IN PERSON & VIRTUAL BOARD MEETING

This meeting will be held following the Committee scheduled prior.



TO VIEW VIA WEB



TO PROVIDE PUBLIC COMMENT

Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit the above link and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

Attention: If you have any questions, you may email PublicComment@lacera.com. If you would like to make a public comment during the board meeting, review the Public Comment instructions.

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

AGENDA

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

300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

9:00 A.M., WEDNESDAY, DECEMBER 6, 2023*

This meeting will be conducted by the Board of Retirement both in person and by teleconference under California Government Code Sections 54953 (f).

Any person may view the meeting in person at LACERA's offices or online at https://LACERA.com/leadership/board-meetings.

The Board may take action on any item on the agenda, and agenda items may be taken out of order.

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449, California Government Code Section 54953 (f)
 - A. Just Cause
 - B. Action on Emergency Circumstance Requests
 - C. Statement of Persons Present at AB 2449 Teleconference Locations
- IV. APPROVAL OF THE MINUTES
 - A. Approval of the Minutes of the Regular Meeting of November 1, 2023
- V. PUBLIC COMMENT

(Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit https://LACERA.com/leadership/board-meetings and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

If you select oral comment, we will contact you via email with information and instructions as to how to access the meeting as a speaker. You will have up to 3 minutes to address the Board. Oral comment request will be accepted up to the

V. PUBLIC COMMENT (Continued)

close of the Public Comment item on the agenda.

If you select written comment, please input your written public comment or documentation on the above link as soon as possible and up to the close of the meeting. Written comment will be made part of the official record of the meeting. If you would like to remain anonymous at the meeting without stating your name, please leave the name field blank in the request form. If you have any questions, you may email PublicComment@lacera.com.)

VI. EXECUTIVE UPDATE

- A. LACERA All Stars
- B. Member Spotlight
- C. Chief Executive Officer's Report

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VIII. CONSENT ITEMS

- A. H.R. 4260—Public Servants Protection and Fairness Act of 2023
 Recommendation as submitted by Les Robbins, Chair, Insurance,
 Benefits and Legislative Committee: That the Board adopt a "Support"
 position on H.R. 4260, which would enact the "Public Servants
 Protection and Fairness Act of 2023."
 (Memo dated November 14, 2023)
- B. H.R. 5342 Equal Treatment of Public Servants Act of 2023
 Recommendation as submitted by Les Robbins, Chair, Insurance,
 Benefits and Legislative Committee: That the Board adopt a "Support"
 position on H.R. 5342, which would enact the "Equal Treatment of
 Public Servants Act of 2023." (Memo dated November 15, 2023)

C. Federal Engagement – Visit with Congress

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board: 1) Approve a visit with Congress by Board trustees as designated by the Chair of the Board of Retirement and by staff as designated by the Chief Executive Officer during the week of January 22, 2024, in Washington, D.C.; and 2) Approve reimbursement of all travel costs incurred in accordance

VIII. CONSENT ITEMS (Continued)

with LACERA's Trustee Travel Policy. (Memo dated November 16, 2023)

D. LACERA Policy for Processing Disability Retirement Applications and Appeals Filed by Internal and Internal-Related Applicants

Recommendation as submitted by Alan Bernstein, Chair, Operations Oversight Committee: That the Board adopt the LACERA Policy for Processing Disability-Retirement Applicants and Appeals filed by Internal and Internal-Related Applicants.

(Memo dated November 16, 2023)

E. Revised Trustee Education and Travel Policies

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board approve the revised Trustee Education and Travel Policies. (Memo dated November 17, 2023)

F. Chief Executive Officer Salary Designation Authority Upon Appointment of External Candidates

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board approve amendments to the LACERA portion of the Los Angeles County Salary Ordinance, Sections 6.127.040 M 1 for Tier I and 6.127.040 P 1 for Tier II, to permit LACERA's Chief Executive Officer (CEO) to designate a Salary upon appointment of persons not employed by the County or LACERA to positions at any rate or step within the applicable Salary range, provided that for Tier I, as is currently provided for Tier II, the CEO makes a written finding based on factors to justify hiring above the minimum Salary range and with periodic reporting to the Boards, and further recommend implementation of the amendments. (Memo dated November 17, 2023)

G. Document Processing Center Classification and Compensation Study

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board approve the proposed classification and compensation changes be approved for implementation, including prompt incorporation of the changes into the County Salary Ordinance: Title change, description revision and

VIII. CONSENT ITEMS (Continued)

salary change for the Document Processing Coordinator, LACERA classification, and Title change, description revision and salary change for the Document Processing Assistant, LACERA classification. (Memo dated November 17, 2023)

