with a vendor for reasons other than lowest price.

Failure to comply with the requirements of this RFP may subject the proposal to disqualification. However, failure to meet a qualification or requirement will not necessarily subject a proposal to disqualification.

Publication of this RFP does not limit LACERA's right to negotiate for the services described in this RFP. If deemed by LACERA to be in its best interests, LACERA may negotiate for the services described in this RFP with a party that did not submit a proposal. LACERA reserves the right to choose to not enter into an agreement with any of the respondents to this RFP.

A. Quiet Period

To ensure that prospective service providers responding to this RFP have equal access to information regarding the RFP and that communications related to the RFP are consistent and accurate so that the selection process is efficient and fair, a quiet period will be in effect from the date of issuance of this RFP until the search has been completed. During the quiet period, respondents are not permitted to communicate with any LACERA staff member or Board member regarding this RFP except through the point of contact named herein. Respondents violating the quiet period may be disqualified at LACERA's discretion. Respondents who are existing LACERA service providers must limit their communications with LACERA staff and Board members to the subject of the existing services provided.

B. Notice Regarding the California Public Records Act and Brown Act

The information submitted in response to this RFP will be subject to public disclosure pursuant to the California Public Records Act (California Government Code Section 6250, et. seq.) and the Brown Act (California Government Code Section 54950, et seq.) (collectively, the Acts). The Acts provide generally that records relating to a public agency's business are open to public inspection and copying and that the subject matter of this RFP is a matter for public open session discussion by the Boards, unless specifically exempted under one of several exemptions set forth in the Acts. If a respondent believes that any portion of its proposal is exempt from public disclosure or discussion under the Acts, the respondent must provide a full explanation and mark such portion "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY," and make it readily separable from the balance of the response. Proposals marked "TRADE SECRETS," "CONFIDENTIAL," or "PROPRIETARY" in their entirety will not

be honored, and LACERA will not deny public disclosure of all or any portion of proposals so marked.

By submitting a proposal with material marked “TRADE SECRETS,” “CONFIDENTIAL,” or “PROPRIETARY,” a respondent represents it has a good faith belief that the material is exempt from disclosure under the Acts; however, such designations will not necessarily be conclusive, and a respondent may be required to justify in writing why such material should not be disclosed by LACERA under the Acts.

LACERA will use reasonable means to ensure that material marked “TRADE SECRETS,” “CONFIDENTIAL,” or “PROPRIETARY” is safeguarded and held in confidence. LACERA will not be liable, however, for disclosure of such material if deemed appropriate in LACERA’s sole discretion. LACERA retains the right to disclose all information provided by a respondent.

If LACERA denies public disclosure of any materials designated as “TRADE SECRETS,” “CONFIDENTIAL,” or “PROPRIETARY,” the respondent agrees to reimburse LACERA for, and to indemnify, defend and hold harmless LACERA, its Boards, officers, fiduciaries, employees and agents from and against:

1. Any and all claims, damages, losses, liabilities, suits, judgments, fines, penalties, costs and expenses, including without limitation attorneys’ fees, expenses and court costs of any nature whatsoever (collectively, Claims) arising from or relating to LACERA’s non-disclosure of any such designated portions of a proposal; and
2. Any and all Claims arising from or relating to LACERA’s public disclosure of any such designated portions of a proposal if LACERA reasonably determines disclosure is deemed required by law, or if disclosure is ordered by a court of competent jurisdiction.

If LACERA staff recommend any respondent to the Boards for hiring, such recommendation, the reasons for the recommendation, and the relevant proposal(s) will appear on a publicly posted agenda and in supporting materials for public meetings of the Boards.

C. Reservations by LACERA

In addition to the other provisions of this RFP, LACERA reserves the right to:

1. Cancel this RFP, in whole or in part, at any time.
2. Make such investigation as it deems necessary to determine the respondent’s ability to furnish the required services. The respondent agrees to furnish all such information for this purpose as LACERA may request.
3. Reject the proposal of any respondent who is not currently in a position to perform the contract, or who has previously failed to perform similar contracts properly, or in a timely manner, or for any other reason in LACERA’s sole discretion.
4. Waive irregularities, to negotiate in any manner necessary to best serve the public

interest, and to make a whole award, multiple awards, a partial award, or no award.

5. Award a contract, if at all, to the firm which will provide the best match to the requirements of the RFP and the service needs of LACERA in LACERA's sole discretion, which may not be the proposal offering the lowest fees.
6. Reject any or all proposals submitted in response to this RFP.
7. Determine the extent, without limitation, to which the services of a successful respondent are or are not actually utilized.

D. Ownership of Proposals

The information that a respondent submits in response to this RFP becomes the exclusive property of LACERA. LACERA will not return any proposal or reimburse proposal preparation expenses.

E. Valid Period of Proposal

The pricing, terms, conditions, and other information stated in each proposal must remain valid for 120 days from the date of delivery of the proposal to LACERA.

F. Cost of Proposal

LACERA shall not be liable for any costs that respondents incur in connection with the preparation or submission of a proposal.

April 30, 2020

TO: Each Trustee,
Board of Retirement

FROM: Joint Organizational Governance Committee
Thomas Walsh, Chair
Keith Knox, Vice Chair
Vivian H. Gray
David Green
JP Harris
Shawn R. Kehoe
David Muir
Herman B. Santos

FOR: May 7, 2020 Board of Retirement Meeting

SUBJECT: Board Charter Revisions Authorizing Meeting Date Changes in an
Emergency

RECOMMENDATION

That the Board of Retirement revise its Charter to recognize the ability of the Chair of the Board to make meeting date changes when LACERA may not safely conduct regular operation because there is a declared state of emergency or governmental directive or when there is a natural disaster or other extraordinary circumstances.

LEGAL AUTHORITY

Each Board has plenary authority under Article XVI, Section 17 of the California Constitution to adopt such policies and procedures as are necessary to aid in the administration of the system within their areas of responsibility. The Board of Retirement has previously exercised this power to adopt a Charter addressing the powers of the Chair.

The JOGC made a similar recommendation that the Board of Investments make the same Charter change as is presented here because it is in the Boards' common interest that they should be procedurally aligned in their response to emergencies. However, the Boards separately retain the power to adopt such language as they see fit in response to the JOGC's recommendation. Therefore, this Board may independently review its proposed Charter change.

DISCUSSION

The COVID-19 crisis seriously affected LACERA's operations and created health and safety risks that management has been required to address. These challenges led the Board Chairs, in consultation with the Chief Executive Officer, the Chief Investment Officer, and Chief Counsel, to postpone or cancel certain Board meetings.

The Board of Retirement Regulations, like the Board of Investments Bylaws, establish a regular meeting day each month. These Boards may, by majority vote, change their prescribed schedules. The Boards routinely make such changes in response to scheduling conflicts and for other causes. However, the Boards' current Charters have a gap in that they do not explicitly address each Chair's authority in times of emergency to adjust the meeting schedule as may be necessary.

The recent date changes were made based on the Chair's ability to manage the agendas of their Board. Staff believes these changes were prudent and appropriate under the circumstances of the COVID-19 emergency as declared by federal, state, County, and city governments, and related guidance and orders. However, there is an absence of explicit authority in the Boards' governing documents for such actions.

The JOGC has recommended language to be added to this Board's Charter, as well as the Board of Investments Charter, to clarify each Chair's authority. Redlined copies of the two Charters are attached, showing proposed changes to Section 4.1.3. For clarity, the Board of Retirement is only requested to act upon its recommended Charter changes, and not those for the Board of Investments.

The proposed changes provide that each Chair, in consultation with the Vice Chair, the Chief Executive Officer, and in the case of the Board of Investments, the Chief Investment Officer, may postpone or cancel Board meetings when LACERA may not safely conduct its regular operations because there is a declared emergency or other governmental directive or when there is a natural disaster or other extraordinary circumstances. Each Chair may postpone or cancel committee meetings in further consultation with the committee chair. The Chair will schedule a Board meeting for the earliest available date to address the circumstances and the meeting schedule going forward. Each Chair is responsible to facilitate the normal operations of the Board to the extent possible.

CONCLUSION

The recommended changes to the Board of Retirement Charter provides reasonable authority to the Chair to change Board and committee meeting schedules in an

Each Member, Board of Retirement

Re: Board Charter Revisions Authorizing Meeting Date Changes in an Emergency

April 30, 2020

Page 3

emergency, while providing that the issue be promptly brought to the Board for discussion and encouraging the normal operation of the Board.

Attachments

c: Santos H. Kreimann
Jonathan Gabel
JJ Popowich



LOS ANGELES COUNTY
EMPLOYEES RETIREMENT
ASSOCIATION
LACERA

Board of Retirement Charter
Role of Chair/Vice-Chair/Secretary

v-10
Adopted by the Board of Retirement April 13, 2017

**LACERA
Board of Retirement Charter**

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LACERA
Board of Retirement Charter

1 Overview of the LACERA Board of Retirement

In 1937, Los Angeles County (County) established a pension trust fund (Fund) to provide defined retirement and death benefits to eligible County employees to be governed by the County Employees Retirement Law of 1937. In 1938, the Los Angeles County Employees Retirement Association (LACERA) was introduced to administer it. Since 1971, LACERA has also administered the Retiree Healthcare Benefits Program, on behalf of and through contractual agreement with the County.

LACERA is an independent governmental entity, separate and distinct from the County, which administers and manages the Retiree Healthcare Benefits Program for the County and outside districts. LACERA is one of the largest county retirement systems in America. LACERA is funded by the County, participating employers, employees, and investment earnings.

LACERA is governed by two Boards. Both Boards include a mix of trustees which are appointed and elected members and an ex-officio member, the sitting County Treasurer and Tax Collector. The Board of Retirement (BOR) is responsible for the overall management of the retirement system and the LACERA-administered Retiree Healthcare Benefits Program. The Board of Investments (BOI) is responsible for determining LACERA's investment objectives, strategies, and policies as well as exercising authority and control over the investment management of the Fund. The BOI also invests and manages the Other Postemployment Benefits Program (OPEB) trust assets for participating employers.

LACERA is a public pension system created in accordance with the County Employees Retirement Law of 1937 (the '37 Act or CERL) and administered pursuant to the '37 Act and the California Public Employees' Pension Reform Act of 2013 (PEPRA). CERL Section 31520.2 provides that "Except as otherwise delegated to the board of investment and except for the statutory duties of the county treasurer, the management of the retirement system is vested in the board of retirement." The BOR has joint authority with the BOI over shared responsibilities, including, for example: the appointment and evaluation of the Chief Executive Officer (CEO); classification and compensation of personnel; and, adoption of LACERA's administrative budget.

LACERA
Board of Retirement Charter

2 Fiduciary and Co-Fiduciary Duties of the BOR

The members of the BOR recognize that they serve as fiduciaries for the administration of the retirement system, with fiduciary duties as defined in the California Constitution and CERL. The trustees have fiduciary duties both individually and collectively as a BOR.

In the exercise of their individual and collective fiduciary duties, the trustees and the BOR may, under the California Constitution and CERL, prudently delegate to staff, outside consultants and vendors, and other fiduciaries, while recognizing that the ultimate fiduciary responsibility of the BOR and its individual trustees for the retirement program is non-delegable. The BOR and the trustees exercise their fiduciary duties with respect to prudently delegated matters by having adequate processes in place to oversee their delegates, which processes should include reporting by and active monitoring and questioning of delegates.

The BOR must discharge its duties solely in the interest of members and their beneficiaries, and for the exclusive purposes of providing benefits to participants and their beneficiaries. In addition, the BOR is required to exercise the care, skill, prudence and diligence that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aims.

The BOR also has a fiduciary duty of undivided loyalty, and must be impartial in the exercise of such duty in regards to any divergent interests of various groups of members of the retirement system. The BOR must strive to minimize employer contributions and defray reasonable expenses of administering the system.

In the exercise of his or her individual fiduciary responsibilities, a trustee cannot knowingly participate in, or act to conceal, a breach of fiduciary duties by another trustee, enable another trustee to breach their fiduciary duties by failing to exercise reasonable care and prudence, or fail to take reasonable steps to report or remedy a breach of duty by another trustee when it is known or should have been known or suspected under the circumstances.

Further, the BOR and its members must observe laws applicable to the retirement program and to their conduct as trustees. They may not engage in any related party transactions with the retirement program or plan sponsor that are prohibited by California Constitution, CERL, and other applicable laws.

LACERA
Board of Retirement Charter

Trustees are also bound to observe applicable standards of conduct and limitations on conflicts of interest that are prohibited by the Political Reform Act of 1974 and other applicable laws. BOR members or anyone acting on their behalf must comply with these provisions.

3 Expectations of Trustees

To be effective as a BOR and as individual trustees, and in recognition of their fiduciary and co-fiduciary duties, trustees should:

- 3.1. Appropriately prepare for and attend the entirety of each BOR meeting and of each Committee meeting of which they are a member;
- 3.2. Provide proactive input to the BOR and Committees to aid their deliberations;
- 3.3. Be respectful of their fellow members and of staff while giving firm and clear direction;
- 3.4. Be respectful of majority decisions, without compromising their ability to properly advocate for the things they believe are in the organization's interests;
- 3.5. Be respectful of the roles of the Chair/ Vice-Chair/ Secretary in their efforts to facilitate the effectiveness of the BOR in achieving its objectives;
- 3.6. Maintain a sense of professional, personal decorum and collegiality amongst the trustees; and,
- 3.7. Diligently avoid conflicts of interest and adhere to the Conflict of Interest Code and Code of Ethical Conduct.

LACERA
Board of Retirement Charter

4 The Role of the Chair and Vice-Chair

See BOR Regulations for the:

- A. Election of Chair;
- B. Election of Vice Chair;
- C. Election of Secretary;
- D. Election of Audit Committee Member; and,
- E. Filling of Vacancy in Office.

Overall, the Chair (and in the absence of the Chair, the Vice-Chair), should facilitate the BOR deliberations and preside over its meetings, coordinate the setting of its agenda, and ensure the BOR is an effective working group in making progress on the BOR's duties and objectives. The Chair should promote a culture of openness, respect and debate, and ensure there is effective, open communication. The Chair should ensure that all BOR members receive accurate, timely and clear information.

Activities of the Chair (Vice-Chair) include the following:

- 4.1. Facilitate and preside over BOR meetings;
- 4.2. Coordinate the setting of agendas;
- 4.3. Liaise with staff through the CEO;
- 4.4. Facilitate the establishment of the BOR's major policy goals and objectives;
- 4.5. Coordinate the CEO's annual performance review;
- 4.6. Coordinate sharing of leading practices;
- 4.7. Make appointments to Committees;
- 4.8. Oversee the effectiveness of stakeholder relations; and,
- 4.9. Coordinate with the Chair of the BOI concerning matters of common interest.

Frequently Used Terms

- Facilitate means to make (an action or process) easy or easier.
- Coordinate means to bring different elements (of a complex activity or organization) into a relationship that will ensure efficiency or harmony.
- Liaise means to establish a working relationship, typically to cooperate on a matter of mutual concern.
- Ensure means make certain that (something) shall occur or be the case.

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Board of Retirement Charter

4.1 Facilitate and preside over BOR meetings

- 4.1.1 In consultation with the BOR and the CEO, schedule dates, times and location for BOR meetings.
- 4.1.2 Facilitate and preside over BOR meetings to enable effective and efficient functioning of such meetings, including:
 - 4.1.2.1 Ensure that discussion on agenda items is on topic, productive and professional;
 - 4.1.2.2 Ensure there is sufficient time during the meeting to fully discuss agenda items; and,
 - 4.1.2.3 Ensure that all meetings are conducted in a manner consistent with the Brown Act and Robert’s Rules of Order.
- 4.1.3 Ensure meetings are called and held in accordance with LACERA’s BOR Regulations, except that the Chair, in consultation with the Vice Chair and the Chief Executive Officer, may cancel or postpone Board meetings and, in further consultation with the committee chair, committee meetings when LACERA may not safely conduct regular operations because there is a declared national, state, County of Los Angeles, or City of Pasadena state of emergency or other governmental directive or when there is a natural disaster or other extraordinary circumstances. The Chair will schedule a Board meeting for the earliest available date to address with the Board the circumstances and the schedule for Board and committee meetings. In such circumstances, the Chair will be responsible for facilitating the normal operations of the Board to the extent possible.
- 4.1.4 Ensure the meeting agenda and relevant documents are circulated to the members of the BOR in advance of the BOR meeting and in compliance with the Brown Act to ensure sufficient preparation time.
- 4.1.5 Chair and facilitate the BOR meetings ensuring respectful debate such that all voices and opinions are heard.
- 4.1.6 Ensure meetings are run and votes are taken in accordance with agreed upon rules of order / procedure.
- 4.1.7 Call special meetings of the BOR when warranted.
- 4.1.8 Chair executive sessions of the BOR.

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4.2 Coordinate the setting of agendas

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- 4.2.1 Facilitate the BOR in setting the strategy and policy of the BOR.
- 4.2.2 In consultation with the Vice Chair and CEO, coordinate and confirm an agenda for each BOR meeting (refer to the BOR Regulations for rules regarding placing an item on the agenda).
- 4.2.3 Plan agendas that facilitate the flow of work and the effectiveness of the achievement of the BOR's goals and objectives.
- 4.2.4 Maintain an annual calendar of BOR decisions to be made and communicate to Committee Chairs to facilitate appropriate timing of Committee recommendations to the BOR.
- 4.2.5 Communicate with Committee Chairs in setting the Committee agendas and integrating the activities of the Committees with the objectives of the BOR as a whole.

4.3 Liaise with Staff through the CEO

- 4.3.1 Liaise with staff through the CEO to keep an overview of the system's affairs and to provide BOR support as appropriate.
- 4.3.2 Monitor that BOR requests are implemented by staff, and reported back and confirmed to the BOR.

4.4 Facilitate the establishment of the BOR's major policy goals and objectives

- 4.4.1 Ensure the BOR identifies policy goals and objectives for the year.
- 4.4.2 Oversee that these goals and objectives link to the retirement program's strategic plan and are measurable.
- 4.4.3 Coordinate with the BOI to ensure the BOI's goals and objectives link to LACERA's overall strategic plan.

4.5 Coordinate the CEO's annual performance review

- 4.6.1 Coordinate the annual performance review of the CEO with the BOI and any other BOR direct reports and/or ensure there is a capable process to do so.
- 4.6.2 Coordinate with the BOI to establish annual goals for the CEO and other BOR direct reports.
- 4.6.3 Ensure the CEO's performance goals are linked to the strategic plan.

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4.6 [Coordinate the sharing of leading practices](#)

- 4.7.1 Coordinate the sharing and timely advice on leading and prevailing practices regarding retirement program activities.
- 4.7.2 Oversee the CEO's coordination of the BOR training with staff and consultants.

4.7 [Make appointments to Committees](#)

- 4.8.1 Appoint Committee Chairs and Vice-Chairs (Standing and Ad Hoc, in accordance with BOR Regulations).
- 4.8.2 Appoint members to Committees as detailed in the BOR Regulations and Standing Committee Charter.
- 4.8.3 Coordinate Committee Chair reporting to the BOR on Committee actions and agendas.
- 4.8.4 Provide leadership and ensure Committee members are aware of their obligations and comply with their responsibilities.

4.8 [Oversee the effectiveness of stakeholder relations](#)

- 4.9.1 Ensure the BOR, staff and consultants develop and manage key stakeholder relationships.
- 4.9.2 Be the BOR spokesperson for matters agreed upon by the BOR.
- 4.9.3 Act as an ambassador for the organization as agreed upon by the BOR.

4.9 [Coordinate with the Chair of the BOI concerning matters of common interest](#)

- 4.10.1 Ensure the two Boards openly communicate, have consensus on their respective separate jurisdictions as well as joint jurisdictions, and otherwise work well together in furtherance of LACERA's mission.

5 [The Role of the Secretary](#)

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Board of Retirement Charter

- 5.1 The Secretary is responsible for ensuring accurate and sufficient documentation exists to meet legal requirements, and to enable the public to determine when, how, and by whom the BOR's business was conducted.
- 5.2 Upon the BOR approving the BOR meeting minutes, the Secretary will join the BOR Chair in signing the minutes as evidence of their authenticity and completeness.
- 5.3 In the absence of the Chair and Vice-Chair, the Secretary will call the meeting to order, presiding until the Chair or Vice-Chair is present.
- 5.4 The Secretary will conduct the Officer elections as detailed in the BOR Regulations.

6 Duties and Responsibilities of the BOR

6.1 Governance and Strategy

- 6.1.1 Approve BOR Charter.
- 6.1.2 Approve BOR Committee structure, roles and charters.
- 6.1.3 Approve BOR delegations to staff.
- 6.1.4 Approve BOR development policy and educational programs.
- 6.1.5 Approve BOR governance principles and policies.
- 6.1.6 Approve Organizational Policies as proposed by Committees and Staff, and act upon other Committee and Staff reports and recommendations, as appropriate.
- 6.1.7 Oversee the Strategic Planning Process.
- 6.1.8 Oversee the effectiveness of the of the BOR strategic plans.
- 6.1.9 Oversee the BOR stakeholder engagement program.
- 6.1.10 Oversee the BOR business planning process and business plans.

6.2 Reassurance, Risk and Compliance

- 6.2.1 Oversee Internal Audit reports referred by the Audit Committee or BOR Standing Committee.
- 6.2.2 Oversee retirement and retiree healthcare-related risk framework and management.
- 6.2.3 Select LACERA's External Financial Auditor.
- 6.2.4 Oversee retirement benefit and healthcare benefit controls and compliance.

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6.3 Administration

- 6.3.1 Approve staff classification and compensation
- 6.3.2 Approve litigation and settlements related to retirement and retiree healthcare benefits.
- 6.3.3 Approve budget process and budgets.
- 6.3.4 Oversee the Privacy of Member Information.
- 6.3.5 Conduct hiring, evaluation, compensation and firing of the CEO.
- 6.3.6 Oversee human resource policies for retirement and retiree healthcare operations.
- 6.3.7 Oversee accounting policies for non-investment activities.
- 6.3.8 Oversee the CEO's effectiveness in hiring/firing and management of the performance for senior executives.
- 6.3.9 Oversee business continuity plans.

6.4 Conflicts and Ethics

In addition to the BOR's other responsibilities, the BOR will have authority and responsibility to oversee actual and potential conflict of interest and ethics issues concerning the BOR's areas of responsibility as follows:

- 6.4.1 General Compliance. Oversee compliance with the Conflict of Interest Code, Code of Ethical Conduct, and conflict of interest and ethics laws, and take action with respect to such matters, as appropriate.
- 6.4.2 Matters Referred by Standing Committees. Review and take such action, as appropriate, with respect to reports and recommendations received from the Board of Retirement Standing Committees relating to conflict of interest and ethics issues in each Committee's areas of responsibility as defined in the Committee Charter.
- 6.4.3 BOR Members. BOR members will avoid actual or potential conflict of interest or ethics issues. BOR members will notify the BOR Chair and Vice Chair, the CEO, and Legal Counsel of such issues concerning themselves and other BOR members related to the business of the BOR. The BOR will take such action as is lawful and appropriate with respect to such issues, including procedures provided in the BOR Regulations.
- 6.4.4 Third-Parties. BOR members and staff will exercise diligence in identifying, and informing the BOR about, all actual and potential conflict of interest issues concerning persons and entities who have business before the BOR, such as

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vendors, consultants, and all other third-parties (Third-Parties). The BOR will take appropriate action with regard to such issues, including:

- 6.4.4.1 Disclosure of actual or potential conflict of interest and ethics issues;
- 6.4.4.2 Waiver of any disclosed conflict of interest and ethics issues;
- 6.4.4.3 Other measures to eliminate or mitigate conflict of interest or ethics issues, including the costs of such measures;
- 6.4.4.4 The prudence of contracting, doing business, or taking other action on behalf of LACERA with any Third-Party with conflict or interest or ethics issues;
- 6.4.4.5 Contract provisions and other means of ensuring against, monitoring, and addressing future conflict of interest and ethics issues of Third-Parties;
- 6.4.4.6 Violations by any Third-Party of LACERA's Conflict of Interest Code and Code of Ethical Conduct; and,
- 6.4.4.7 Such other conflict of interest and ethics issues as may arise relating to Third-Parties.

6.4.5 LACERA Staff

- 6.4.5.1 LACERA Staff Other Than the CEO. In that conflict of interest and ethics issues relating to staff other than the CEO may implicate Civil Services Rules, rights of privacy, and other employee rights, staff conflict of interest and ethics issues will be addressed by the BOR on an individual basis based upon consultation with the CEO, Human Resources, and Legal Counsel. The BOR will make recommendations concerning staff training on conflict of interest and ethics issues relating to the BOR's areas of responsibility.
- 6.4.5.2 CEO. Oversee conflict of interest and ethics issues with regard to the CEO. The BOR's discussion will take place in executive session to the extent permitted under the Brown Act given the circumstances of each individual issue. The Chair of the BOR will inform the Chair of the BOI of such issues and coordinate with the BOI as appropriate under the circumstances.

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7 Expectations of Committees

To be effective as a Committee, Committees should:

- 7.1 Develop and pursue agendas to make timely and substantive progress on issues within the Committee's area of responsibility, as described in their charters, with the goal of providing effective assistance to the full BOR in pursuing its work;
- 7.2 Provide ample opportunity for input by all trustees both verbally and in writing (even if they are not members of the Committee) during the course of its deliberations;
- 7.3 Once a decision has been made and recommended by the Committee, the Committee chair shall oversee staff in the preparation of executive summaries to the full BOR of issues considered by the Committee. Such summaries should include a high-level description of:
 - The issue(s) being addressed;
 - A brief background;
 - The due diligence process used to arrive at the Committee's recommendation;
 - The options available to the BOR (the least it could do to the most it could do);
 - The pros and cons of the main options, including sharing dissenting opinions when making recommendations to the BOR;
 - The risks of action and inaction; and,
 - Its recommendations to the BOR.

8 Charter Review

- 8.1 BOR shall review and update this charter at least once every three years.
- 8.2 This Charter was adopted by the Board of Retirement on ~~April 13, 2017~~.



LOS ANGELES COUNTY
EMPLOYEES RETIREMENT
ASSOCIATION
LACERA

Board of Investments Charter
Role of Chair/Vice-Chair/Secretary

Adopted by Board of Investments on May 10, 2016
V-22

LACERA
Board of Investments Charter

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LACERA
Board of Investments Charter

1 Overview of the LACERA Board of Investments

In 1937, Los Angeles County (County) established a pension trust fund (Fund) to provide defined retirement and death benefits to eligible County employees to be governed by the County Employees Retirement Law of 1937. In 1938, the Los Angeles County Employees Retirement Association (LACERA) was introduced to administer it. Since 1971, LACERA has also administered the Retiree Healthcare Benefits Program, on behalf of and through contractual agreement with Los Angeles County.

LACERA is an independent governmental entity, separate and distinct from the County, which administers and manages the Fund for the County and outside districts. LACERA is one of the largest county retirement systems in America. The Board of Investments (BOI) has a fiduciary responsibility to administer the funds in the best interests of participants and their beneficiaries in order to provide them with a financially sound retirement. LACERA also administers the Retiree Healthcare Benefits Program, which is subsidized by the County and other participating employers.

LACERA is governed by two Boards. Both Boards include a mix of appointed, elected and an ex-officio member, the sitting County Treasurer-Tax Collector. The Board of Retirement is responsible for the overall management of the retirement system and the LACERA-administered Retiree Healthcare Benefits Program. The BOI is responsible for determining LACERA's investment objectives, strategies, and policies as well as exercising authority and control over the investment management of the Fund.

LACERA is a public pension system created in accordance with the County Employees Retirement Law of 1937 (the '37 Act or CERL) and administered pursuant to the '37 Act and the California Public Employees' Pension Reform Act of 2013 (PEPRA). The BOI (BOI) was established in 1971 by the Los Angeles County Board of Supervisors. The BOI "shall be responsible for all investments of the retirement system." CERL, Section 31520.2(b). The BOI has joint authority with the Board of Retirement over shared responsibilities, including, for example: the appointment and evaluation of the CEO; classification and compensation of personnel; and, adoption of LACERA's administrative budget.

The BOI also invests and manages the Other Postemployment Benefits Program (OPEB) trust assets for participating employers.

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Board of Investments Charter

2 Fiduciary and Co-Fiduciary Duties of the Board of Investments

The members of the BOI recognize that they serve as fiduciaries of the Fund, with fiduciary duties as defined in the California Constitution and CERL. The trustees have fiduciary duties both individually and collectively as a BOI.

In the exercise of their individual and collective fiduciary duties, the trustees and the BOI may, under the California Constitution and CERL, delegate to staff, outside consultants and vendors, and other fiduciaries, while recognizing that the ultimate fiduciary responsibility of the BOI and its individual trustees for the fund is non-delegable. The BOI and the trustees exercise their fiduciary duties with respect to delegated matters by having adequate processes in place to oversee their delegates, which processes should include reporting by and active monitoring and questioning of delegates.

One of BOI's primary responsibilities is the prudent investment of Fund assets. In addition, the BOI is required to exercise the care, skill, prudence and diligence that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aims. As part of this duty, the BOI must diversify the investments of the Fund in accordance with prudent investment standards.

The BOI also has a fiduciary duty of undivided loyalty, and must be impartial in the exercise of such duty in regard to any divergent interests of various groups of members of the Fund, as all Fund assets must be used for the exclusive benefit of the Fund's covered members and their beneficiaries. No part of the corpus or income of the trust may be used for or diverted to any purpose other than for the exclusive benefit of the members and beneficiaries of each Fund.

In the exercise of his or her individual fiduciary responsibilities, a trustee cannot knowingly participate in, or act to conceal, a breach of fiduciary duties by another trustee, enable another trustee to breach their fiduciary duties by failing to exercise reasonable care and prudence, or fail to take reasonable steps to report or remedy a breach of duty by another trustee when it is known or should have been known or suspected under the circumstances.

Further, the BOI and its members must observe laws applicable to the Fund and to their conduct as Trustees. They may not engage in any related party transactions with the Fund or plan sponsor that are prohibited by California Constitution, CERL, and other applicable laws.

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They are also bound to observe applicable standards of conduct and limitations on conflicts of interest that are prohibited by the Political Reform Act of 1974 and other applicable laws. BOI members or anyone acting on their behalf must comply with these provisions.

Additionally, BOI members who come into possession of material non-public information concerning a publicly traded company via their BOI service must safeguard such information and not intentionally or inadvertently communicate it to any person unless the person needs to know for legitimate fund-related reasons. See additional restrictions in the Board Trading Policy.

3 Expectations of Trustees

To be effective as a BOI and as individual Trustees, and in recognition of their fiduciary and co-fiduciary duties, Trustees should:

- 3.1. Appropriately prepare for and attend the entirety of each BOI meeting and of each Committee meeting of which they are a member;
- 3.2. Provide proactive input to the BOI and Committees to aid their deliberations;
- 3.3. Be respectful of their fellow members and of staff while giving firm and clear direction;
- 3.4. Be respectful of majority decisions, without compromising their ability to properly advocate for the things they believe are in the organization's interests;
- 3.5. Be respectful of the roles of the Chair/ Vice-Chair/ Secretary in their efforts to facilitate the effectiveness of the BOI in achieving its objectives; and,
- 3.6. Maintain a sense of professional, personal decorum and collegiality amongst the trustees.
- 3.7. Diligently avoid conflicts of interest and adhere to the code of ethics.

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4 The Role of the Chair and Vice-Chair

See BOI Bylaws for the:

- A. Election of Chair;
- B. Election of Vice Chair;
- C. Election of Secretary;
- D. Election of Audit Committee Member; and,
- E. Filling of Vacancy in Office.

Overall, the Chair (and in the absence of the Chair, the Vice-Chair), should facilitate the BOI deliberations and preside over its meetings, coordinate the setting of its agenda, and ensure the BOI is an effective working group in making progress on the BOI's duties and objectives. The Chair should promote a culture of openness, respect and debate, and ensure there is effective open communication. The Chair should ensure that all BOI members receive accurate, timely and clear information.

Activities of the Chair (Vice-Chair) include the following:

- 4.1. Facilitate and preside over BOI meetings
- 4.2. Coordinate the setting of agendas
- 4.3. Liaise with staff through the Chief Executive Officer
- 4.4. Facilitate the establishment of the BOI's major policy goals and objectives
- 4.5. Coordinate the BOI's self-assessment of its effectiveness
- 4.6. Coordinate the CEO's annual performance review
- 4.7. Coordinate sharing of leading practices
- 4.8. Make appointments to committees
- 4.9. Oversee the effectiveness of stakeholder relations
- 4.10. Coordinate with the Chair of the Board of Retirement concerning matters of common interest

Frequently Used Terms

- Facilitate means to make (an action or process) easy or easier.
- Coordinate means to bring the different elements of (a complex activity or organization) into a relationship that will ensure efficiency or harmony.
- Liaise means to establish a working relationship, typically in order to cooperate on a matter of mutual concern.
- Ensure means make certain that (something) shall occur or be the case.

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4.1 Facilitate and preside over Board meetings

- 4.1.1 In consultation with the BOI, the CIO, and the CEO, schedule dates, times and location for BOI meetings.
- 4.1.2 Facilitate and preside over BOI meetings to enable effective and efficient functioning of such meetings including:
 - 4.1.2.1 Ensure that discussion on agenda items is on topic, productive and professional;
 - 4.1.2.2 Ensure there is sufficient time during the meeting to fully discuss agenda items; and,
 - 4.1.2.3 Ensure that all meetings are conducted in a manner consistent with the Brown Act and Robert’s Rules of Order
- 4.1.3 Ensure meetings are called and held in accordance with LACERA’s BOI by-laws, except that the Chair, in consultation with the Vice Chair and the Chief Executive Officer and Chief Investment Officer, may cancel or postpone Board meetings and, in further consultation with the committee chair, committee meetings when LACERA may not safely conduct regular operations because there is a declared national, state, County of Los Angeles, or City of Pasadena state of emergency or other governmental directive or when there is a natural disaster or other extraordinary circumstances. The Chair will schedule a Board meeting for the earliest available date to address with the Board the circumstances and the schedule for Board and committee meetings. In such circumstances, the Chair will be responsible for facilitating the normal operations of the Board to the extent possible.
- 4.1.4 Ensure the meeting agenda and relevant documents are circulated to the members of the BOI in advance of the BOI meeting and in compliance with the Brown Act to ensure sufficient preparation time.
- 4.1.5 Chair and facilitate the BOI meetings ensuring respectful debate such that all voices and opinions are heard.
- 4.1.6 Ensure meetings are run and votes are taken in accordance with agreed upon rules of order / procedure.
- 4.1.7 Call special meetings of the BOI when warranted.
- 4.1.8 Chair Executive sessions of the BOI.

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4.2 Coordinate the setting of agendas

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Board of Investments Charter

- 4.2.1 Facilitate the BOI in setting the strategy and policy of the BOI every three years or as warranted.
- 4.2.2 In consultation with the Vice Chair, CEO, and CIO, coordinate and confirm an agenda for each BOI meeting (refer to the BOI Bylaws for rules regarding placing an item on the agenda).
- 4.2.3 Plan agendas that facilitate the flow of work and the effectiveness of the achievement of the BOI's goals and objectives.
- 4.2.4 Communicate with Committee Chairs in setting the Committee agendas and integrating the activities of the Committees with the objectives of the BOI as a whole.

4.3 Liaise with Staff through the Chief Executive Officer

- 4.3.1 Liaise with staff through the Chief Executive Officer to keep an overview of the system's affairs and to provide BOI support as appropriate.
- 4.3.2 Monitor that BOI requests are implemented by staff, and reported back and confirmed to the BOI.

4.4 Facilitate the establishment of the BOI's major policy goals and objectives

- 4.4.1 Ensure the BOI identifies policy goals and objectives for the year.
- 4.4.2 Oversee that these goals and objectives link to the Fund's strategic plan and are measurable.
- 4.4.3 Coordinate with BOR to ensure the BOI's goals and objectives link to LACERA's overall strategic plan.

4.5 Coordinate the BOI's self-assessment of its effectiveness

- 4.5.1 On at least an annual basis, coordinate the BOI's self-assessment of the effectiveness of its performance in achieving its objectives, its committees, its use of consultants.
- 4.5.2 The BOI Chair and the CEO and the Chief Counsel should annually evaluate the training requirements/program for the trustees and put forth any revisions as necessary to the full Board.

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4.6 [Coordinate the CEO's annual performance review](#)

- 4.6.1 Coordinate the annual performance review of the CEO with the BOR and any other BOI direct reports and/or ensure there is a capable process to do so.
- 4.6.2 Coordinate with the BOR to establish annual goals for the CEO and other BOI direct reports.
- 4.6.3 Ensure the CEO's performance goals are linked to the strategic plan.

4.7 [Coordinate the sharing of leading practices](#)

- 4.7.1 Coordinate the sharing and timely advice on leading and prevailing practices regarding public pension fund and investment activities.
- 4.7.2 Oversee the CEO's coordination of the BOI training with staff and consultants.

4.8 [Make appointments to committees](#)

- 4.8.1 Appoint Committee Chairs and Vice-Chairs (Standing and Ad Hoc in accordance with Bylaws).
- 4.8.2 Appoint members to committees as detailed in the bylaws.
- 4.8.3 Coordinate committee chair reporting to the BOI on committee actions and agendas.
- 4.8.4 Provide leadership and ensure committee members are aware of their obligations and comply with their responsibilities.

4.9 [Oversee the effectiveness of stakeholder relations](#)

- 4.9.1 Ensure the BOI, staff and consultants develop and manage key stakeholder relationships.
- 4.9.2 Be the BOI spokesperson for matters agreed upon by the BOI.
- 4.9.3 Act as an ambassador for the organization as agreed upon by the BOI.

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4.10 Coordinate with the Chair of the Board of Retirement concerning matters of common interest

4.10.1 Ensure the two Boards openly communicate, have consensus on their respective separate jurisdictions as well as joint jurisdictions, and otherwise work well together in furtherance of LACERA's mission.

5 The Role of the Secretary

- 5.1 The Secretary is responsible for ensuring accurate and sufficient documentation exists to meet legal requirements, and to enable the public to determine when, how, and by whom the BOI's business was conducted.
- 5.2 Upon the BOI approving the BOI meeting minutes, the Secretary will join the BOI Chair in signing the minutes as evidence of their authenticity and completeness.
- 5.3 In the absence of the Chair and Vice-Chair, the Secretary will call the meeting to order, presiding until the Chair or Vice-Chair is present.
- 5.4 The Secretary will conduct the Officer elections as detailed in the bylaws.

6 Duties and Responsibilities of the BOI

Specific Powers Reserved to be added after BOI approval (see separate document)

- 6.1 Governance and Strategy
- 6.2 Investment (For both the Fund and OPEB)
- 6.3 Reassurance, Risk and Compliance
- 6.4 Administration

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Board of Investments Charter

7 Expectations of Committees

To be effective as a Committee, Committees should:

- 7.1 Develop and pursue agendas to make timely and substantive progress on issues within the Committee's area of responsibility, with the goal of providing effective assistance to the full BOI in pursuing its work;
- 7.2 Provide ample opportunity for input by all Trustees both verbally and in writing (even if they are not members of the Committee) during the course of its deliberations;
- 7.3 Once a decision has been made and recommended by the committee, the committee chair shall oversee staff in the preparation of executive summaries to the full BOI of issues considered by the Committee. Such summaries should include a high level description of:
 - The issue(s) being addressed;
 - A brief background;
 - The due diligence process used to arrive at the Committee's recommendation;
 - The options available to the BOI (the least it could do to the most it could do);
 - The pros and cons of the main options including sharing dissenting opinions when making recommendations to the BOI;
 - The risks of action and inaction; and,
 - Its recommendations to the BOI.

8 Policy Review

- 8.1 BOI shall review and update of this charter at least once every three years; and
- 8.2 BOI shall direct staff to review policies related to BOI conduct and powers reserved at a frequency agreed upon by the BOI.



April 29, 2020

TO: Each Trustee,
Board of Retirement

FROM: Bernie Buenaflor B. Buenaflor
Division Manager, Benefits Division

FOR: May 7, 2020 Board of Retirement Meeting

SUBJECT: **Revision of BOR Regulations Article V**

RECOMMENDATION

Recommend the Board of Retirement (BOR) designate the use of uniform actuarially determined factors based on retirement age 66 for General Plan members and retirement age 57 for Safety Plan members in the calculation of costs based on the March 31, 2020, revision of BOR Regulation V.

EXECUTIVE SUMMARY

At the March 31, 2020 Board of Supervisors (BOS) meeting, the BOS unanimously approved LACERA's BOR's request to revise Regulation V of the BOR's Regulation. LACERA's Operations Oversight Committee (OOC) reviewed and approved this recommendation in December 2019 and the Board of Retirement approved this recommendation in January 2020. These revisions restrict the ability of members to select estimated retirement dates used in calculating the cost of their service credit purchases. Historically, the inaccuracy of these estimates have created an actuarial loss for the fund. The revisions now enable the BOR to designate actuarially determined uniform estimated retirement ages, as well as other actuarially determined assumptions, for purposes of calculating the cost of prior service.

DISCUSSION

For specific dollar payment obligations, BOR Regulation V now gives the BOR authority to designate actuarially determined uniform retirement ages to minimize the potential adverse impact of previous service purchase contracts on the fund.

At LACERA's request, LACERA's actuary, Milliman, studied various methodologies for calculating the cost of previous service purchases in an effort to identify cost neutral

options. Using LACERA's actual demographic information from the past 25 years, they found that a methodology similar to that used with the discontinued Additional Retirement Credit (ARC) formula was effective. Based on Milliman's report dated September 23, 2019 (See attachment) LACERA Staff recommends the use of the following uniform estimated retirement ages to help calculate previous service purchase costs that are both cost-neutral and impartial:

General Plans A – D and G: age 66
Safety Plans A, B and C: age 57

If the Board of Retirement designates these ages, all factors used in the calculation of previous service contracts will be actuarially determined based on these ages. LACERA's actuary will formulate other demographic variables, such as the member's marital status and projected duration of benefit payments, in an actuarially appropriate and cost-neutral manner.

LACERA will apply these uniform estimated retirement ages to specific dollar payment contracts requested on or after April 1, 2020. The percent of salary contracts, which are now relatively rare, will remain unchanged.

CONCLUSION

It is therefore recommended Board of Retirement (BOR) designate the use of uniform actuarially determined factors based on retirement age 66 for General Plan members and retirement age 57 for Safety Plan members in the calculation of costs based on the March 31, 2020, revision of BOR Regulation V.