H. Ratification of Service Retirement and Survivor Benefit Application Approvals

Recommendation that the Board approve the service retirements and survivor benefit applications received as of November 28, 2023, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated November 28, 2023)

Appeal(s) for the Board of Retirement's Meeting of December 6, 2023

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement grant the appeal(s) and request(s) for administrative hearing received from the following member(s) and direct the Disability Retirement Services Manager to refer each case to a referee: La'Keyta Parker. (Memo dated November 21, 2023)

J. Service Provider Invoice Approval Request

Recommendation as submitted by Tamara Caldwell, Division Manager, Disability Retirement Services: That the Board of Retirement approve the service provider invoice for Mark Ganjianpour, M.D. (Memo dated November 19, 2023)

IX. EXCLUDED FROM CONSENT ITEMS

X. NON-CONSENT ITEMS

A. Board of Retirement and Board of Investments 2024 Meeting Calendar

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board review the 2024 meeting and education calendar and consider rescheduling meeting dates that may conflict with a holiday and/or the potential of a lack of quorum. (Memo dated November 28, 2023)

X. NON-CONSENT ITEMS (Continued)

B. Information Systems Acceptable Use and Mobile Device Policies for Trustees

Recommendation as submitted by Herman B. Santos, Chair, Joint Organizational Governance Committee: That the Board approve the Acceptable Use Bring Your Own Device (BYOD) Policy. (Memo dated November 17, 2023)

C. Chief Executive Officer Compensation

Recommendation as submitted by Shawn Kehoe, Chair, Board of Retirement and Gina Sanchez, Chair, Board of Investments: That the Board discuss salary adjustments for the Chief Executive Officer, Santos H. Kreimann, effective October 1, 2023; and discuss a 3% cost of living adjustment (COLA) for the Chief Executive Officer, Santos H. Kreimann, effective January 1, 2024. (Memo dated December 1, 2023)

XI. REPORTS

A. Presentation on FPPC Form 700 e-Filing for Trustees

Jessica Rivas, Staff Counsel (Presentation) (Memo dated November 28, 2023)

B. AB 1020 Presumptions

Frank Boyd, Senior Staff Counsel (Presentation)

C. Fiscal Year 2023-24 Mid-Year Budget Adjustments

Laura Guglielmo, Assistant Executive Officer (For Information Only) (Memo dated November 16, 2023)

D. Fiscal Year 2022-23 Final Budget Control Report

Laura Guglielmo, Assistant Executive Officer (For Information Only) (Memo dated November 17, 2023)

E. Semi-Annual Interest Crediting for Reserves as of June 30, 2023 (Audited)

Ted Granger, Interim Chief Financial Officer (For Information Only) (Memo dated October 24, 2023)

XI. REPORTS (Continued)

F. Monthly Trustee Travel & Education Reports – October 2023 Fiscal Year 2023-24 1st Quarter Trustee Travel & Education Expenditure Reports

Fiscal Year 2023-24 1st Quarter Staff Travel Report

Ted Granger, Interim Chief Financial Officer (Public memo dated November 21, 2023) (Confidential memo dated November 21, 2023 - Includes Pending Travel)

G. Report of Compensation Earnable and Pensionable Compensation

Elaine K. Salon, Interim Senior Staff Counsel (For Information Only) (Memo dated November 14, 2023)

H. Application Processing Time Snapshot Reports

Tamara Caldwell, Division Manager (For Information Only) (Memo dated November 19, 2023)

I. Fiduciary Counsel Self-Assessment

Steven P. Rice, Chief Counsel (For Information Only) (Memo dated November 28, 2023) (Privileged and Confidential/Attorney-Client Communication/Attorney Work Product)

J. November 2023 Fiduciary Counsel Contact and Billing Report Steven P. Rice, Chief Counsel (For Information Only) (Memo dated November 28, 2023) (Privileged and Confidential/Attorney-Client Communication/Attorney Work Product)

XII. ITEMS FOR STAFF REVIEW

(This item summarizes requests and suggestions by individual trustees during the meeting for consideration by staff. These requests and suggestions do not constitute approval or formal action by the Board, which can only be made separately by motion on an agendized item at a future meeting.)

XIII. ITEMS FOR FUTURE AGENDAS

(This item provides an opportunity for trustees to identify items to be included on a future agenda as permitted under the Board's Regulations.)

December 6, 2023 Page 7

XIV. GOOD OF THE ORDER (For Information Purposes Only)

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

- A. Applications for Disability
- B. Disability Retirement Appeals

XVI. EXECUTIVE SESSION

A. Potential Threats to Public Services or Facilities (Pursuant to Subdivision (a) of California Government Code Section 54957)

Consultation with: LACERA Chief Executive Officer Santos H. Kreimann, Deputy Chief Executive Officer Luis Lugo, Assistant Executive Officers JJ Popowich and Laura Guglielmo, Chief, Information Technology Kathy Delino, Information Security Officer Chaitanya Errande, and Other LACERA Staff.