Noted and Approved:



JJ Popowich
Assistant Executive Officer



September 23, 2019

TO: Operations Oversight Committee
Shawn R. Kehoe, Chair
Thomas Walsh, Vice Chair
Keith Knox
Les Robbins
Vivian H. Gray, Alternate

FROM: Bernie Buenaflor 
Benefits Division Manager

FOR: October 2, 2019 Operations Oversight Committee Meeting

SUBJECT: Recommendation regarding Board of Retirement Regulation V as it Pertains to Present Value Cost Calculations

RECOMMENDATION

That your Committee recommends that the Board of Retirement authorize staff to draft for review by the Operations Oversight Committee an amendment to Regulations V.1.f that replaces the “age at which the member intends to retire” with a “uniform age determined by the actuary to minimize the adverse impact of previous service purchase contracts on LACERA’s Unfunded Actuarial Accrued Liability.”

EXECUTIVE SUMMARY

The County Employees Retirement Law of 1937, CERL, governs the manner in which members may purchase prior service from a covered pension fund. However, under Government Code Section 31644,

“The Board may provide what service shall constitute prior service. Such service may include employment which is not service as defined in Sections 31641 and 31642.”

LACERA has taken this to mean that LACERA’s Board of Retirement may define other purchase options, as well as an alternative methodology for calculating the cost of such purchases. Accordingly, LACERA’s Board of Retirement enacted regulation V, which affords members the opportunity to purchase service credit with LACERA for periods of service originating under the County or other public agencies but not credited toward any pension benefit granted to the member.

The cost of such purchases would be based on actuarially relevant information provided by the member at the time of the purchase application, such as a specific future age at which the member intended to retire. This calculation methodology is known as a “Present Value Calculation.” The higher the estimated retirement age was, the lower the member’s cost to purchase the service would be. Board of Retirement Regulation V.1.f. clearly requires that the date to be specified should be the date the member intends to retire.

“The agreement between the member and the Retirement Association shall specify the age at which the member intends to retire, and all actuarial assumptions, calculations of contributions, and the period over which payment shall be made,” (emphasis added).

In other words, the member should NEVER select an age at which they do NOT intend to retire.

DISCUSSION

There is a risk that some members may not comply with these regulations. A member may choose an age for purposes of a previous service purchase that is financially beneficial even though the member does not intend to retire at that age. Due to the fact that compliance hinges on the intent of the member, it is difficult for LACERA to enforce this regulation.

To reduce the risk of non-compliance, Staff adopted various measures throughout the years, including:

1. Re-calculating contracts that were not completely paid off by the time a member actually retired if the member retired earlier than the date specified in the contract. This is known as “truing up” the contract.* This practice was discontinued when Staff realized that members were sometimes inadequately prepared for the additional costs that resulted from the “truing up” process. The “Truing up” process also required LACERA to expend additional resources, which tended to negate the benefits of the practice.
2. Advising members who selected higher retirement ages that, based on the age they selected, the additional service credit they intended to purchase would not likely increase their retirement benefit. Note, however, that Staff could not prohibit the member from selecting that age anyway to minimize their cost.

* The Regulations do mention this procedure, but it is unclear to Staff whether or not it is required for any of the contracts currently available to members. Staff believe that the Board only intended to require a “true up” when a member entered into a “Percentage-of-Pay” contract, which is no longer offered to members. Since such contracts were designed to be paid off over the member’s projected remaining years of active service, it would have been reasonable to adjust the contract cost and resulting service credit purchased if the member retired earlier than expected under the terms of the contract.

3. Prohibiting Staff from informing members that, for all practical purposes, LACERA could not prevent a member from selecting an age other than the age at which they intend to retire. Prior to this mandate, some well-meaning Staff had counseled members to select age 65 regardless of their intent to retire at that age in order to minimize their contract cost.

Despite these efforts, Staff still observed that members would sometimes select ages that were higher than the ages at which members historically retire. At worst, this created an inequity between those members who had the knowledge and will to select a purely financially advantageous estimated retirement age and those members who lacked either the knowledge or the will to do so.

Even if a member fully intended to retire at the given age, the fact that the member eventually retired at a different age invariably would produce an actuarial impact on the fund. Sometimes, when the member retires later than expected, the impact would be positive to the fund balance. More often than not, however, Staff observed that members tended to retire earlier, which would adversely impact the fund balance.

Either way, Staff felt compelled by LACERA's fiduciary duty to the fund, the plan sponsor, and its membership, to better understand the impact of these discrepancies and take prudent steps to rectify them.

ANALYSIS

In accordance with LACERA's fiduciary duty to the Pension Fund and its members, Staff requested that Milliman, LACERA's Actuary, perform an analysis of historical purchase contracts to:

- 1) estimate the financial impact on the fund when members selected an estimated retirement age for purposes of a service credit purchase that differs from the age at which they ultimately retired.
- 2) estimate the potential financial impact on the fund resulting from using alternative methodologies for calculating the cost of service credit purchases made pursuant to Board of Retirement Regulation V. Ideally, the impact on LACERA's Unfunded Actuarial Accrued Liability (UAAL) should be as close to zero as possible (cost neutral).

The attached report from Milliman concludes that the current practice of allowing members to specify their intended retirement age has resulted in approximately \$8.9 million in additional UAAL. This confirms what Staff suspected, that the current practice is not cost neutral to the fund.

The attached report also has determined that two methodologies are most likely to achieve the desired cost neutrality. These are:

- 1) Using uniform retirement ages instead of discretionary ages determined by the member. The actuary could determine the ages that would produce the most cost neutral outcome for the fund overall based on LACERA's actuarial experience.
- 2) Using discretionary ages determined by the member but imposing hard age limits that approximate the highest ages at which members are likely to retire. Once again, the actuary would determine these age limits based on LACERA's actuarial experience.

Aside from the cost neutrality of the two identified options, Staff have further evaluated them on their ability to address the risk of non-compliance.

- 1) The first option effectively eliminates the risk of non-compliance because it minimizes the subjectivity of the variables used to calculate the purchase cost. It relies upon data that is generated by an impartial third party, LACERA's actuary, who has the professional training to estimate future retirement ages.
- 2) The second option only partially addresses the risk of non-compliance since it does not prevent a member from selecting an age other than the age at which they intend to retire.

Based on this analysis, Staff believe that the former option is the most impartial and enforceable methodology, and is also more likely to achieve cost neutrality for the fund.

IT IS THEREFORE RECOMMENDED THAT YOUR COMMITTEE recommends that the Board of Retirement authorize staff to draft for review by your Committee an amendment to Regulations V.1.f that replaces the "age at which the member intends to retire" with a "uniform age determined by the actuary to minimize the adverse impact of previous service purchase contracts on LACERA's Unfunded Actuarial Accrued Liability."

eb:bb

Attachment

Noted and Approved



Steven Rice
Chief Counsel



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USA

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Fax +1 206 623 3485

milliman.com

September 23, 2019

Board of Retirement
Los Angeles County Employees Retirement Association
300 North Lake Avenue, Suite 820
Pasadena, CA 91101-4199

Re: Analysis of Present Value Purchases of Prior Service

Dear Members of the Board:

LACERA members are eligible to receive credit for service with an employer prior to their Los Angeles County service, under certain conditions. Examples of these employers are military, Federal, or other public agencies (OPA) located in California. To receive credit, this service must be purchased based on parameters outlined in the LACERA Board of Retirement bylaws. These bylaws state the cost of the purchase shall be equal to the present value of the additional liability based on the member's anticipated retirement date, as supplied by the member. The member's selection of the retirement date affects the purchase cost and therefore the ultimate cost to LACERA. The purpose of this letter is to estimate the financial impact of the retirement date selection by reviewing prior service purchases that have been made over the last 25 years.

This analysis focuses only on prior service purchases where a present value calculation is performed. In particular, it does not include purchases of Additional Retirement Credit (ARC) where no prior service was rendered.

Summary

Our analysis shows that when isolating the impact of actual versus anticipated retirement dates, the member contributions to pay for the prior service purchases have been close to, but slightly less than, the value of the prior service credit purchased. This has effectively increased LACERA's Unfunded Actuarial Accrued Liability (UAAL), although, as discussed in this letter, the relative magnitude has been small. For example, LACERA's funded ratio is 80.60% as of June 30, 2018. If the member-provided anticipated retirement dates had exactly matched the actual retirement dates, we estimate the funded ratio would now be 80.61%.

We have discussed several options for the Board of Retirement to consider that would likely prevent future actuarial losses due to actual retirement dates differing from anticipated retirement dates. Please see the "Possible Alternative Approaches" section of this letter for this discussion.

Service Purchase Cost as Specified in Statute and Bylaws

The 1937 Act has several sections that address how to calculate the cost of prior service purchases. Based on discussions with LACERA legal staff, our understanding is that LACERA has not adopted any of these sections as the law also permits LACERA's Board of Retirement to enact alternate methods in their Board of Retirement bylaws. Accordingly, Section V of the Board of Retirement bylaws specifies how LACERA both determines and administers the prior service purchase cost.

Key points of that language are:

- The service purchase cost is equal to the present value of the additional liability incurred by the system in crediting the prior service, based upon the actuarial assumptions in effect for the retirement system at the time of the agreement.
- The member has the option to pay the service purchase cost as (1) a specific dollar payment or (2) a percent of salary obligation. Members electing the specific dollar payment have the option to elect a lump sum payment or installment payments through payroll deductions over a period not to exceed 120 months. Members electing to enter into a percent of salary obligation are agreeing to make additional retirement contributions as a percent of salary through payroll deductions over a period extending from the date of the agreement to the member designated retirement date.
- If the member ultimately retires before the original retirement date, an adjustment is made by either reducing the service credited to proportionately reflect the increased cost or allowing the member to make an additional lump sum contribution ("true-up" contribution) to reflect the increased cost of the earlier retirement date. If the member retires on or after the anticipated retirement date, no adjustment is made.

The bylaws further state that the service purchase agreement between the member and LACERA shall specify the member's intended retirement age and all actuarial assumptions, calculations of contributions, and the period over which payment shall be made is based upon that age. While the bylaws, as currently written, were intended to present members with the most viable service purchase cost payment options, they unintentionally conflated the specific dollar payment and percent of salary obligation options.

LACERA staff has noted that this provision in practice allowed members, who choose the installment payments option, the ability to specify a retirement age for purchase cost calculations that can differ from the actual intended retirement age. If the member actually retires earlier than specified, LACERA's UAAL will potentially increase in proportion to the increased cost of the earlier retirement date, thereby adversely impacting the Fund.

For this reason, LACERA staff would historically "true up" purchase contracts where members retired earlier and had not completed their contractual installment payments. This practice has also been discontinued, however, as the "true up" process was challenged in court at another California public pension fund governed by the 1937 Act and found to be noncompliant with applicable statute. Additionally, LACERA's experience from applying the "true up" adjustment

was that it had the potential to create adverse effects for all parties. The members were often not prepared to pay the large lump sum costs of the “true up” contributions at retirement and LACERA was often at risk of calculation errors which elevated the Fund’s potential liabilities and processing costs.

LACERA’s staff therefore sought assistance from Milliman with this analysis to estimate the financial impact on LACERA’s UAAL when members retired earlier than they specified for their service purchase contracts. Furthermore, LACERA also requested assistance in estimating the potential financial impact of various alternate calculation methodologies in an effort to identify the option that was the most impartial to all members and cost “neutral” to the Fund.

We have provided these comments based on our experience working with LACERA and other retirement systems governed by the 1937 Act, but it should be noted that providing a legal analysis of the 1937 Act and the Board of Retirement bylaws is outside of our expertise. We recommend that LACERA have this section reviewed by legal counsel.

Potential Cost Impact of Selection of Anticipated Retirement Date

The anticipated retirement date affects the cost of the purchase, but only the actual retirement date affects the true cost. If LACERA does not adjust the service credited or purchase cost for earlier-than-anticipated retirements, this provision creates the potential risk that members will select a retirement date to gain a financial advantage rather than provide the date when they truly intend to retire as required by CERL.

As a general rule, members retiring at younger ages have a higher cost to the system than members in the same plan retiring at older ages. Therefore, to the extent members retire prior to their anticipated retirement date, the actual cost to the system will be higher than the amount provided by the member’s purchase cost, which in turn would cause an increase in LACERA’s UAAL.

For example, a General Plan D member considering retiring between ages 65 and 67 who was inquiring about purchasing service might ask what the purchase cost would be at those two ages. Given the lower purchase cost, it seems logical that the member would choose age 67 as the estimated retirement age, if there was no true-up at a later date. Someone who wanted to further reduce their purchase cost could go further and select an anticipated retirement age of 75. This would have a materially lower cost to the member, but would create additional liability for LACERA if the member ultimately retired at an earlier age.

The current method also has the potential to create inequity among members. For example, assume there are two General Plan D members both currently age 55, with \$5,000 monthly compensation, and 5 years of service to be purchased. The one difference is that Member A has an anticipated retirement age of 65 and Member B has an anticipated retirement age of 70. Under the current method, Member A would have to pay about 35% more than Member B to purchase the exact same service, even if the two ultimately end up retiring on the same date.

Analysis of Estimated Financial Impact

We analyzed LACERA's prior service purchases that were made over the last 25 years. We found that, on average, members were retiring close to their anticipated retirement date. General members who have purchased prior service had an average retirement age of 61, which is consistent with average anticipated retirement age of 61 for the same group. For Safety members, the average actual and anticipated retirement age was 56. This indicates that on average actual retirement dates have been closely aligned with the anticipated dates supplied by the members.

We also completed a detailed analysis of each individual service purchase to determine whether there was an actuarial liability gain or loss associated with the service purchase due to the actual retirement age (if different than the anticipated retirement age). Note that in cases where the member had not yet retired, we used the valuation retirement assumptions to determine an "actual" retirement date in the future. An actuarial gain occurs when the value of the member contributions received for the service purchase is greater than the ultimate actuarial cost to the system of granting the additional service. Conversely, an actuarial loss occurs when the value of the member contributions received for the service purchase is less than the ultimate actuarial cost to the system of granting the additional service. To the extent actuarial losses are occurring due to service purchases LACERA's UAAL will be larger (or smaller in the case of actuarial gains).

We estimate that members purchasing prior service and then retiring on dates different than their anticipated retirement date has caused an increase of \$8.9 million in LACERA's UAAL as of June 30, 2019. That is, the June 30, 2019 UAAL would have been \$8.9 million less if members had retired on the exact date they estimated. Note that members retiring on dates prior to their anticipated retirement date caused an increase greater than \$8.9 million, but this was somewhat offset by the actuarial gains for those members retiring later than their anticipated retirement date.

Like most actuarial calculations, service purchase costs are estimates, so we do not expect the member contributions for service purchases to exactly equal the ultimate value of the service purchase; however, in total, we expect them to be fairly close. The \$8.9 million represents 1.6% of the total value of service purchases over the 25-year period. That means the estimated value of the prior service credit exceeded the value of member contributions received for that service by 1.6%.

We believe that the primary reason that there was an actuarial loss overall, even though the average actual and anticipated retirement ages were close, was due to the relationship of the retirement age to the age factors used in the benefit. If retirement occurs (or is anticipated to occur) after the highest age factor for a given plan, it has a much bigger impact on the relative cost than for retirement ages less than the highest age factor.

For example, there are two sample Safety B members, one has an anticipated retirement age of 50 (Member #1) and the other one age 60 (Member #2). If both members retire at age 55, the average actual and anticipated ages of retirement will both be 55; however, there will be an actuarial loss. The reason for this is that for Member #1 the value associated with increases in

the age factor and assumed additional compensation increases for actual retirement at age 55 approximately offsets the decrease in value for receiving the payments later than if actual retirement were at age 50. However, in the case of the Member #2, retiring earlier and receiving five more years of payments and COLAs is expected to be materially more valuable than only the increase in benefit due to assumed compensation increases (as there is no difference in the age factors at 55 and 60).

There are a number of other factors that will ultimately cause the value of the prior service credit to be greater or less than the value of member contributions received for that service. However, the purpose of this analysis is to assess the impact of the retirement date on service purchase costs, so we have isolated that impact, and have not included the effect of other factors on the ultimate actuarial cost of prior service purchases. Some examples of these other factors are: 1) actual investment returns being greater or less than assumed; 2) compensation at retirement being greater or less than assumed; 3) retirees living longer or shorter than assumed; and 4) whether the member is married (or has a beneficiary eligible for the unreduced continuance benefit) at age of purchase compared to their marital status at retirement.. Note that these other factors will likely have a greater impact than that of the actual versus expected retirement date we have identified in this letter. The risk of the service purchase cost differing from the ultimate actuarial cost is borne by LACERA's contributing employers and would be reflected in adjustments to their contribution rates.

Possible Alternative Approaches

If LACERA were to make changes to the current treatment of service purchases, the following are some alternative approaches to the anticipated retirement date to consider:

- Use a fixed retirement age. The fixed retirement age (or current age if later) used in the service purchase calculation could be set based on the actual experience of each plan, similar to the method that was used for ARC calculations. This approach could be cost neutral in theory, although those members who retire later than the fixed age would tend to overpay on an actuarial basis and those who retire earlier than the fixed age would tend to underpay on an actuarial basis. This is also true under the current method, but the member has some control of setting the retirement date to be consistent with their expectations, so the mismatch may be less prevalent under the current method. Based on the actual service purchases studied in this analysis, the fixed retirement ages that would be approximately cost neutral in aggregate are age 66 for General members and age 57 for Safety members.
- Allow the member to select the anticipated retirement age but set a maximum age. For example, the retirement age used in the service purchase calculation could be selected by the member, but limited to a specific age, such as the age that the age factors stop increasing for each plan. Alternatively, a flat age could be use, such as age 60 for Safety and age 70 for General. This approach would allow the member some control, but limit the possibility of there being a significant mismatch between the purchase cost and the ultimate actuarial cost to LACERA that could adversely impact LACERA's funding.

- Only allow members to purchase prior service at retirement. This would reduce the risk from LACERA's perspective, since the exact benefit amount would be known; however, this would likely require the member to make the full payment immediately and not through payroll deductions.
- True-up the cost at actual retirement if retirement occurs at an earlier (or different) age. From an actuarial perspective, this method (or only allowing purchases at retirement) is the best way to align the purchase cost with the present value of the service credited; however, it would likely create significant extra work for LACERA staff. Service purchase calculations would have to be done at both the time of purchase and at the time of retirement. Additionally, it could be viewed negatively by the members, as many would have to make additional contributions at retirement (or receive less service). If this approach is considered, it should be reviewed from a legal perspective. Additionally, in cases where it was determined that individuals had overpaid, it would have to be decided whether a portion of the member's payment would be refunded and, if so, what the tax implications were.

As noted above, we estimate that members purchasing prior service and then retiring on dates different than their anticipated retirement date under the current method has caused an increase of \$8.9 million in LACERA's UAAL as of June 30, 2019. The following chart shows hypothetical values if select alternate methods had been in place during that time. Note that a negative value in the estimated impact column indicates that if this method had been in place, there would have been an actuarial gain, that is, the value of prior service purchases received by LACERA would have been greater than the actuarial cost by that value. As before, the estimated values only reflect the impact of the retirement date and do not account for any other factors.

Method Used	Estimated Impact (\$millions)	Est. Impact as a % of Total Purchases
Current Method	\$ 8.9	1.6%
Fixed Retirement Age Equal to:		
Normal Retirement Age	(19.5)	-3.5%
Average Retirement Age used in ARC	(15.5)	-2.8%
Cost Neutral Ages (57/66)	1.1 ⁽¹⁾	0.2%
Current Method with Maximum Age (60/70)	0.7	0.1%
Only Allow Purchase at Retirement	0.0	0.0%
True-Up if Retirement Earlier than Anticipated	(7.8)	-1.4%

1. *There is a small cost under the Cost Neutral Ages scenario. As ages are assumed to be integer values, the estimated impact will not be exactly \$0.*

Assumptions and Methods Used in Analysis

These cost estimates are based on the data, methods, and assumptions used in the June 30, 2018 actuarial valuation, except where noted. The Board of Investments has the final decision regarding the appropriateness of the assumptions and adopted them as indicated in Appendix A of the June 30, 2018 valuation report.

All costs, liabilities, rates of interest, and other factors for LACERA have been determined on the basis of actuarial assumptions and methods which are individually reasonable (taking into account the experience of LACERA and reasonable expectations); and which, in combination, offer our best estimate of anticipated experience affecting LACERA. Further, in our opinion, each actuarial assumption used is reasonably related to the experience of the Plan and to reasonable expectations which, in combination, represent a reasonable estimate of anticipated experience of LACERA.

Assumptions and methods specific to this analysis of the financial impact of the anticipated versus actual retirement date include:

- The data used in this analysis was supplied to us by LACERA and consisted of prior service purchases based on the present value method (excluding ARC purchases) for the 25 years between 1994 and 2019. There were approximately 6,600 service purchases by 5,200 individuals. Note that in some cases individuals were reported to us with multiple service purchases because their service purchase was split between a lump sum contribution and payroll deduction or other reasons.
- Of the 6,600 service purchases, 1,450 did not have an anticipated retirement date. These purchases were excluded from the analysis, but a proportionate adjustment was included in the final results to reflect this group. The adjustment was based on the ratio of the aggregate service purchases amounts for missing retirement dates to the aggregate amount for those with valid retirement dates.
- For members who have not yet retired, we estimated their actuarial retirement age based on the service retirement rate assumptions used in the June 30, 2018 actuarial valuation.
- To estimate the value of the additional service, the associated benefit amount was calculated at both the anticipated and actual retirement dates. The compensation included in this benefit was based on the compensation on the June 30, 2018 valuation data adjusted either prospectively or retrospectively at 4% per year.
- For purposes of projecting mortality improvement only, members were assumed to be age 60 in 2018.

Certification

These cost estimates are subject to the uncertainties of a regular actuarial valuation; the costs are inexact because they are based on assumptions that are themselves necessarily inexact, even though we consider them reasonable. Thus, the emerging costs will vary from those presented in this letter to the extent actual experience differs from that projected by the actuarial assumptions.

In preparing the valuation upon which this letter was based, we relied without audit, on information (some oral and some in writing) supplied by LACERA staff. This information includes, but is not limited to, statutory provisions, employee data and financial information. In our examination of these data, we have found them to be reasonably consistent and

comparable with data used for other purposes. It should be noted that if any data or other information is materially inaccurate or incomplete, our calculations may need to be revised.

Milliman's work is prepared solely for the internal business use of LACERA. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product.

Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions:

- (a) LACERA may provide a copy of Milliman's work, in its entirety, to the System's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the System.
- (b) LACERA may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law.

No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

The consultants who worked on this assignment are retirement actuaries. Milliman's advice is not intended to be a substitute for qualified legal or accounting counsel.

The signing actuaries are independent of the plan sponsor. We are not aware of any relationship that would impair the objectivity of our work.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this cost study letter is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.



If you have any questions, please let us know.

Sincerely,

A handwritten signature in black ink that reads "Nick Collier".

Nick Collier, ASA, EA, MAAA
Consulting Actuary

NC/CG/nlo

cc: Richard Bendall
Derwin Brown
Bernie Buenaflor
Allan E. Cochran
Louis Gittens
Ted Granger
John Harrington
JJ Popowich
Steven Rice
Gloria Rios
Summy Voong
Ervin Wu
Mark Olleman

A handwritten signature in black ink that reads "Craig Glyde".

Craig Glyde, ASA, EA, MAAA
Consulting Actuary

FOR INFORMATION ONLY

April 28, 2020

TO: Each Trustee
Board of Retirement

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: May 7, 2020 Board of Retirement Meeting

SUBJECT: **Federal Update on Coronavirus-related Legislation**

Williams & Jensen provides federal legislative advocacy services for LACERA. The attached reports from Anthony J. Roda, Principal at Williams & Jensen, provide updates of recent developments by the federal government in response to the coronavirus pandemic, specifically on assistance to state and local governments as well as priorities for Phase Four legislation. Mr. Roda will be present to engage in questions and further discussions.

Reviewed and Approved:



Steven P. Rice, Chief Counsel

Attachments

Federal Assistance to States and Localities (Covid-19 Response Legislation)
Phase Four Coronavirus Response Bill Priorities

cc: Santos H. Kreimann
JJ Popowich
Steven P. Rice
Jon Gabel
Anthony J. Roda, Williams & Jensen

WILLIAMS & JENSEN, PLLC

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April 28, 2020

MEMORANDUM

TO: Trustees
Santos H. Kreimann, CEO
Barry Lew, Legislative Affairs Officer
LACERA

FROM: Tony Roda
Williams & Jensen, PLLC

RE: Federal Assistance to States and Localities (Covid-19 Response Legislation)

At the outset let me make clear that this memo was finalized on April 28 and events are likely to eclipse some of the facts contained in it prior to the Board meeting on May 7. Since you have invited me to participate in the Board meeting remotely, I will be able to update the Trustees and staff on the latest developments at that time.

Background

The CARES Act established the Coronavirus Relief Fund (the "Fund") and appropriated \$150 billion to the Fund. Under the CARES Act, the Fund is to be used to make payments for specified uses to State and certain local governments, the District of Columbia, U.S. Territories (Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, and the Northern Mariana Islands), and Tribal governments.

The uses for such funds are limited by the CARES Act and explained in guidance from the U.S. Treasury Department. Specifically, the guidance provides that payments from the Fund may be used only to cover costs that:

- Are necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19);
- Were not accounted for in the budget most recently approved as of March 27, 2020 (the date of enactment of the CARES Act) for the State or government; and
- Were incurred during the period that begins on March 1, 2020, and ends on December 31, 2020.

As such, the Fund may not be used to offset, defray or pay for State or local pension plan costs, such as the plan sponsor's (employer's) pension contribution. However, the recent guidance does allow monies from the Fund to be used to cover the payroll expenses of public safety employees. It is not clear that in this context payroll costs include benefits, but under the Paycheck Protection Program (SBA loans), benefits were included as payroll costs.

According to Treasury's guidance, a unit of local government eligible for receipt of direct payment includes a county, municipality, town, township, village, parish, borough, or other unit of general government below the State level with a population that exceeds 500,000. Therefore, a public pension plan would not be eligible for direct payment under the CARES Act.

However, the Stafford Act, which is administered by the Federal Emergency Management Agency (FEMA), allows certain agencies or instrumentalities of a local government to apply for funds on its own. It may be possible, then, under this program, for LACERA to apply for reimbursement of some Covid-related expenses. FEMA has posted information specifically related to Covid-19: <https://www.fema.gov/news-release/2020/03/19/coronavirus-covid-19-pandemic-eligible-emergency-protective-measures>.

Replacing Lost Revenues

Political battle lines have been drawn on the question of allowing the use of the Fund for lost revenue, which would make the dollars available for any use. House Speaker Nancy Pelosi (D-CA) pushed for this change to be included in the interim funding measure approved by Congress last week. The change was not included.

In addition, Senators Bill Cassidy (R-LA) and Bob Menendez (D-NJ) have proposed providing an additional \$500 billion in federal assistance to States and localities and allowing those dollars to replace lost revenues. The U.S. Conference of Mayors, the National Governors Association, and the National Association of Counties have proposed the same.

In a letter to his Senate Democratic colleagues, Minority Leader Chuck Schumer (D-NY) said that there is agreement with the Administration to provide this flexibility to States in the next comprehensive Covid bill legislation, which could be acted on in May or June. The Senate will return to Washington on May 4.

An outline of the future priorities for the President and Congressional leaders follows this memo.

The Drumbeat against Public Pensions

Even before Senate Majority Leader Mitch McConnell's (R-KY) now-famous remark that he'd rather see States go bankrupt than provide federal aid to their pension plans, there was a growing drumbeat against using federal dollars for State and local pensions. It was from the usual suspects – Mary Alice Williams (New York Times), Joshua Rauh (President Trump's Council of Economic Advisors), Andrew Biggs (American Enterprise Institute), and the Reason Foundation also unveiled a new tool to estimate the market impact on systems.

The politically tone-deaf requests for direct federal aid from the Senate Presidents of Illinois and New Jersey, two States with the worst funded pension plans in the country, further enflamed the politics of the issue. Their requests were met with a swift and severe backlash. Democrats in Washington felt blindsided. State and local government groups were quick to point out that their requests for federal assistance did not include pension relief.

Since making his statement regarding State bankruptcy, Leader McConnell has said that he was taken out of context and now seems to recognize that additional assistance to States and localities will be included in the next piece of legislation. However, he continues to say that Congress cannot get

sidetracked and pay for the financial mistakes that States have made over the years that have nothing to do with Covid-19. For example, McConnell said, "We cannot get distracted by...calls to paper over decades of reckless decisions that had nothing to do with COVID-19." We can definitely read this as a reference, in part, to pension funding.

Next Steps

The national public pension groups have long recognized that any direct federal aid to State and local pension plans would be accompanied with conditions. Possible conditions include restrictions on plan design (e.g., new hires must only be in a defined contribution plan), benefits (e.g., cap allowable benefit levels), investments (e.g., mandate allowable portfolio mixes; disallow certain investment categories), discount rates (e.g., cap allowable discount rates), reporting (mandate annual plan sponsor reporting to federal Treasury Department), or subject the plan to regulation under ERISA.

The public pension plan community needs to wrestle with this fact and decide what our message should be going forward, if we can agree on a unified message, and also have a full discussion about acceptable versus unacceptable conditions for federal assistance.

Finally, as one national group recently said, if and when there is consensus, we should coordinate with plans and plan sponsors (or at least the most vulnerable plans and plan sponsors), so that we have a united strategy rather than the current piecemeal approach.

I look forward to discussing this topic with the Trustees on May 7.

WILLIAMS & JENSEN, PLLC

MEMORANDUM

From: Williams & Jensen, PLLC

Date: April 27, 2020

Re: Phase Four Coronavirus Response Bill Priorities

Trump Administration

Infrastructure

The Trump Administration is targeting infrastructure spending as its top priority in Phase Four response legislation, with President Trump repeatedly citing the \$2 trillion infrastructure plan which was previously negotiated between the Administration and congressional Democrats. Treasury Secretary Steve Mnuchin has also been urging lawmakers to include infrastructure provisions in any Phase Four proposal.

Assistance for State and Local Governments

The Administration has reportedly assured House Democrats that it is open to including funding for state and local governments in Phase Four legislation, likely in exchange for robust infrastructure spending.

Tax Changes

President Trump is again reportedly considering a payroll tax cut or tax holiday, an idea he initially floated in March before settling on direct assistance checks. Larry Kudlow, Director of the U.S. National Economic Council, has called on Congress to extend tax provisions set to expire in 2022, particularly an expensing provision which enables businesses to offset new investments.

Employer Liability

The Administration is also reportedly interested in expanding liability protections for businesses to address cases in which an employee contracts COVID-19 on the job. This proposal is likely to face significant opposition from congressional Democrats.

House Democrats

Assistance for State and Local Governments

Speaker Nancy Pelosi (D-CA) has warned the Trump Administration that the House will not consider a bill that excludes substantial funding for state and local governments. Speaker Pelosi has suggested that the roughly \$700 billion authorized for the Paycheck Protection Program should serve as the benchmark for federal assistance to states and localities.

Food Assistance

House Democrats are pushing for an increase in Supplemental Nutrition Assistance Program (SNAP) benefits. Speaker Pelosi previously proposed a 15 percent increase in SNAP benefits and has been critical of Republican opposition to the proposal in the CARES Act and interim legislation.

Voting

House Democrats are also focused on additional funding for states to carry out mail-in voting systems for the 2020 elections. Majority Whip Jim Clyburn (D-SC) told progressive groups on a recent conference call that Democrats will push for \$1.8 billion for states to carry out mail-in voting. Speaker Pelosi said in early April that Phase Four legislation should contain a minimum of \$2 billion for voting assistance. Mail-in voting proposals are likely to face opposition from the Administration given President Trump's professed opposition to that method of conducting elections.

Infrastructure

House Democrats are likely to center their infrastructure negotiations around a [\\$760 billion framework](#) they unveiled in January. The proposal would invest \$329 billion in highways and bridges, \$105 billion in transit, \$86 billion in expanding broadband, \$55 billion in rail infrastructure, \$50.5 billion in wastewater infrastructure, and \$10 billion in community health centers. The plan also aims to promote alternative fuel sources and expand electric vehicle charging stations. It is possible that priorities will shift towards investments in infrastructure with particular relevance to the COVID-19 outbreak.

Unemployment Insurance/Direct Assistance Checks

Progressive House Members are reportedly encouraging leadership to further expand unemployment benefits and pursue another round of direct payments in Phase Four negotiations.

Senate Republicans

Infrastructure

Possibly in response to the Administration's advocacy, multiple Senate Republicans have expressed support for including infrastructure spending in Phase Four legislation. Appropriations Committee Chairman Richard Shelby (R-AL) has reportedly spoken in favor of such funding in conversations with President Trump, while other Senators, including Rob Portman (R-OH) and Dan Sullivan (R-AK) have made public comments to that effect. Majority Leader Mitch McConnell (R-KY) has expressed tepid support for including infrastructure funding while saying Congress should "be mindful of how to pay for it."

Paycheck Protection Program

Senate Republicans have floated various proposals to fine tune the Paycheck Protection Program. Senator Ron Johnson (R-WI) has proposed excluding businesses with taxable 2020 incomes which exceed their 2019 incomes from qualifying for loan forgiveness. Senator Rick Scott (R-FL) has proposed raising the threshold for proving financial hardship and restricting banks from setting loan requirements that withhold funding from certain businesses. Senator Pat Toomey (R-PA) proposed a series of reforms to ease the process for obtaining loans.

Assistance for State and Local Governments

Senate Republicans have expressed reservations about providing federal aid to states and localities, with objections centering on the federal deficit, funding decisions at the state level, and the current

availability of funds authorized in previous response bills. Majority Leader McConnell notably commented that states should pursue bankruptcy rather than rely on the federal government to finance their expenditures, while Senator Rick Scott (R-FL) cautioned against using federal taxpayer money to support state pension plans. However, many Senators, including Susan Collins (R-ME), Rob Portman (R-OH), Mike Braun (R-IN), and Kevin Cramer (R-ND), have suggested they are open to providing additional relief to states in a Phase Four package.

Liability Protection

In an April 27 [statement](#), Majority Leader McConnell suggested that liability protections should be included in upcoming legislation. He raised concerns that health care and economic recovery efforts could be hindered by a patchwork of federal and state laws. McConnell asserted “The brave healthcare workers battling this virus and the entrepreneurs who will re-open our economy deserve strong protections from opportunistic lawsuits. Some such protections were included in the bipartisan CARES Act. We will need to expand and strengthen them.”

Senate Democrats

Assistance for State and Local Governments

Senate Democrats are joining their House counterparts in prioritizing support for state and local governments in Phase Four negotiations. Senator Bob Menendez (D-NJ) offered a bipartisan [proposal](#) with Senator Bill Cassidy (R-LA) to create a \$500 billion fund for state and local governments, a figure that mirrors a request from the National Governors Association. The plan would separate all U.S. states, territories, and Washington D.C. into three equal tranches to disperse funds on the basis of population size and level of need.

Voting

Minority Leader Chuck Schumer (D-NY) has referred to funding for state mail-in voting systems as a “very high priority” for Senate Democrats. It is unclear if election funding directed specifically for mail-in voting would pass the Senate given Republican wariness about federal interference in election oversight.

Food Assistance

Senate Democrats are also joining House Democrats in pushing for expanded food assistance benefits in Phase Four legislation. One proposal in the Senate would raise the federal baseline for qualifying for SNAP benefits by 30 percent.

Employer-Sponsored Pensions

Minority Leader Schumer said he spoke with Trump about including in Phase Four legislation additional funding to shore up employer-sponsored pension programs.

Infrastructure

Minority Leader Schumer has spoken favorably about including infrastructure in a Phase Four bill, while also arguing the proposal should include provisions tailored to “green infrastructure.”

Heroes Fund

Senate Democrats have [proposed](#) the creation of a “Heroes Fund” to “reward essential frontline workers, ensure the retention of essential workers who are working grueling hours on the frontlines of this crisis, and promote the recruitment of additional workers who will be needed in the months

ahead.” The proposal includes: (1) a \$25,000 pandemic premium pay increase for essential frontline workers; and (2) a \$15,000 recruitment incentive for health and home care workers and first responder.


House Republicans

House Republicans have been reticent to publicly identify priorities for Phase Four legislation, possibly in response to Minority Leader Kevin McCarthy’s (R-CA) skepticism about passing the bill. Minority Leader McCarthy has on multiple occasions advocated for waiting to observe the effects of the CARES Act and interim funding bill before considering a comprehensive Phase Four package.

FOR INFORMATION ONLY

April 28, 2020

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: May 7, 2020 Board of Retirement Meeting
May 13, 2020 Board of Investments 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.

Reviewed and Approved:



Steven P. Rice, Chief Counsel

Attachment

LACERA Legislative Report

cc: Santos H. Kreimann
JJ Popowich
Steven P. Rice
Jon Gabel
Anthony J. Roda, Williams & Jensen
Joe Ackler, Ackler & Associates

LACERA Legislative Report
2019-2020 Legislative Session
Status as of April 28, 2020

File name: CERL-PEPRA-2020

CA AB 2937	AUTHOR:	Fong [R]
	TITLE:	CERL: Non-Service-Connected Disability Retirement
	INTRODUCED:	02/21/2020
	SUMMARY:	Creates an optional provision, to be elected by a county board of supervisors by resolution adopted by majority vote, that would remove the retirement board's assessment regarding the intemperate use of alcoholic liquor or drugs as a condition on the purchase of a disability retirement pension by county or district contributions.
	STATUS:	03/05/2020 To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
	Comments:	SACRS-sponsored bill based on LACERA's proposal.
	BOR_Position:	Support 04/09/2020
	Staff_Recommendation:	Support
CA AB 2967	AUTHOR:	O'Donnell [D]
	TITLE:	County Employees Retirement
	INTRODUCED:	02/21/2020
	SUMMARY:	Makes nonsubstantive changes to provisions of the County Employees Retirement Law of 1937.
	STATUS:	04/27/2020 To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.
	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:

At the SACRS 2019 Fall Conference, the SACRS membership approved the SACRS Legislative Committee's draft language on various clean-up provisions, which will be amended into the bill.

Staff_Action: Monitoring

CA SB 1297

AUTHOR: Moorlach [R]
TITLE: Public Employees' Retirement
INTRODUCED: 02/21/2020
SUMMARY:

Relates to the Public Employees' Retirement System, the State Teachers' Retirement System, the Judges' Retirement System, the Judges' Retirement System II, county and district retirement systems created pursuant to the County Employees' Retirement Law of 1937. Revises the provision of pension and other benefits to members of all state or local public retirement systems, among others.

STATUS:

03/05/2020 To SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

Staff_Action: Monitoring

CA SB 1371

AUTHOR: Judiciary Cmt
TITLE: Maintenance of the Codes
INTRODUCED: 02/21/2020
SUMMARY:

Makes nonsubstantive changes in various provisions of la relative to directing the Legislative Counsel to advise the Legislature from time to time as to legislation necessary to maintain the codes.

STATUS:

03/12/2020 To SENATE Committee on JUDICIARY.

Comments:

Makes nonsubstantive change to Section 31631.5 per Legislative Counsel's recommendation.

Staff_Action: Monitoring

File name: FEDERAL-Covid-19

US HR 266

SPONSOR: McCollum [D]
TITLE: Paycheck Protection Program and Health Care Enhancement
INTRODUCED: 01/08/2019
LAST AMEND: 04/21/2020
SUMMARY:

Makes amendments to the Paycheck Protection Program, economic injury disaster loans, and emergency grants pursuant to the Coronavirus Aid, Relief, and Economic Security Act; relates to small business programs; makes additional emergency appropriations for coronavirus response.

STATUS:

04/23/2020 *****To PRESIDENT.
04/24/2020 Signed by PRESIDENT.
04/24/2020 Public Law No. 116-139

US HR 748

SPONSOR: Courtney [D]
TITLE: CARES Act
INTRODUCED: 01/24/2019

LAST AMEND: 03/25/2020

SUMMARY:

Enacts the Coronavirus Aid, Relief, and Economic Security, or CARES, Act; provides emergency assistance and health care response for individuals, families, and businesses affected by the 2020 coronavirus pandemic.

STATUS:

03/27/2020 In HOUSE. HOUSE concurred in SENATE amendments.
03/27/2020 *****To PRESIDENT.
03/27/2020 Signed by PRESIDENT.
03/27/2020 Public Law No. 116-136

US HR 6074

SPONSOR: Lowey [D]
TITLE: Coronavirus Preparedness and Response Appropriations
INTRODUCED: 03/04/2020
SUMMARY:

Establishes the Coronavirus Preparedness and Response Supplemental Appropriations Act; makes emergency supplemental appropriations in response to the outbreak of the Coronavirus.

STATUS:

03/06/2020 Public Law No. 116-123

US HR 6201

SPONSOR: Lowey [D]
TITLE: Families First Coronavirus Response Act
INTRODUCED: 03/11/2020
LAST AMEND: 03/14/2020
SUMMARY:

Provides for the Families First Coronavirus Response Act; provides specified supplement appropriations.

STATUS:

03/18/2020 Public Law No. 116-127

File name: Federal-2020

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.

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 HR 3934

SPONSOR: Brady K [R]
TITLE: Windfall Elimination Provision Replacement
INTRODUCED: 07/24/2019
SUMMARY:

Amends Title II of the Social Security Act; replaces the windfall elimination provision with a formula equalizing benefits for certain individuals with non-covered employment.

STATUS:

07/24/2019 INTRODUCED.
07/24/2019 To HOUSE Committee on WAYS AND MEANS.
BOR_Position: Support 02/05/2020
IBLC_Recommendation: Watch 01/09/2020
Staff_Recommendation: Watch

US HR 4540 **SPONSOR:** Neal [D]
TITLE: Non Covered Employment Social Security Provision
INTRODUCED: 09/27/2019
SUMMARY:
Provides an equitable Social Security formula for individuals with non covered employment; provides relief for individuals currently affected by the Windfall Elimination Provision.
STATUS:
09/27/2019 INTRODUCED.
09/27/2019 To HOUSE Committee on WAYS AND MEANS.
BOR_Position: Support 02/05/2020
IBLC_Recommendation: Watch 01/09/2020
Staff_Recommendation: Watch

US HR 4897 **SPONSOR:** Lipinski [D]
TITLE: Governmental Retirement Plans Income
INTRODUCED: 10/29/2019
SUMMARY:
Amends the Internal Revenue Code; increases the amount excluded from gross income by reason of distributions from governmental retirement plans for health and long term care insurance for public safety officers.
STATUS:
10/29/2019 INTRODUCED.
10/29/2019 To HOUSE Committee on WAYS AND MEANS.
Staff_Action: Monitoring

US HR 6436 **SPONSOR:** Chabot [R]
TITLE: Health Plans Direct Payment Requirement
INTRODUCED: 04/03/2020
SUMMARY:
Amends the Internal Revenue Code; repeals the direct payment requirement on the exclusion from gross income of distributions from governmental plans for health and long term care insurance.
STATUS:
04/03/2020 INTRODUCED.
04/03/2020 To HOUSE Committee on WAYS AND MEANS.
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

File name: Other-2020

CA AB 664 **AUTHOR:** Cooper [D]
 TITLE: Workers' Compensation: Injury: Communicable Disease
 INTRODUCED: 02/15/2019
 LAST AMEND: 04/17/2020
 SUMMARY:
Defines injury, for certain state and local firefighting personnel, peace officers, certain hospital employees, and certain fire and rescue services coordinators who work for the Office of Emergency Services to include being exposed to or contracting, on or after a specified date, a communicable disease, including coronavirus disease, that is the subject of a state or local declaration of a state of emergency.
STATUS:
04/17/2020 From SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT with author's amendments.
04/17/2020 In SENATE. Read second time and amended. Re-referred to Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.
Comments:
As amended on 4/17/2020, the bill no longer relates to disability retirement.
BOR_Position: Oppose 06/05/2019, Support 05/01/2019
IBLC_Recommendation: Support 04/11/2019
Staff_Action: Monitoring
Staff_Recommendation: Watch

CA AB 992 **AUTHOR:** Mullin [D]
 TITLE: Open Meetings: Local Agencies: Social Media
 INTRODUCED: 02/21/2019
 LAST AMEND: 04/22/2019
 SUMMARY:
Provides that the Ralph M. Brown Act does not apply to the participation, as defined, in an internet- based social media platform, as defined, by a majority of the members of a legislative body, provides that a majority of the members do not discuss among themselves the business of a specific nature that is within subject matter jurisdiction of the legislative body.
STATUS:
01/30/2020 In ASSEMBLY. Read third time. Passed ASSEMBLY.
*****To SENATE. (57-13)
Staff_Action: Monitoring

CA AB 2452 **AUTHOR:** Garcia [D]
 TITLE: State Auditor: Audits: High Risk Local Government
 INTRODUCED: 02/19/2020
 SUMMARY:
Authorizes the State Auditor to include in the high risk local government agency audit program any local agency or district association that the State Auditor identifies as being at high risk for the potential of waste, fraud, abuse, or mismanagement or that has major challenges associated with its economy,

efficiency, or effectiveness.

STATUS:

02/27/2020 To ASSEMBLY Committee on ACCOUNTABILITY AND ADMINISTRATIVE REVIEW.

Staff_Action: Monitoring

CA AB 2473

AUTHOR: Cooper [D]
TITLE: Public Investment Funds
INTRODUCED: 02/19/2020
SUMMARY:

Exempts from disclosure under California Public Records Act specified records regarding an internally managed private loan made directly by a public investment fund, including quarterly and annual financial statements of the borrower or its constituent owners, unless the information has already been publicly released by the keeper of the information.

STATUS:

03/12/2020 To ASSEMBLY Committees on PUBLIC EMPLOYMENT AND RETIREMENT and JUDICIARY.

Staff_Action: Monitoring

CA AB 3249

AUTHOR: Fong [R]
TITLE: Public Retirement: Controller: Annual Report
INTRODUCED: 02/21/2020
SUMMARY:

Requires the Controller to post the report on the financial condition of all state and local public retirement systems on the Controller's internet website.

STATUS:

03/09/2020 To ASSEMBLY Committee on PUBLIC EMPLOYMENT AND RETIREMENT.

Staff_Action: Monitoring

CA SB 931

AUTHOR: Wieckowski [D]
TITLE: Local Government Meetings: Agenda and Documents
INTRODUCED: 02/05/2020
LAST AMEND: 04/02/2020
SUMMARY:

Requires, if the local agency has an internet website to deliver by email the agendas and documents for local government meetings. Require, where the local agency determines it is technologically infeasible to send a copy of all documents constituting the agenda packet or a website link containing the documents by electronic mail or by other electronic means.

STATUS:

04/02/2020 From SENATE Committee on GOVERNANCE AND FINANCE with author's amendments.

04/02/2020 In SENATE. Read second time and amended. Re-referred to Committee on GOVERNANCE AND FINANCE.

Staff_Action: Monitoring

File name: STATE-Covid-19

CA AB 1107

AUTHOR: Chu [D]
TITLE: Unemployment Benefits: Temporary Additional Benefits
INTRODUCED: 02/21/2019
LAST AMEND: 04/22/2020

SUMMARY:

Amends existing law relating to unemployment compensation benefits. Provides that once the temporary federal unemployment increase due to the coronavirus outbreak has ceased, an individual's weekly benefit amount will increase, notwithstanding the weekly benefits cap.

STATUS:

04/22/2020 From SENATE Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT with author's amendments.

04/22/2020 In SENATE. Read second time and amended. Re-referred to Committee on LABOR, PUBLIC EMPLOYMENT AND RETIREMENT.

Staff_Action: Monitoring

CA AB 2887

AUTHOR: Bonta [D]

TITLE: Statewide Emergencies: Mitigation

INTRODUCED: 02/21/2020

LAST AMEND: 03/16/2020

SUMMARY:

Adds provisions relating to states of emergency, including the coronavirus pandemic. Provides for school meal distribution. Provides a moratorium on rent collection from small businesses. Requires zero interest rate loans for small businesses and nonprofit organizations. Provides paid sick leave for all employees regardless of term of employment. Prohibits the termination of utility service for certain nonpayment after the declaration of a state of emergency.

STATUS:

03/16/2020 From ASSEMBLY Committee on ACCOUNTABILITY AND ADMINISTRATIVE REVIEW with author's amendments.

03/16/2020 In ASSEMBLY. Read second time and amended. Re-referred to Committee on ACCOUNTABILITY AND ADMINISTRATIVE REVIEW.

Staff_Action: Monitoring

CA AB 3216

AUTHOR: Kalra [D]

TITLE: Employee Leave: Authorization: COVID 19

INTRODUCED: 02/21/2020

LAST AMEND: 03/12/2020

SUMMARY:

Makes it an unlawful employment practice for an employer to refuse to grant a request by an eligible employee to take family and medical leave due to the coronavirus. Permits employees taking leave due to COVID 19 to continue participation in employee health plans, including life insurance or short or long term disability or accident insurance, pension and retirement plans, and supplemental unemployment benefit plans.

STATUS:

03/12/2020 To ASSEMBLY Committee on LABOR AND EMPLOYMENT.

03/12/2020 From ASSEMBLY Committee on LABOR AND EMPLOYMENT with author's amendments.

03/12/2020 In ASSEMBLY. Read second time and amended. Re-referred to Committee on LABOR AND EMPLOYMENT.

Staff_Action: Monitoring

CA SB 89

AUTHOR: Budget and Fiscal Review Cmt

TITLE: Budget Act

INTRODUCED: 01/10/2019
LAST AMEND: 03/16/2020
SUMMARY:

Amends the Budget Act to make appropriations for any purpose related to the proclamation of a state of emergency upon order of the Director of Finance; provides that the Administration will work with stakeholders, including members of the Legislature and staff, in developing strategies to be considered for inclusion to assist individuals, nonprofit organizations, and small businesses experiencing economic hardships to the impacts.

STATUS:

03/17/2020 *****To GOVERNOR.
03/17/2020 Signed by GOVERNOR.
03/17/2020 Chaptered by Secretary of State. Chapter No. 2020-02

CA SB 117

AUTHOR: Budget and Fiscal Review Cmt
TITLE: Education Finance
INTRODUCED: 01/10/2019
LAST AMEND: 03/16/2020
SUMMARY:

Provides that due to the coronavirus, the instructional days and minutes requirements will be deemed to have been met during the period of time the school is closed. Extends the deadline to conduct the English learner assessment, unless otherwise determined by the Superintendent.

STATUS:

03/17/2020 *****To GOVERNOR.
03/17/2020 Signed by GOVERNOR.
03/17/2020 Chaptered by Secretary of State. Chapter No. 2020-03

CA SB 943

AUTHOR: Chang [R]
TITLE: Paid Family Leave: School Closures: Coronavirus
INTRODUCED: 02/10/2020
LAST AMEND: 03/26/2020
SUMMARY:

Authorizes wage replacement benefits to workers who take time off work to care for a minor child whose school has been closed due to the coronavirus outbreak.

STATUS:

03/26/2020 From SENATE Committee on RULES with author's amendments.
03/26/2020 In SENATE. Read second time and amended. Re-referred to Committee on RULES.
Staff_Action: Monitoring

CA SB 1159

AUTHOR: Hill [D]
TITLE: Workers Compensation: Coronavirus
INTRODUCED: 02/20/2020
LAST AMEND: 04/22/2020
SUMMARY:

Amends existing law relating to the workers' compensation system. Defines injury for a critical worker to include illness or death that results from exposure to coronavirus disease. Creates a disputable presumption that an injury that develops or manifests itself while a critical worker is employed arose out of and in the course of the employment.

STATUS:

	04/22/2020	From SENATE Committee on RULES with author's amendments.
	04/22/2020	In SENATE. Read second time and amended. Re-referred to Committee on RULES.
	Staff_Action:	Monitoring
CA SB 1322	AUTHOR:	Rubio [D]
	TITLE:	Remote Online Notarization Act
	INTRODUCED:	02/21/2020
	LAST AMEND:	04/03/2020
	SUMMARY:	Relates to Remote Online Notarization Act. Authorizes a notary public to apply for registration with the Secretary of State to be a remote online notary public. Provides that the act shall remain in effect only while there is a declaration of a state of emergency by the Governor related to the coronavirus in effect.
	STATUS:	
	04/03/2020	From SENATE Committee on RULES with author's amendments.
	04/03/2020	In SENATE. Read second time and amended. Re-referred to Committee on RULES.
	Staff_Action:	Monitoring

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FOR INFORMATION ONLY

April 24, 2020

TO: Each Trustee
Board of RetirementFROM: Ricki Contreras, Division Manager
Disability Retirement Services

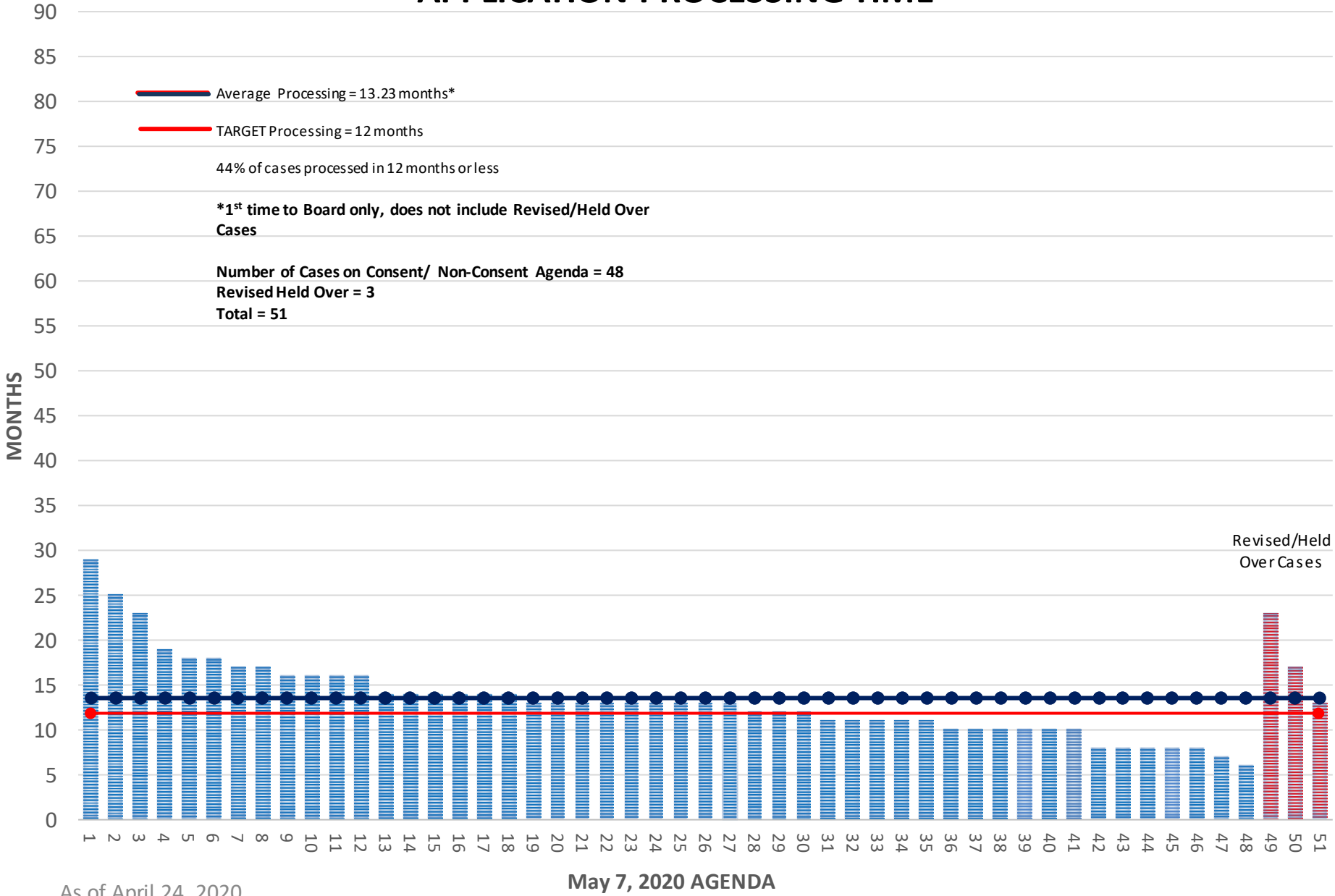
FOR: May 7, 2020 Board of Retirement Meeting

SUBJECT: **Application Processing Time Snapshot Reports**

The following chart shows the total processing time from receipt of the application to the first Board action for all cases on the May 7, 2020 Disability Retirement Applications Agenda.

Consent & Non-Consent Calendar			
Number of Applications	48		
Average Processing Time (in Months)	13.23		
Revised/Held Over Calendar			
Number of Applications	3		
Processing Time Per Case (in Months)	26	17	13
Total Average Processing Time All 51 Cases on Agenda			
		13.54	

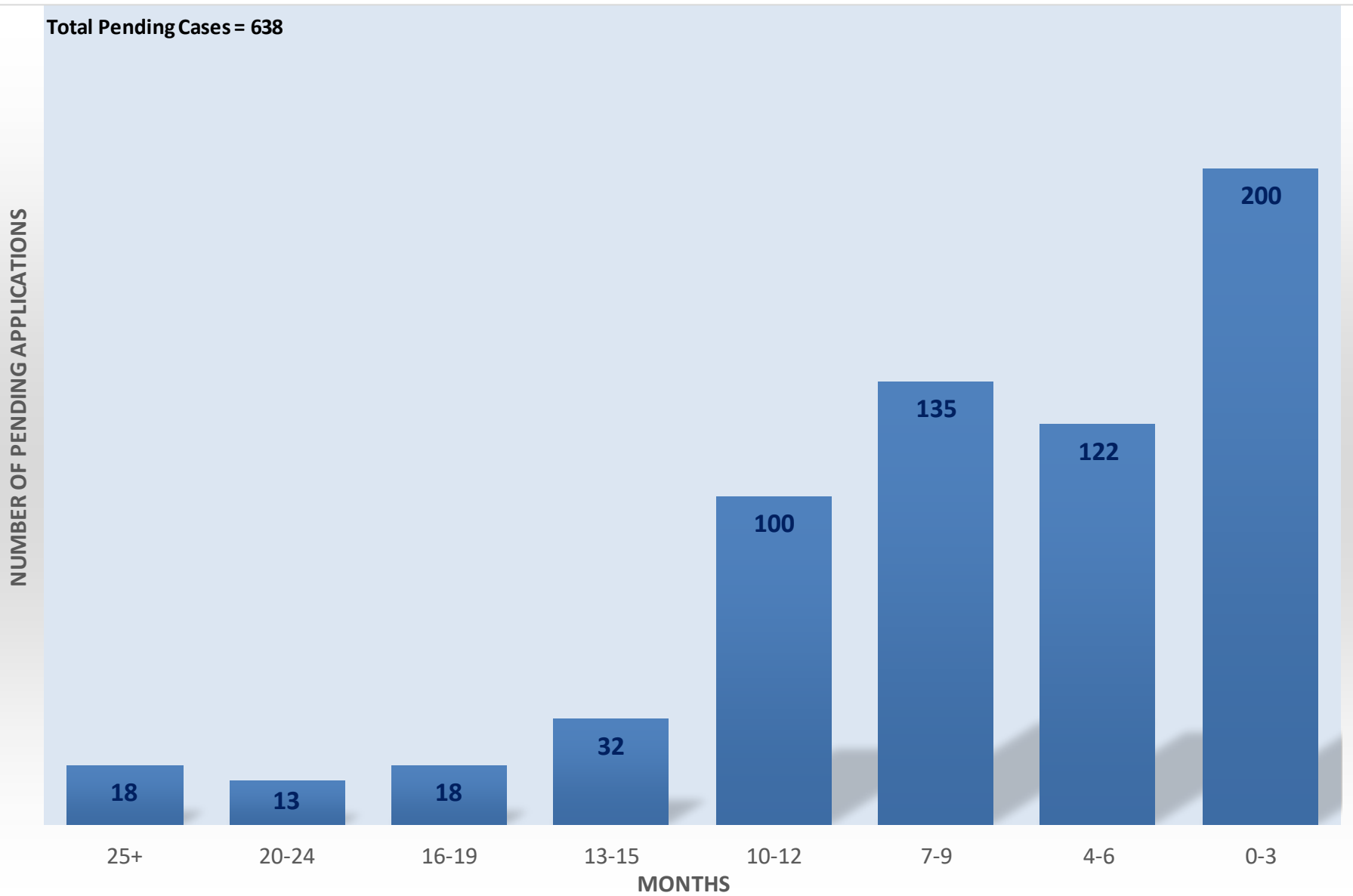
DISABILITY RETIREMENT SERVICES APPLICATION PROCESSING TIME



As of April 24, 2020

May 7, 2020 AGENDA

DISABILITY RETIREMENT SERVICES PENDING APPLICATIONS/TIME INTERVALS



As of April 24, 2020

**FOR INFORMATION ONLY**

April 20, 2020

TO: Each Trustee
Board of Retirement
Board of Investments

FROM: Ted Granger, CPA, CGMA, CRMA 
Interim Chief Financial Officer

FOR: May 7, 2020 Board of Retirement Meeting
May 13, 2020 Board of Investments Meeting

SUBJECT: MONTHLY EDUCATION & TRAVEL REPORTS – MARCH 2020

Attached, for your review, are the Board and Staff Education & Travel Reports as of March 2020. These reports include travel (i.e., completed and canceled) during Fiscal Year 2019-2020. Please note that the March travel reports incorporate the February travel reports, since the monthly reports are cumulative and the February reports were not agendized. Furthermore, the Staff Travel Report does not include events within Los Angeles County.

REVIEWED AND APPROVED:



Santos H. Kreimann
Chief Executive Officer

TG/EW/krh

Attachments

c: J. Popowich
J. Grabel
S. Rice
K. Hines

**BOARD EDUCATION AND TRAVEL REPORT
FOR FISCAL YEAR 2019 - 2020
MARCH 2020**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Alan Bernstein			
A	1 Edu - PPI 2019 Summer Roundtable - Chicago IL	07/10/2019 - 07/12/2019	Attended
	2 Edu - Responsible Investor Annual Conference - New York City NY	12/03/2019 - 12/05/2019	Attended
	3 Edu - 2020 SuperReturn Berlin - Berlin, Germany	02/24/2020 - 02/28/2020	Attended
	4 Edu- CII Spring 2020 Conference and 35th Anniversary Celebration - Washington D.C. MD	03/09/2020 - 03/11/2020	Attended
B	- Edu - NACD Southern California Chapter Luncheon - Los Angeles CA	09/10/2019 - 09/10/2019	Attended
	- Edu - 2019 Pension Bridge Alternatives - Beverly Hills CA	10/28/2019 - 10/29/2019	Attended
	- Edu - KACALP Annual Conference - Los Angeles CA	10/29/2019 - 10/30/2019	Attended
	- Edu - NACD Illuminating Data in the Boardroom - Los Angeles CA	10/30/2019 - 10/30/2019	Attended
	- Edu - PPI 2020 Winter Roundtable - Pasadena CA	02/12/2020 - 02/14/2020	Attended
	- Edu - NACD - Directorship Essentials: Risk Oversight - Los Angeles CA	03/05/2020 - 03/05/2020	Attended
C	- Admin - Manager Meetings (Riverside Company, JP Morgan and Clarion Partners) - New York City NY	12/02/2019 - 12/02/2019	Attended
Vivian Gray			
A	1 Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
B	- Edu - SACRS Public Pension Investment Management Program - Berkeley CA	07/22/2019 - 07/24/2019	Attended
	- Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
	- Edu - Toigo Foundation 30th Anniversary - Los Angeles CA	11/19/2019 - 11/19/2019	Attended
	- Admin - SACRS Board & Committee Meeting - San Diego CA	11/30/2019 - 12/03/2019	Attended
	- Edu - The Knowledge Group: Opportunity Zone Funds Due Diligence - Los Angeles CA	12/18/2019 - 12/18/2019	Attended
	- Edu - 2020 Vision: Economic Outlook for Markets in the Year Ahead - Los Angeles CA	01/23/2020 - 01/23/2020	Attended
	- Admin - SACRS Program and Board of Directors Meeting - Sacramento CA	02/10/2020 - 02/11/2020	Attended
X	- Edu - NASP 2020 "Day of Education in Private Equity" - Los Angeles CA	03/26/2020 - 03/26/2020	Host Canceled
David Green			
A	1 Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
B	- Edu - PPI 2020 Winter Roundtable - Pasadena CA	02/12/2020 - 02/14/2020	Attended
Elizabeth Greenwood			
A	1 Edu- CII Spring 2020 Conference and 35th Anniversary Celebration - Washington D.C. MD	03/09/2020 - 03/11/2020	Attended
B	- Edu - PPI 2020 Winter Roundtable - Pasadena CA	02/12/2020 - 02/14/2020	Attended
James Harris			
B	- Edu - CALAPRS Principles of Pension Governance - Malibu CA	08/26/2019 - 08/29/2019	Attended
	- Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended

**BOARD EDUCATION AND TRAVEL REPORT
FOR FISCAL YEAR 2019 - 2020
MARCH 2020**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Shawn Kehoe			
A	1 Edu - IAFCI Annual Training Conference & Exhibitor Show - Raleigh NC	08/26/2019 - 08/30/2019	Attended
B	- Edu - KACALP Annual Conference - Los Angeles CA	10/29/2019 - 10/30/2019	Attended
X	- Edu - National Association of Corporate Directors - Global Board Leaders' Summit - Washington D.C. MD	09/21/2019 - 09/24/2019	Canceled
Keith Knox			
X	- Edu - NASP 2020 "Day of Education in Private Equity" - Los Angeles CA	03/26/2020 - 03/26/2020	Host Canceled
Wayne Moore			
A	1 Edu - PPI 2019 Summer Roundtable - Chicago IL	07/10/2019 - 07/12/2019	Attended
	2 Edu - 2019 Council of Institutional Investors (CII) Fall Conference - Minneapolis MN	09/16/2019 - 09/18/2019	Attended
	3 Edu - 2019 Pacific Pension Institute Executive Seminar and Asia Roundtable - Shanghai, China; Hong Kong, China	11/03/2019 - 11/08/2019	Attended
B	- Edu - NAIC 2019 Annual Private Equity & Hedge Fund Conference - Los Angeles CA	10/23/2019 - 10/24/2019	Attended
X	- Edu- CII Spring 2020 Conference and 35th Anniversary Celebration - Washington D.C. MD	03/09/2020 - 03/11/2020	Canceled
	- Edu - NASP 2020 "Day of Education in Private Equity" - Los Angeles CA	03/26/2020 - 03/26/2020	Host Canceled
Dave Muir			
A	1 Edu - Responsible Investor Annual Conference - New York City NY	12/03/2019 - 12/05/2019	Attended
Ronald Okum			
B	- Edu - 2019 Pension Bridge Alternatives - Beverly Hills CA	10/28/2019 - 10/29/2019	Attended
	- Edu - KACALP Annual Conference - Los Angeles CA	10/29/2019 - 10/30/2019	Attended
William Pryor			
X	- Edu - NCPERS 2019 Public Safety Conference - New Orleans LA	10/27/2019 - 10/30/2019	Canceled
Les Robbins			
X	- Edu - CRCEA Fall 2019 Conference - Rohnert Park CA	10/28/2019 - 10/30/2019	Host Canceled

**BOARD EDUCATION AND TRAVEL REPORT
FOR FISCAL YEAR 2019 - 2020
MARCH 2020**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
Gina Sanchez			
A	1 Edu - Oxford Impact Measurement Program - Oxford, United Kingdom	07/15/2019 - 07/19/2019	Attended
	2 Edu - 2019 Council of Institutional Investors (CII) Fall Conference - Minneapolis MN	09/16/2019 - 09/18/2019	Attended
	3 Edu - National Association of Corporate Directors - Global Board Leaders' Summit - Washington D.C. MD	09/21/2019 - 09/24/2019	Attended
	4 Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
B	- Edu - 2019 Western North American PRI Symposium - Los Angeles CA	10/24/2019 - 10/24/2019	Attended
	- Edu - 2019 Pension Bridge Alternatives - Beverly Hills CA	10/28/2019 - 10/29/2019	Attended
	- Edu - 2019 RFKennedy Human Rights Compass Conference - West Hollywood CA	10/29/2019 - 10/30/2019	Attended
	- Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
	- Edu - Pension Bridge ESG Summit 2020 - San Diego CA	02/10/2020 - 02/11/2020	Attended
	- Edu - PPI 2020 Winter Roundtable - Pasadena CA	02/12/2020 - 02/14/2020	Attended
X	- Edu - NASP 2020 "Day of Education in Private Equity" - Los Angeles CA	03/26/2020 - 03/26/2020	Host Canceled
Herman Santos			
A	1 Edu - 2019 Latin America Private Equity & Venture Capital Association Summit and Investor Roundtable and LAVCA Venture Investors Annual Meeting - New York NY	09/23/2019 - 09/26/2019	Attended
	2 Edu - Responsible Investor Annual Conference - New York City NY	12/03/2019 - 12/05/2019	Attended
	3 Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
B	- Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
	- Edu - Toigo Foundation 30th Anniversary - Los Angeles CA	11/19/2019 - 11/19/2019	Attended
	- Edu - PPI 2020 Winter Roundtable - Pasadena CA	02/12/2020 - 02/14/2020	Attended
X	- Edu - INCA Investments Latin American Investments Conference - Buenos Aires, Argentina	10/16/2019 - 10/17/2019	Canceled
	- Edu - 2020 ICGN Seoul Conference - Seoul, South Korea	02/25/2020 - 02/28/2020	Host Canceled
	- Edu- CII Spring 2020 Conference and 35th Anniversary Celebration - Washington D.C. MD	03/09/2020 - 03/11/2020	Canceled
	- Edu - NASP 2020 "Day of Education in Private Equity" - Los Angeles CA	03/26/2020 - 03/26/2020	Host Canceled
Gina Zapanta			
B	- Edu - SACRS Public Pension Investment Management Program - Berkeley CA	07/22/2019 - 07/24/2019	Attended
	- Edu - Network Ethnic Physician Organizations (NEPO) Summit - Pasadena CA	08/23/2019 - 08/24/2019	Attended

Category Legend:

A - Pre-Approved/Board Approved

B - Educational Conferences and Administrative Meetings in CA where total cost is no more than \$2,000 or international prerequisite conferences per 705.00 A. 8.

C - Second of two conferences and/or meetings counted as one conference per Section 705.00.A.1 of the Travel Policy

X - Canceled events for which expenses have been incurred

**STAFF EDUCATION AND TRAVEL REPORT
FOR FISCAL YEAR 2019 - 2020
MARCH 2020**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Administrative Services				
Dana Brooks	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Holly Henderson	1	Edu - GFOA Budgeting Best Practices: Budget Monitoring - Sacramento CA	09/16/2019 - 09/18/2019	Attended
Kimberly Hines	1	Edu - GFOA Budgeting Best Practices: Budget Monitoring - Sacramento CA	09/16/2019 - 09/18/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Benefits				
Sylvia Botros	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
Louis Gittens	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Dmitriy Khaytovich	1	Edu - CALAPRS Benefits Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Theodore King	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Linda Moss	1	Edu - 38th ISCEBS Employee Benefits Symposium - New Orleans CA	09/08/2019 - 09/11/2019	Attended
Shonita Peterson	1	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended
Sevan Simonian	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Communications				
Sarah Scott	1	Edu - Writing Compelling Digital Copy as part of the UX Conference - Chicago IL	09/12/2019 - 09/12/2019	Canceled
	2	Edu - Writing Compelling Digital Copy as part of the UX Conference - Las Vegas NV	12/10/2019 - 12/10/2019	Attended
Disability Litigation Services				
Eugenia Der	1	Edu - CALAPRS Course in Retirement Disability Administration - Oakland CA	09/19/2019 - 09/19/2019	Attended
Jason Waller	1	Edu - CALAPRS Course in Retirement Disability Administration - Oakland CA	09/19/2019 - 09/19/2019	Canceled
Disability Retirement Services				
Stephanie Ashley	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Hernan Barrientos	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Redjan Bitri	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Tamara Caldwell	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Justin Chiu	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended

**STAFF EDUCATION AND TRAVEL REPORT
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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Disability Retirement Services				
Ricki Contreras	1	Edu - CALAPRS Course in Retirement Disability Administration - Oakland CA	09/19/2019 - 09/19/2019	Attended
	2	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Amabelle Delin	1	Edu - CALAPRS Course in Retirement Disability Administration - Oakland CA	09/19/2019 - 09/19/2019	Attended
	2	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Shamila Freeman	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Danny Hang	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Russell Lurina	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Canceled
Debra Martin	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Ruby Minjares	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Melena Sarkisian	1	Edu - CALAPRS Course in Retirement Disability Administration - Oakland CA	09/19/2019 - 09/19/2019	Attended
	2	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Maria Silva	1	Edu - CALAPRS Course in Retirement Disability Administration - Oakland CA	09/19/2019 - 09/19/2019	Attended
	2	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
	3	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Frida Skugrud	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Justin Stewart	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Kerri Wilson	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Michelle Yanes	1	Edu - Council of Self-Insured Public Agencies (COSIPA) Fall Educational Seminar (South) - Costa Mesa CA	10/17/2019 - 10/17/2019	Attended
Executive Offices				
Santos Kreimann	1	Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
	2	Edu - CALAPRS General Assembly - Rancho Mirage CA	03/07/2020 - 03/10/2020	Canceled
John Popowich	1	Edu - GFOA Budgeting Best Practices: Budget Monitoring - Sacramento CA	09/16/2019 - 09/18/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended

**STAFF EDUCATION AND TRAVEL REPORT
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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Financial & Accounting Services				
Beulah Auten	1	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Canceled
Ana Chang	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
	2	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Attended
Esther Chang	1	Edu - Association of Government Accountants (AGA) 2019 Professional Development Training (PDT) - New Orleans LA	07/21/2019 - 07/24/2019	Attended
	2	Edu - CALAPRS Intermediate Retirement Plan Administration - San Jose CA	10/16/2019 - 10/18/2019	Canceled
	3	Edu - CALAPRS Advanced Course in Retirement Plan Administration - Oakland CA	12/11/2019 - 12/13/2019	Canceled
Sabrina Chen	1	Edu - Great Plains (Dynamics) User Group Summit - Orlando FL	10/15/2019 - 10/18/2019	Attended
Margaret Chwa	1	Edu - CALAPRS Fall Accountants Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
Ted Granger	1	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Canceled
Michael Huang	1	Edu - Great Plains (Dynamics) User Group Summit - Orlando FL	10/15/2019 - 10/18/2019	Attended
Diana Huang	1	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Attended
Anh Huynh	1	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Attended
Chona Labtic-Austin	1	Edu - Association of Government Accountants (AGA) 2019 Professional Development Training (PDT) - New Orleans LA	07/21/2019 - 07/24/2019	Attended
	2	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Attended
Claro Lanting	1	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Attended
Alyce Provencio	1	Edu - CALAPRS Fall Accountants Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
	2	Edu - CALAPRS Intermediate Retirement Plan Administration - San Jose CA	10/16/2019 - 10/18/2019	Attended
	3	Edu - CALAPRS Advanced Course in Retirement Plan Administration - Oakland CA	12/11/2019 - 12/13/2019	Attended
Gloria Rios	1	Edu - CALAPRS Fall Accountants Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
	2	Edu - CALAPRS Intermediate Retirement Plan Administration - San Jose CA	10/16/2019 - 10/18/2019	Attended
	3	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Attended
	4	Edu - CALAPRS Advanced Course in Retirement Plan Administration - Oakland CA	12/11/2019 - 12/13/2019	Attended
Imelda Saldivar	1	Edu - CALAPRS Fall Accountants Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Canceled

**STAFF EDUCATION AND TRAVEL REPORT
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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Financial & Accounting Services				
Imelda Saldivar	2	Edu - Great Plains (Dynamics) User Group Summit - Orlando FL	10/15/2019 - 10/18/2019	Canceled
	3	Edu - APP2P Fall Conference & Expo - Scottsdale AZ	10/15/2019 - 10/17/2019	Canceled
Felisa Valdepenas	1	Edu - Association of Government Accountants (AGA) 2019 Professional Development Training (PDT) - New Orleans LA	07/21/2019 - 07/24/2019	Attended
Srbui Vartanian	1	Edu - APP2P Fall Conference & Expo - Scottsdale AZ	10/15/2019 - 10/17/2019	Attended
Elda Villarroel	1	Edu - Great Plains (Dynamics) User Group Summit - Orlando FL	10/15/2019 - 10/18/2019	Attended
Edward Wong	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
Koreana Wong	1	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Canceled
Ervin Wu	1	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Attended
Alice Yen	1	Edu - Public Pension Financial Forum (P2F2) 16th Annual Conference - Salt Lake City UT	10/20/2019 - 10/23/2019	Canceled
Mei Zhang	1	Edu - Great Plains (Dynamics) User Group Summit - Orlando FL	10/15/2019 - 10/18/2019	Attended
Human Resources				
Annette Cleary	1	Edu - Libert Cassidy Whitmore Annual Conference - San Francisco CA	01/22/2020 - 01/24/2020	Attended
Ana Ronquillo	1	Edu - SHRM Diversity and Inclusion Conference - New Orleans LA	10/28/2019 - 10/30/2019	Attended
Roberta Van Nortrick	1	Edu - Society of Corporate Compliance and Ethics (SCCE) Annual Meeting - Washington D.C. MD	09/15/2019 - 09/18/2019	Attended
	2	Edu - Organizational Development Conference - New Orleans LA	11/05/2019 - 11/06/2019	Attended
	3	Edu - Regional Compliance and Ethics Conference - Costa Mesa CA	01/24/2020 - 01/24/2020	Attended

**STAFF EDUCATION AND TRAVEL REPORT
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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Internal Audit				
Nathan Amick	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
	2	Edu - Association of Public Pension Fund Auditors (APPFA) - Lake Tahoe CA	10/27/2019 - 10/30/2019	Attended
Richard Bendall	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
	2	Edu - Enterprise Risk Management (ERM) Pension Peer Group - Sacramento CA	09/22/2019 - 09/25/2019	Attended
Leisha Collins	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
	2	Edu - Association of Public Pension Fund Auditors (APPFA) - Lake Tahoe CA	10/27/2019 - 10/30/2019	Attended
	3	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Christina Logan	1	Edu - Association of Public Pension Fund Auditors (APPFA) - Lake Tahoe CA	10/27/2019 - 10/30/2019	Attended
Kristina Sun	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
Gabriel Tafoya	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
Summy Voong	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
Investments				
Didier Acevedo	1	Admin - Due Diligence of Illiquid Credit Finalist Managers - New York, NY and Chicago, IL	08/27/2019 - 08/29/2019	Attended
	2	Edu - 2019 Latin America Private Equity & Venture Capital Association Summit and Investor Roundtable and LAVCA Venture Investors Annual Meeting - New York NY	09/23/2019 - 09/26/2019	Attended
	3	Admin - Attend Annual General Meetings (AGMs) hosted by Centerbridge, USV, Palladium, and attend Black Diamond's Limited Partner Advisory Committee (LPAC). - New York NY	11/06/2019 - 11/08/2019	Attended
	4	Admin - Meeting with AE Industrial Partners, an existing manager - Cedar City UT	01/07/2020 - 01/08/2020	Attended
	5	Admin - Program review with JPMorgan and Morgan Stanley; meet with potential managers and secondary transaction advisors - New York NY	01/27/2020 - 01/31/2020	Attended
	6	Admin - Due diligence on Canaan Fund XII and Canaan 2020+ - Menlo Park CA	02/10/2020 - 02/11/2020	Attended
Amit Aggarwal	1	Edu - Investors in Non-Listed Real Estate Vehicles (INREV) North America Conference. - New York NY	10/02/2019 - 10/02/2019	Attended
	2	Admin - Site inspections and meeting with perspective managers. - New York NY	10/03/2019 - 10/03/2019	Attended

**STAFF EDUCATION AND TRAVEL REPORT
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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Amit Aggarwal	3	Admin - Due diligence with a potential manager, and attend the LP Advisory meetings and Annual meeting of two existing managers (Aermont and Carlyle Europe). - Longdon, England; Paris, France; Berlin, Germany	11/18/2019 - 11/22/2019	Attended
Kevin Bassi	1	Admin - Due Diligence of Clarion Partners - Seattle WA	10/17/2019 - 10/18/2019	Attended
Calvin Chang	1	Admin - Due diligence on a potential manager. - Chicago IL	11/04/2019 - 11/04/2019	Attended
	2	Admin - Program review with JPMorgan and Morgan Stanley; meet with potential managers and secondary transaction advisors - New York NY	01/27/2020 - 01/31/2020	Attended
	3	Admin - Due diligence on potential managers and attend Excellere Partners' Annual General Meeting and Limited Partner Advisory Committee - Denver CO	03/12/2020 - 03/13/2020	Canceled
Adam Cheng	1	Admin - Due diligence of Syndicated Bank Loan finalist managers (Credit Suisse and Barings) and visit with Brigade Capital Management. - New York, NY and Charlotte, NC	10/16/2019 - 10/17/2019	Attended
	2	Admin - Due diligence of Syndicated Bank Loan finalist manager, Voya. - Scottsdale AZ	10/21/2019 - 10/21/2019	Attended
David Chu	1	Admin - GGV Capital Limited Partner Advisory Committee Roundtable and Private Limited Partner Reception - San Francisco CA	07/25/2019 - 07/25/2019	Attended
	2	Admin - Due diligence on potential and existing managers (MBK Partners, BRV China, Joy Capital); and attend Lilly Asian Ventures annual investor meeting. - Singapore; Hong Kong; Shanghai, China	09/18/2019 - 09/27/2019	Attended
	3	Edu - SuperReturn Asia Conference. - Hong Kong, China	09/23/2019 - 09/26/2019	Attended
	4	Admin - GGV Annual General Meeting and meet with existing managers (AKKR, Lilly Asia Ventures). - Menlo Park CA	10/17/2019 - 10/18/2019	Attended
	5	Admin - Sinovation Limited Partner Advisory Committee (LPAC) and Annual General Meeting (AGM); and meet with prospective managers. - Shanghai and Beijing, China	11/04/2019 - 11/08/2019	Attended
	6	Admin - Meeting with AE Industrial Partners, an existing manager - Cedar City UT	01/07/2020 - 01/08/2020	Attended
	7	Admin - Program review with JPMorgan and Morgan Stanley; meet with potential managers and secondary transaction advisors - New York NY	01/27/2020 - 01/31/2020	Attended
Esmeralda Del Bosque	1	Edu - 2019 Alternative Investments Forum (AIF) Women Investor's Forum - New York NY	09/09/2019 - 09/10/2019	Attended
	2	Edu - Investment Operations Forum at CalSTRS - Sacramento CA	09/24/2019 - 09/24/2019	Attended
	3	Admin - Meeting with State Street - Sacramento CA	09/24/2019 - 09/24/2019	Attended
	4	Admin - Meeting with Meketa - Carlsbad CA	10/18/2019 - 10/18/2019	Attended
	5	Admin - Risk System RFP Search. - San Francisco CA	12/13/2019 - 12/13/2019	Attended
Terra Elijah	1	Admin - Due diligence with a potential Appraisal Management Service Provider - Irvine CA	12/16/2019 - 12/16/2019	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Terra Elijah	2	Admin - Due diligence with a potential Appraiser Management Service Provider - Houston TX	12/17/2019 - 12/18/2019	Attended
Jon Grabel	1	Edu - Public CIO Forum - Detroit MI	09/17/2019 - 09/18/2019	Canceled
	2	Edu - Institutional Limited Partners Association (ILPA) 3rd Annual CIO Symposium - Cambridge MA	09/25/2019 - 09/25/2019	Attended
	3	Edu - Albourne 2019 Client Conference - Philadelphia PA	10/21/2019 - 10/23/2019	Canceled
	4	Admin - 3rd Annual Private Equity and Secondary Investor Summit - New York NY	12/03/2019 - 12/03/2019	Attended
	5	Edu - Institutional Investors Allocator's Choice Awards & Masterclass - New York City NY	12/03/2019 - 12/03/2019	Canceled
	6	Edu - Manager Meeting and SASB 04 IAG Meeting - New York City NY	12/04/2019 - 12/05/2019	Attended
	7	Admin - 2019 CIO Influential Investors Forum and Industry Innovation Awards - New York NY	12/12/2019 - 12/12/2019	Attended
	8	Admin - 2020 AIF Annual Investors' Meeting - New York NY	01/13/2020 - 01/14/2020	Attended
Jeff Jia	1	Admin - Due diligence of Syndicated Bank Loan finalist managers (Credit Suisse and Barings) and visit with Brigade Capital Management. - New York, NY and Charlotte, NC	10/16/2019 - 10/17/2019	Attended
	2	Admin - Due diligence of Syndicated Bank Loan finalist manager, Voya. - Scottsdale AZ	10/21/2019 - 10/21/2019	Attended
	3	Admin - Due diligence with prospective managers for the Equity Factor-Base RFP search and meet with Lazard, an existing manager - New York NY	01/22/2020 - 01/23/2020	Attended
Dale Johnson	1	Admin - Due Diligence with Prospective Manager - Plano TX	08/20/2019 - 08/20/2019	Attended
	2	Edu - 2019 Council of Institutional Investors (CII) Fall Conference - Minneapolis MN	09/16/2019 - 09/18/2019	Attended
	3	Edu- CII Spring 2020 Conference and 35th Anniversary Celebration - Washington D.C. MD	03/09/2020 - 03/11/2020	Canceled
Daniel Joye	1	Admin - Portfolio Manager meeting - Newport Beach CA	02/26/2020 - 02/26/2020	Attended
	2	Edu - PIMCO Client Conference - Newport Beach CA	02/26/2020 - 02/26/2020	Attended
John Kim	1	Edu - Investment Operations Forum at CalSTRS - Sacramento CA	09/24/2019 - 09/24/2019	Attended
	2	Admin - Meeting with State Street - Sacramento CA	09/24/2019 - 09/24/2019	Attended
	3	Admin - Meeting with Meketa - Carlsbad CA	10/18/2019 - 10/18/2019	Attended
	4	Admin - Risk System RFP Search. - San Francisco CA	12/13/2019 - 12/13/2019	Attended
Derek Kong	1	Admin - Due Diligence on potential managers and existing managers (Alchemy SOF, Triton, LivingBridge) - London, England; Paris, France; Amsterdam, Netherlands; Zurich, Switzerland	09/18/2019 - 09/26/2019	Attended
	2	Admin - Due diligence with potential managers and attend the LP Advisory meeting and Annual meeting of LivingBridge. - London, England and Paris, France	10/31/2019 - 11/08/2019	Attended

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Investments				
Derek Kong	3	Admin - Program review with JPMorgan and Morgan Stanley; meet with potential managers and secondary transaction advisors - New York NY	01/27/2020 - 01/31/2020	Attended
	4	Admin - Due diligence with a potential manager and existing managers. - London, England and Berlin, Germany	02/22/2020 - 02/28/2020	Attended
	5	Edu - 2020 SuperReturn Berlin - Berlin, Germany	02/24/2020 - 02/28/2020	Canceled
Vache Mahseredjian	1	Admin - Due Diligence of Illiquid Credit Finalist Managers - New York, NY and Chicago, IL	08/27/2019 - 08/29/2019	Attended
	2	Edu - Big Data, Machine Learning/AI, and Digital Money: How Are They Changing Everything Conference - La Jolla CA	02/03/2020 - 02/03/2020	Attended
John McClelland	1	Edu - Pension Real Estate Association (PREA) Leadership Summit. - West Sacramento CA	09/10/2019 - 09/10/2019	Canceled
	2	Admin - Site inspections with DWS and Varsity. - Washington D.C. MD	10/15/2019 - 10/18/2019	Attended
	3	Edu - Pension Real Estate Association (PREA) 29th Annual Institutional Investor Conference. - Washington D.C. MD	10/16/2019 - 10/18/2019	Attended
Quoc Nguyen	1	Edu - Albourne 2019 Client Conference - Philadelphia PA	10/21/2019 - 10/23/2019	Attended
	2	Admin - Due Diligence with potential managers - New York, NY and Toronto, Ontario (Canada)	01/13/2020 - 01/16/2020	Attended
Cindy Rivera	1	Edu - 2019 Institutional Real Estate, Inc. (IREI) Springboard Conference - Ojai CA	10/01/2019 - 10/03/2019	Attended
Michael Romero	1	Admin - Gateway Empire Industrial site inspection. - Riverside CA	09/25/2019 - 09/25/2019	Attended
	2	Admin - Due diligence with a potential Appraisal Management Service Provider - Irvine CA	12/16/2019 - 12/16/2019	Attended
	3	Admin - Due diligence with a potential Appraiser Management Service Provider - Houston TX	12/17/2019 - 12/18/2019	Attended
Trina Sanders	1	Admin - TPG Real Estate Parnter's Annual Investor Meeting. - New York NY	11/06/2019 - 11/07/2019	Canceled
	2	Admin - Heitman 2019 HAPI Investor Meeting, 2019 AEW Asia Advisory Board Meeting, meet with potential manager(s), and site inspections. - Hong Kong, Singapore, and Tokyo	11/14/2019 - 11/22/2019	Attended
	3	Admin - Due diligence with a potential Appraisal Management Service Provider - Irvine CA	12/16/2019 - 12/16/2019	Attended
	4	Admin - Due diligence with a potential Appraiser Management Service Provider - Houston TX	12/17/2019 - 12/18/2019	Attended
Robert Santos	1	Admin - Due diligence of Syndicated Bank Loan finalist managers (Credit Suisse and Barings) and visit with Brigade Capital Management. - New York, NY and Charlotte, NC	10/16/2019 - 10/17/2019	Attended
	2	Admin - Due diligence of Syndicated Bank Loan finalist manager, Voya. - Scottsdale AZ	10/21/2019 - 10/21/2019	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Ron Senkandwa	1	Admin - Due diligence with prospective managers for the Equity Factor-Base RFP search and meet with Lazard, an existing manager - New York NY	01/22/2020 - 01/23/2020	Attended
David Simpson	1	Admin - Vinci Partners Annual General Meeting and Limited Partner Advisory Committee. Due diligence with potential manager and meet with existing managers (Incline Equity, Sterling IP, Clarion, and One Rock). - New York, NY; Pittsburgh, PA; Westport, CT	09/25/2019 - 09/27/2019	Attended
	2	Admin - Due diligence on a potential manager and attend Annual General Meetings (AGM) and Limited Partner Advisory Committees (LPAC) hosted by One Rock, Sterling Investment Partners, and Siris Capital Group. - New York, NY and Westport, CT	11/11/2019 - 11/15/2019	Attended
	3	Admin - Clarion Capital Annual General Meeting; meet with Lightyear (existing manager) and with a potential manager - New York NY	02/24/2020 - 02/25/2020	Attended
Inga Tadevosyan	1	Admin - Due diligence with a potential Appraisal Management Service Provider - Irvine CA	12/16/2019 - 12/16/2019	Attended
Shelly Tilaye	1	Admin - Attend Annual General Meetings (AGMs) and Limited Partner Advisory Committee (LPACs) hosted by Juggernaut and Vista. Meet with existing manager, Atlantic Street, for an update. - Washington, D.C. and New York, NY	10/22/2019 - 10/25/2019	Attended
	2	Admin - Due diligence on a potential manager - San Francisco CA	02/28/2020 - 02/28/2020	Attended
	3	Admin - Due diligence on Silver Lake - Menlo Park CA	03/03/2020 - 03/03/2020	Attended
	4	Admin - Lightspeed India's annual general meeting - San Francisco CA	03/09/2020 - 03/09/2020	Host Canceled
	5	Admin - 13th Annual Women Private Equity Summit - Dana Point CA	03/11/2020 - 03/13/2020	Canceled
Chad Timko	1	Admin - Due Diligence with Prospective Manager - Plano TX	08/20/2019 - 08/20/2019	Attended
	2	Admin - Due Diligence of Illiquid Credit Finalist Managers - New York, NY and Chicago, IL	08/27/2019 - 08/29/2019	Attended
	3	Admin - Due Diligence with potential managers - New York, NY and Toronto, Ontario (Canada)	01/13/2020 - 01/16/2020	Attended
Edward Wright	1	Admin - Systematic Investment Strategies Symposium as a speaker. - New York NY	11/19/2019 - 11/19/2019	Attended
	2	Admin - Due diligence with prospective managers for the Equity Factor-Base RFP search and meet with Lazard, an existing manager - New York NY	01/22/2020 - 01/23/2020	Attended
Scott Zdrzil	1	Admin - Council of Institutional Board and Committee meetings - Washington D.C. MD	07/31/2019 - 08/01/2019	Attended
	2	Admin - Principles for Responsible Investment Private Equity Advisory Committee Meeting - Paris, France	09/08/2019 - 09/09/2019	Attended
	3	Edu - Annual PRI in Person Conference - Paris, France	09/10/2019 - 09/12/2019	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Investments				
Scott Zdrazil	4	Admin - Council of Institutional Investors (CII) Board of Directors Meeting - Minneapolis MN	09/16/2019 - 09/18/2019	Attended
	5	Admin - Participate with Council of Institutional Investors (CII) and Securities Exchange Commission (SEC) regarding anticipated rulemaking impacting proxy research and corporate governance regulation. - Washington D.C. MD	11/05/2019 - 11/07/2019	Attended
	6	Admin - Stanford Rock Center for Corporate Governance Institutional Investor fall forum. - New York NY	11/13/2019 - 11/14/2019	Attended
	7	Admin - Sustainability Accounting Standards Board Investor Group and Symposium meeting - New York NY	12/02/2019 - 12/05/2019	Attended
	8	Admin - KPMG Board Leadership Conference - Huntington Beach CA	01/07/2020 - 01/07/2020	Attended
	9	Admin - Corporate Directors Panel - Newport Beach CA	01/16/2020 - 01/16/2020	Attended
	10	Admin - Pension Bridge ESG Summit 2020 - San Diego CA	02/10/2020 - 02/11/2020	Attended
	11	Edu- CII Spring 2020 Conference and 35th Anniversary Celebration - Washington D.C. MD	03/09/2020 - 03/11/2020	Canceled
	12	Admin - Securities and Exchange Commission (SEC) and legislative meetings - Washington D.C. MD	03/12/2020 - 03/12/2020	Canceled
Legal Services				
Fern Billingsy	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Frank Boyd	1	Edu - CALAPRS Course in Retirement Disability Administration - Oakland CA	09/19/2019 - 09/19/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Michael Herrera	1	Admin - NAPPA Executive Board Meeting - Jackson WY	10/03/2019 - 10/04/2019	Attended
	2	Edu - National Association of Public Pension Attorneys (NAPPA) Winter Seminar - Tempe AZ	02/19/2020 - 02/21/2020	Attended
Barry Lew	1	Admin - SACRS Legislative Committee - Sacramento CA	07/19/2019 - 07/19/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
	3	Edu - SACRS Legislative Committee - Sacramento CA	01/17/2020 - 01/17/2020	Attended
	4	Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
Cheryl Lu	1	Admin - Program review with JPMorgan and Morgan Stanley; meet with potential managers and secondary transaction advisors - New York NY	01/27/2020 - 01/31/2020	Attended
Jill Rawal	1	Edu - National Association of Public Pension Attorneys (NAPPA) Winter Seminar - Tempe AZ	02/19/2020 - 02/21/2020	Attended
Christine Roseland	1	Edu - Association of Corporate Counsel (ACC) Annual Meeting - Phoenix AZ	10/27/2019 - 10/30/2019	Attended
Elaine Salon	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Member Services				
Joanna Anguiano	1	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Member Services				
Carlos Barrios	1	Edu - 38th ISCEBS Employee Benefits Symposium - New Orleans CA	09/08/2019 - 09/11/2019	Attended
	2	Edu - 2019 National Preretirement Education Association (NPEA) Annual Conference - Naples FL	10/19/2019 - 10/23/2019	Attended
	3	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
	4	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended
Jacqueline Boute	1	Edu - CALAPRS Benefits Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
	2	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended
Sandra Ceci	1	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended
Allan Cochran	1	Edu - ICMI Contact Center Symposium - San Diego CA	11/18/2019 - 11/21/2019	Attended
Renee Copeland	1	Edu - CALAPRS Benefits Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
Beatriz Daryaie	1	Edu - CALAPRS Benefits Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
Jim Hepker	1	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended
Armendina Lejano	1	Edu - CALAPRS Intermediate Retirement Plan Administration - San Jose CA	10/16/2019 - 10/18/2019	Attended
	2	Edu - CALAPRS Advanced Course in Retirement Plan Administration - Oakland CA	12/11/2019 - 12/13/2019	Attended
Alejandro Ochoa	1	Edu - CALAPRS Benefits Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
Persian Petrov	1	Edu - CALAPRS Benefits Roundtable - Oakland CA	09/20/2019 - 09/20/2019	Attended
Kelly Puga	1	Edu - 2019 National Preretirement Education Association (NPEA) Annual Conference - Naples FL	10/19/2019 - 10/23/2019	Attended
Valerie Quiroz	1	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended
Jeff Shevlowitz	1	Edu - 38th ISCEBS Employee Benefits Symposium - New Orleans CA	09/08/2019 - 09/11/2019	Attended
Nga Van	1	Edu - CALAPRS Benefits Round Table - Costa Mesa CA	02/07/2020 - 02/07/2020	Attended
QA & Metrics				
Mary Arenas	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Josielyn Bantugan	1	Edu - IIA's Operational Auditing: Influencing Positive Change 2019 - New York NY	12/03/2019 - 12/04/2019	Attended
Derwin Brown	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
	2	Edu - ASQ Audit Conference 2019 - Orlando FL	10/17/2019 - 10/18/2019	Canceled
	3	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
	4	Edu - Association for Talent Development (ATD) Train-the-Trainer Certificate Class - San Diego CA	12/04/2019 - 12/06/2019	Attended
Calvin Chow	1	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Attended
Arlene Owens	1	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Flora Zhu	1	Edu - ATD Certificate Program - Train the Trainer - Orlando FL	07/08/2019 - 07/10/2019	Attended

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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Retiree Healthcare				
Tionna Fredericks	1	Edu - IIA Institute of Internal Auditors 2019 International Conference - Anaheim CA	07/07/2019 - 07/10/2019	Attended
Leilani Ignacio	1	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Attended
	2	Admin - CVS/Caremark Annual Due Diligence Meeting - Chicago IL	12/16/2019 - 12/18/2019	Attended
Kathy Migita	1	Edu - AHIP National Conferences on Medicare, Medicaid & Dual Eligibles - Washington D.C. MD	09/23/2019 - 09/26/2019	Attended
	2	Admin - Annual Kaiser Due Diligence - Washington D.C. MD	09/27/2019 - 09/28/2019	Attended
	3	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Canceled
	4	Edu - NCPERS 2019 Public Safety Conference - New Orleans LA	10/27/2019 - 10/30/2019	Attended
	5	Admin - Kaiser Permanente - Diligence Meeting - Seattle WA	11/03/2019 - 11/05/2019	Attended
	6	Admin - CVS/Caremark Annual Due Diligence Meeting - Chicago IL	12/16/2019 - 12/18/2019	Attended
	7	Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
	8	Edu - AHIP Annual National Health Policy Conference - Washington D.C. MD	03/18/2020 - 03/19/2020	Host Canceled
Keisha Munn	1	Edu - ICMI Contact Center Symposium - San Diego CA	11/18/2019 - 11/21/2019	Attended
Cassandra Smith	1	Edu - AHIP National Conferences on Medicare, Medicaid & Dual Eligibles - Washington D.C. MD	09/23/2019 - 09/26/2019	Attended
	2	Admin - Annual Kaiser Due Diligence - Washington D.C. MD	09/27/2019 - 09/28/2019	Attended
	3	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Canceled
	4	Edu - NCPERS 2019 Public Safety Conference - New Orleans LA	10/27/2019 - 10/30/2019	Attended
	5	Admin - Kaiser Permanente - Diligence Meeting - Seattle WA	11/03/2019 - 11/05/2019	Attended
	6	Admin - CVS/Caremark Annual Due Diligence Meeting - Chicago IL	12/16/2019 - 12/18/2019	Attended
	7	Edu - NCPERS 2020 Legislative Conference - Washington D.C. MD	01/26/2020 - 01/28/2020	Attended
	8	Edu - AHIP Annual National Health Policy Conference - Washington D.C. MD	03/18/2020 - 03/19/2020	Host Canceled
Letha Williams-Martin	1	Edu - ICMI Contact Center Symposium - San Diego CA	11/18/2019 - 11/21/2019	Attended



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Systems				
James Brekk	1	Edu - IAFCI Annual Training Conference & Exhibitor Show - Raleigh NC	08/26/2019 - 08/30/2019	Attended
	2	Edu - Cyber Threat Intelligence Leadership Forum - Orlando FL	09/16/2019 - 09/17/2019	Canceled
	3	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Roxana Castillo	1	Edu - IFEBP 65th Employee Benefits Conference - San Diego CA	10/20/2019 - 10/23/2019	Attended
	2	Edu - SACRS 2019 Fall Conference - Monterey CA	11/12/2019 - 11/15/2019	Attended
Irwin Devries	1	Admin - LACERA Co-location Lan Migration to new circuit - Mesa AZ	08/28/2019 - 08/28/2019	Attended
Francisco Jaranilla	1	Edu - Great Plains (Dynamics) User Group Summit - Orlando FL	10/15/2019 - 10/18/2019	Attended



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**



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**

Stress and Cardiovascular Diseases

Vito M. Campese, MD

**Professor Emeritus of Medicine
Division of Nephrology and Hypertension
Co-Director USC/UKRO Kidney Research Center
Keck School of Medicine, USC
Los Angeles**

May 14, 2020

Components of CVD Risk Stratification in Hypertensive Patients

Major Risk Factors

- Smoking
- Dyslipidemia
- Diabetes
- Age >60 years old
- Gender (men and postmenopausal women)
- Family History of CVD
- Proteinuria/CKD

Target Organ Damage

- Heart Disease
 - LVH
 - Angina or prior MI
 - Prior coronary revascularization
 - CHF
- Stroke or TIA
- Nephropathy
- Peripheral Arterial Disease
- Retinopathy

Stress and Cardiovascular Disease

- Psychological stress is increasingly recognized as an important and potentially modifiable factor in cardiovascular disease
- Stress can cause or accelerate cardiovascular disease via:
 - an increase of blood pressure,
 - facilitating atherosclerosis
 - alteration of endothelial function
 - Change in dietary habits
 - physiological changes (Ex. reduced willingness to exercise)

Stress and HTN

- Acute stressors (fear, alarm reaction, exercise, sexual activity) cause a temporary elevation of BP via stimulation of the central nervous system
- Prolonged stress on the job may lead to repeated blood pressure elevations, which may result in sustained hypertension
- This is more likely to occur in subjects with genetic predisposition, or co-existence of other risk factors, obesity, high salt intake, high cholesterol, smoking)

Stress and HTN

- In a study of over 300 men aged 45-59, high anxiety ratings based on the Framingham tension scale at the time of initial evaluation proved surprisingly predictive for future hypertension.
- Baseline systolic pressure and anxiety level scores had the greatest prognostic significance.

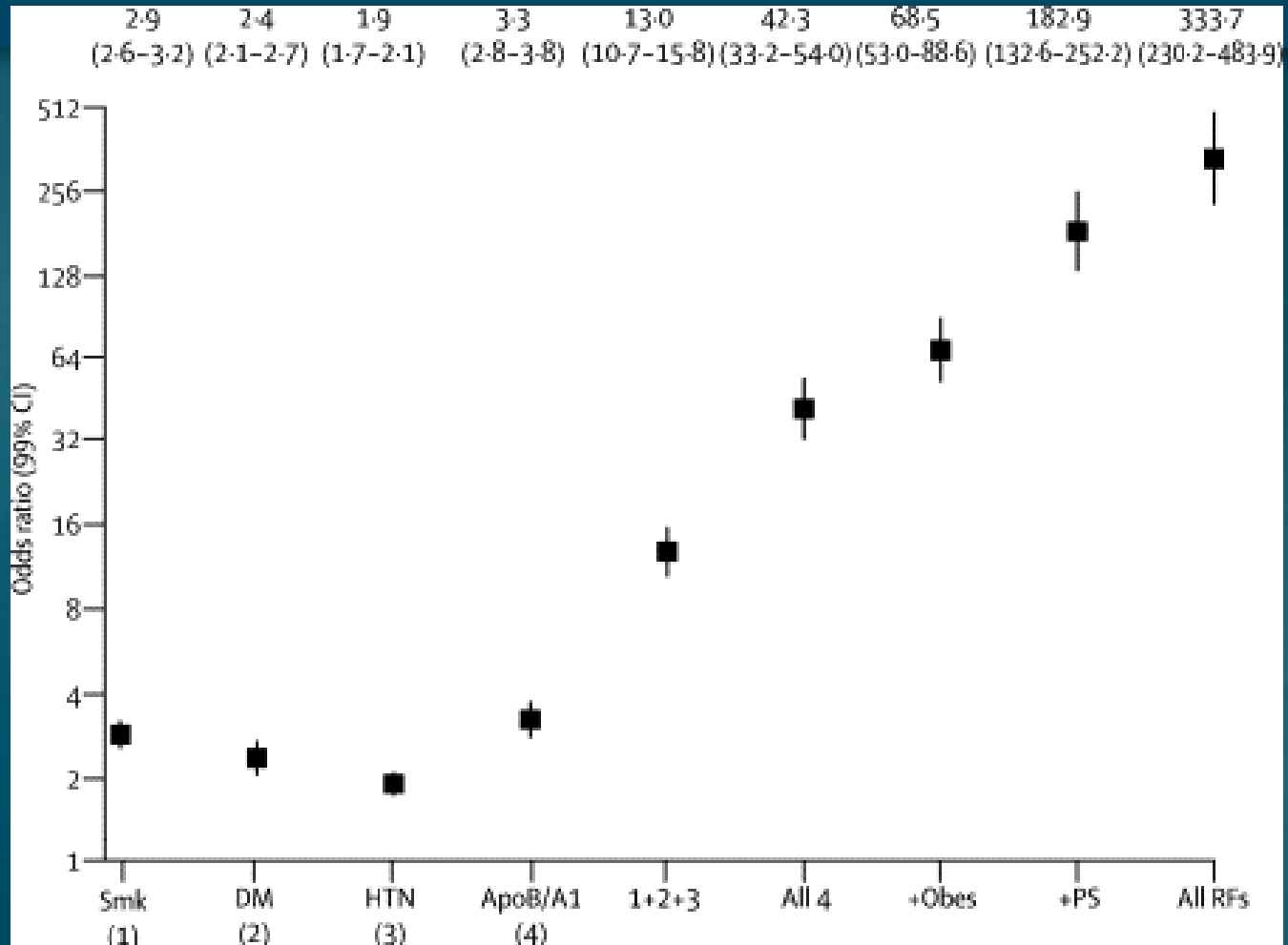
The INTERHEART Study

- Case-control study in 52 countries, 15,152 cases and 14,820 controls enrolled
- The relation of smoking, Hx of HTN, diabetes, waist/hip ratio, dietary patterns, physical activity, alcohol, Apo B/A ratio, and psychological factors with risk of acute MI were evaluated
- Smoking, raised Apo B/A ratio, HTN, diabetes, abdominal obesity, psychological factors (OR: 2.67) increased the risk of MI
- ‘Moderate alcohol intake, consumption of fruit and vegetables and physical activity reduced the risk

The INTERHEART Study

- **Psychological Stress at Work or at Home (feeling irritable, filled with anxiety, sleeping difficulties). , Scale 0-4 from never to permanent**
- **Financial stress**
- **Locus of control: perceived ability to control life circumstances**
- **Depression**

Figure 2



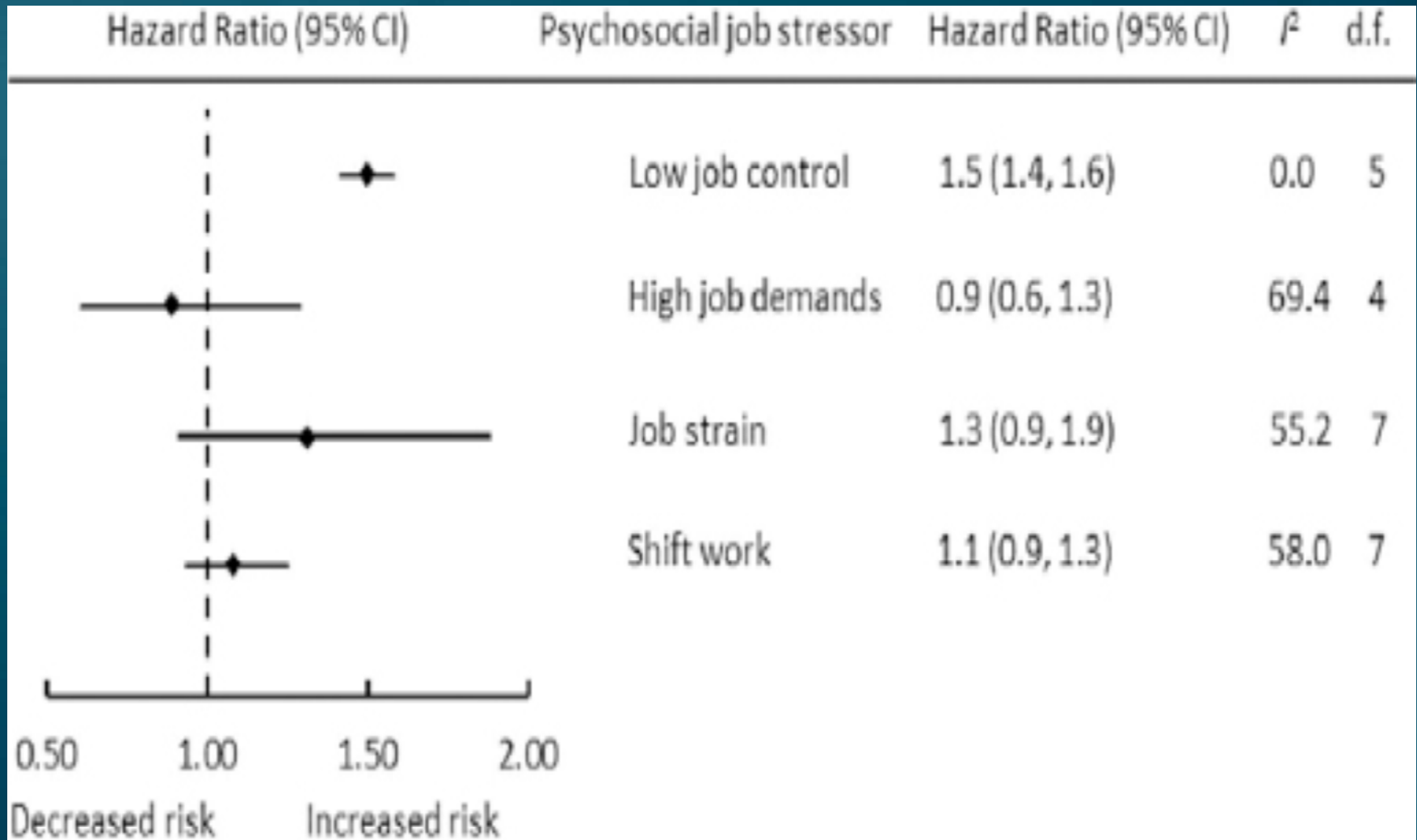
Stress and Cardiovascular Disease

A meta-analysis

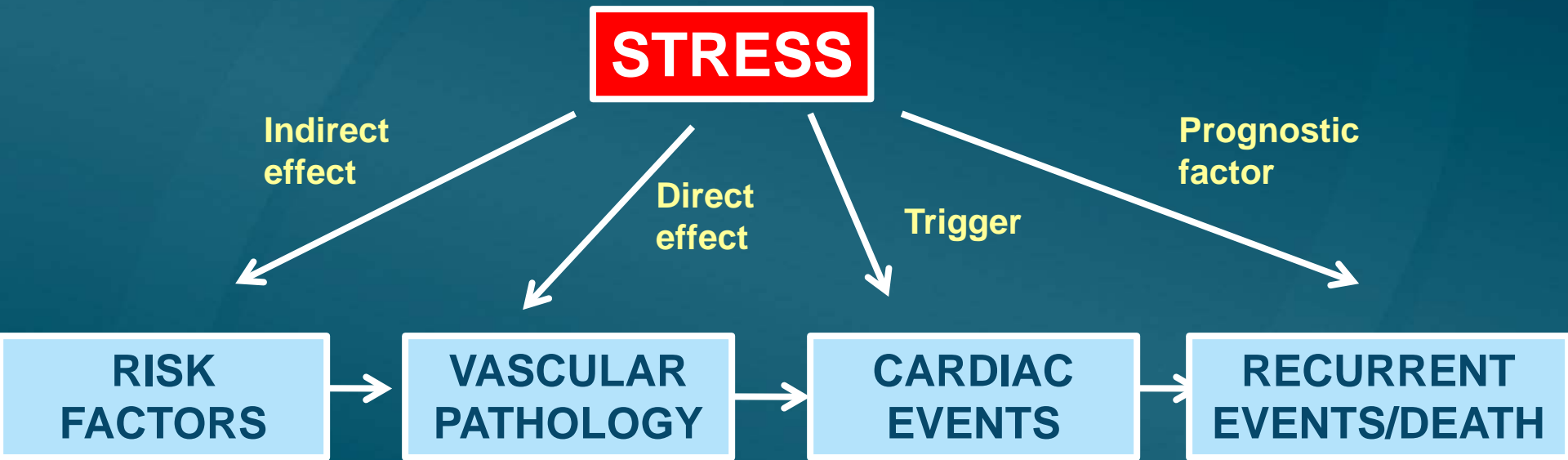
- Fourteen prospective cohort studies were identified. for a total of 83 014 employees
- The age- and gender-adjusted relative risk of CHD for *high versus low job strain* was 1.43
- The age- and gender-adjusted risk ratio for a combination of *high efforts and low rewards* was 1.58
- For *organizational injustice*, the age- and gender-adjusted risk was 1.62 (95% CI 1.24–2.13)

Scand J Work Environ Health 2006;32::431-442

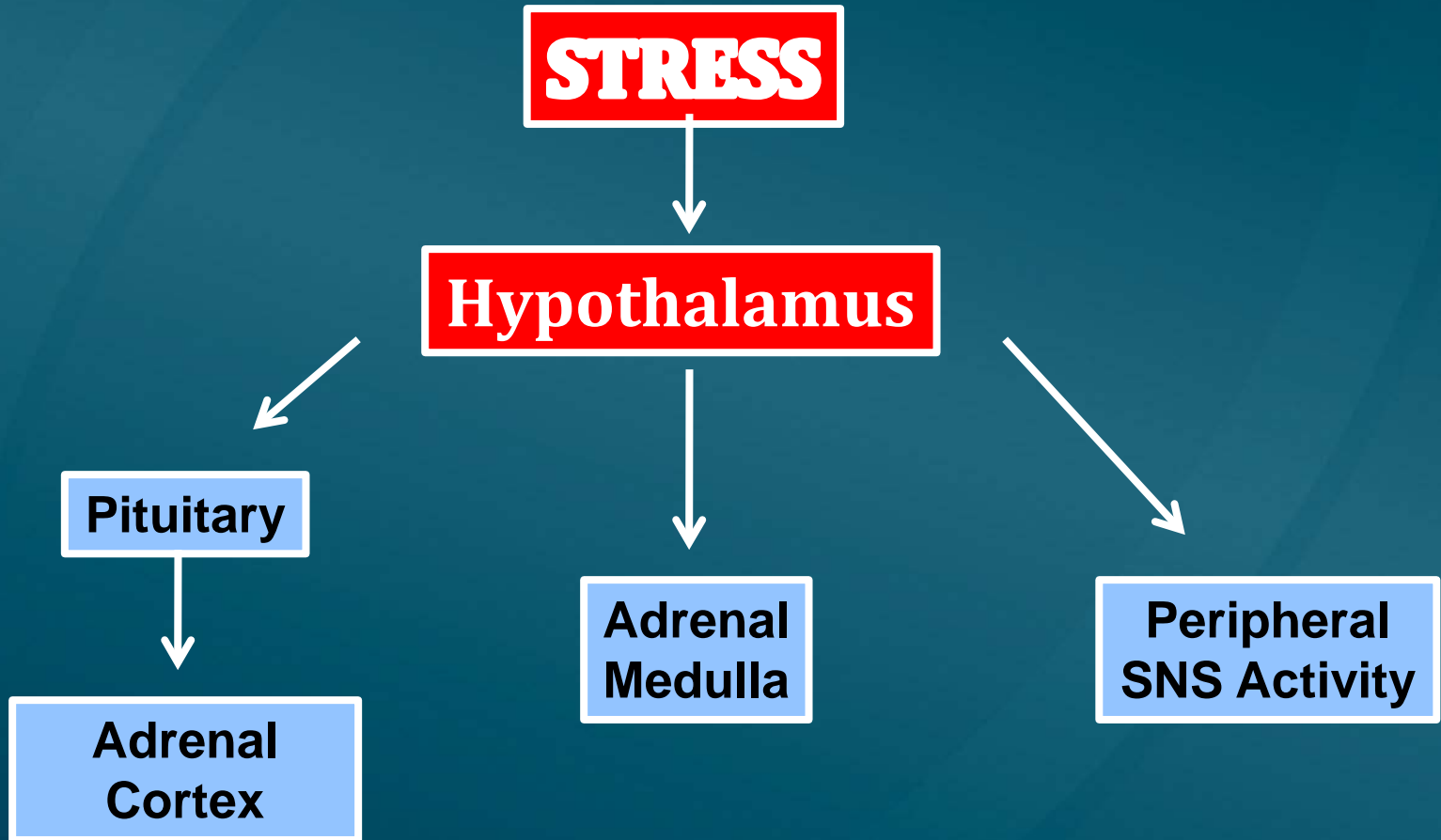
Psychological Work Stressors and CHD



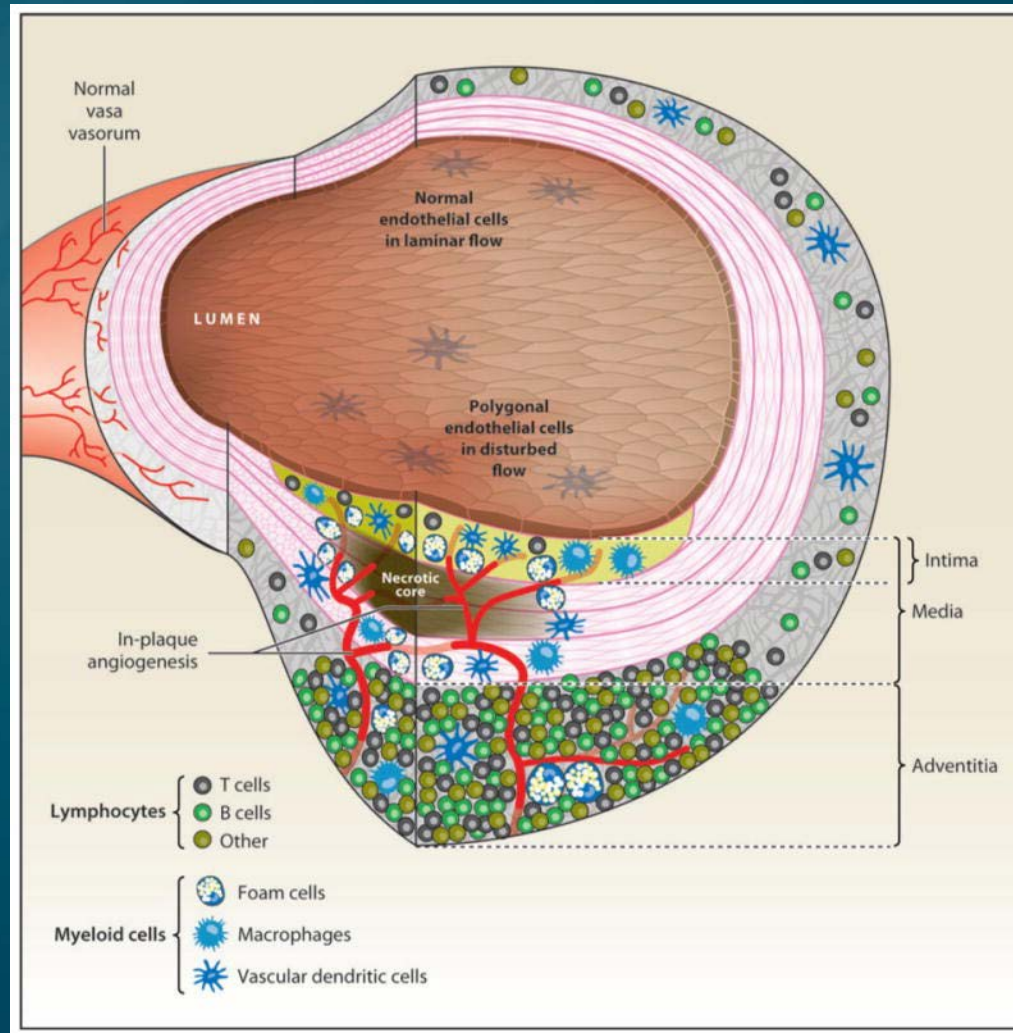
STRESS AND CV DISEASE



STRESS And Neuro-Hormonal Activation



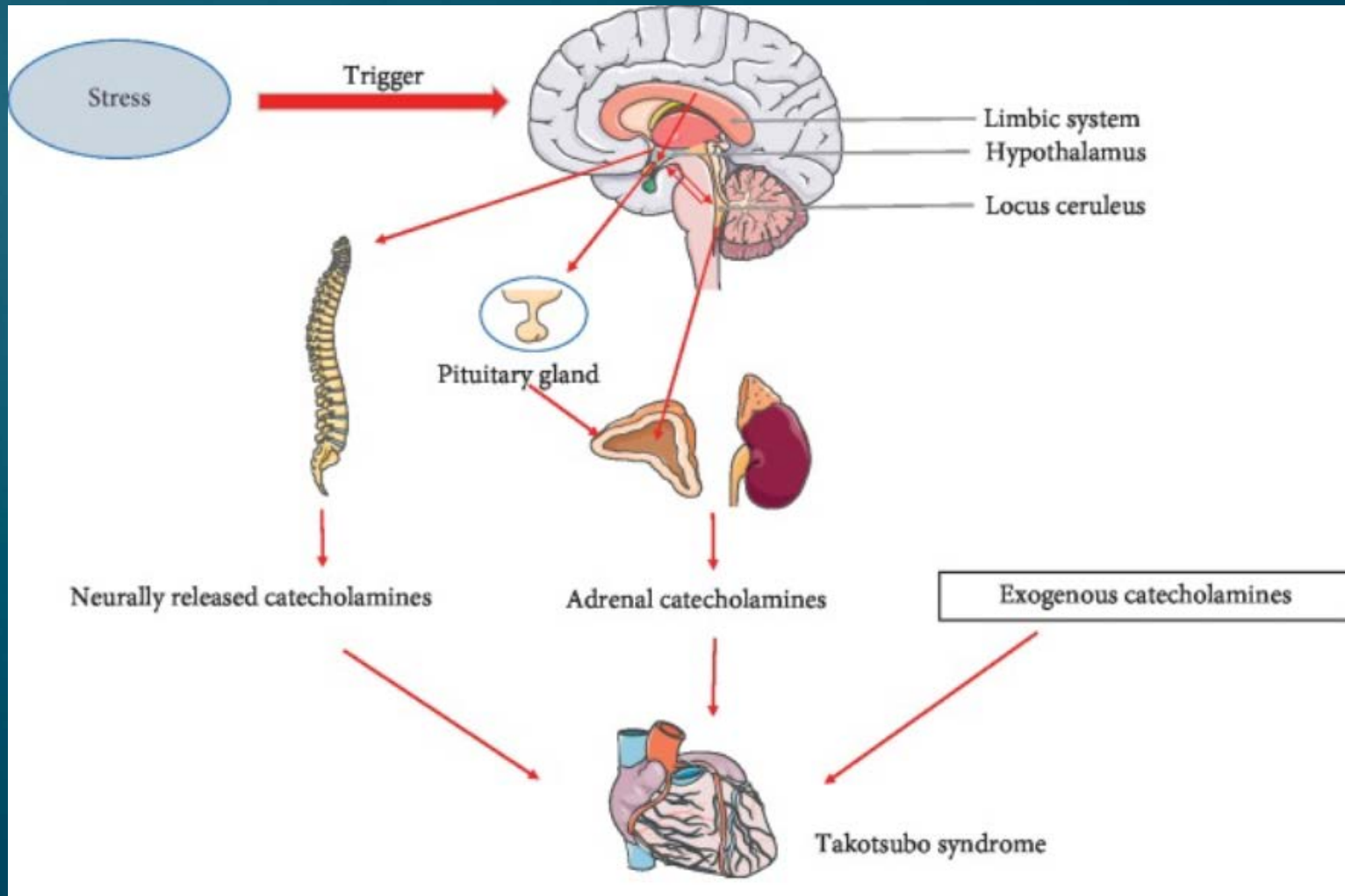
Immune and Inflammatory Mechanisms of Atherosclerosis



Brain-Heart Connection in Takotsubo Syndrome

- Takotsubo syndrome (TTS), also known as stress cardiomyopathy, is a type of acute heart failure syndrome triggered by intense psychological or physiological stress.
- TTS typically manifests as acute chest pain, dyspnea or syncope that mimics an acute myocardial infarction but does not involve coronary artery obstruction.
- The current understanding of the pathogenesis of TTS suggests that sympathetic nervous system (SNS) activation plays a central role.

Brain-Heart Connection in Takotsubo Syndrome



How to Measure Stress

- A number of scales have been developed to rate the degree of **stress** that a person is experiencing.
- Some scales evaluate stress by taking into account the number of life-altering or significant changes (both positive and negative) that an individual is facing - **Stressors**
- Some are based upon a person's **perceived level of stress** or symptoms that they may be experiencing, such as worrying, sleeplessness, etc.
- ***The Perceived Stress Scale (PSS)*** is the most widely used psychological instrument for measuring the perception of stress. It is a measure of the degree to which situations in one's life are appraised as stressful.

Perceived Stress Scale

- In the last month, how often have you been upset because of something that happened unexpectedly?
- In the last month, how often have you felt that you were unable to control the important things in your life?
- In the last month, how often have you felt nervous and “stressed”?
- In the last month, how often have you felt confident about your ability to handle your personal problems?
- In the last month, how often have you felt that things were going your way?.....
- In the last month, how often have you found that you could not cope with all the things that you had to do?
- In the last month, how often have you been able to control irritations in your life?
- In the last month, how often have you felt that you were on top of things?..
- In the last month, how often have you been angered because of things that were outside of your control?.....
- In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?

Stress at Work vs. Stress Outside of Work

- Hours in 1 year: 9760
- Hours at work: 1920 (based on a 40 h/week x 48 wks) -
= 21%
- Hours off work: **8840 = 79%**

Stress Cross-Over

- **Stress at home could be carried over to work and vice-versa**

STRESS in the Work-Place

- Stress responses arise when demands on people exceeds their adaptive capacity
- Individuals differences exist in how well people cope with challenges or losses in their lives
- “Job-strain” situations:
 - high demand
 - low level of control
 - low social support
 - imbalance between effort and reward



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