B. Conference with Legal Counsel – Anticipated Litigation
 Initiation of Litigation
 (Pursuant to Paragraph (4) of Subdivision (d) of California Government
 Code Section 54956.9)

Number of Cases: 1 (Memo dated November 29, 2023)

C. Public Employee Performance Evaluation (Pursuant to Paragraph (1) of Subdivision (b) of California Government Code Section 54957)

Title: Chief Executive Officer

XVI. ADJOURNMENT

*Although the meeting is scheduled for 9:00 a.m., it can start anytime thereafter, depending on the length of the Committee meeting preceding it.

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 Trustees 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 and will also be posted on lacera.com at the same time, <u>Board Meetings | LACERA</u>.

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@Jacera.com, but no later than 48 hours prior to the time the meeting is to commence.

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

300 N. LAKE AVENUE, SUITE 810, PASADENA, CA 91101

9:00 A.M., WEDNESDAY, NOVEMBER 1, 2023

This meeting was conducted by the Board of Retirement both in person and by teleconference under California Government Code Sections 54953 (f).

TRUSTEES PRESENT:

Shawn R. Kehoe, Chair

Alan Bernstein, Vice Chair

Elizabeth Ginsberg, Alternate Ex-Officio Trustee attending for Keith Knox, Ex-Officio Trustee

Vivian H. Gray, Secretary

Jason E. Green (Joined the meeting at 9:51 a.m.)

JP Harris (Alternate Retired)

Ronald Okum

Les Robbins

Herman Santos

TRUSTEES ABSENT:

Antonio Sanchez

Elizabeth Greenwood

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

Luis A. Lugo, Deputy Chief Executive Officer

STAFF ADVISORS AND PARTICIPANTS (Continued)

Jonathan Grabel, Chief Investment Officer Jude Perez, Deputy Chief Investment Officer JJ Popowich, Assistant Executive Officer Laura Guglielmo, Assistant Executive Officer Steven P. Rice, Chief Counsel Francis J. Boyd, Senior Staff Counsel Jasmine Bath, Senior Staff Counsel Elaine Salon, Interim Senior Staff Counsel Dr. Glenn Ehresmann, Medical Advisor Chait Errande, Information Security Officer Ted Granger, Interim Chief Financial Officer Barry W. Lew, Legislative Affairs Officer Carly Ntoya, Human Resources Director Ricki Contreras, Disability Retirement Services Manager Tamara Caldwell, Disability Retirement Specialist Supervisor Vickie Neely, Disability Retirement Specialist Supervisor Kerri Wilson, Disability Retirement Specialist Supervisor Hernan Barrientos, Disability Retirement Specialist Supervisor Ricardo Salinas, Disability Retirement Specialist Supervisor Vincent Lim, Disability Litigation Manager

STAFF ADVISORS AND PARTICIPANTS (Continued)

Craig Glyde, Milliman

Nick Collier, Milliman

Naomi Padron, MKP Government Relations

I. CALL TO ORDER

The meeting was called to order by Chair Kehoe at 9:20 a.m. in the Board Room of Gateway Plaza.

II. PLEDGE OF ALLEGIANCE

Ms. Gray led the Trustees and staff in reciting the Pledge of Allegiance.

III. PROCEDURE FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449, California Government Code Section 54953 (f)

- A. Just Cause
- B. Action on Emergency Circumstance Requests
- C. Statement of Persons Present at AB 2449 Teleconference Locations

No requests were received for (A) Just Cause or (B) Emergency Circumstances.

IV. APPROVAL OF THE MINUTES

A. Approval of the Minutes of the Regular Meeting of October 5, 2023

Trustee Okum made a motion, Trustee Robbins seconded, to approve the Minutes of the Regular Meeting of October 5, 2023. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Kehoe, Okum, Robbins, Santos

Abstain: Gray

Absent: Greenwood, Sanchez

V. PUBLIC COMMENT

There were no requests from the public to speak.

V. EXECUTIVE UPDATE

A. LACERA All Stars

Mr. Popowich announced the winners for the month: Cynthia Martinez, John Kim, Lisa Garcia, and Veronica Yi-Martinez.

B. Member Spotlight

Mr. Popowich recognized LACERA member, Tyrone Brown.

C. Chief Executive Officer's Report

Mr. Kreimann provided a brief presentation on the Chief Executive Officer's Report and answered questions from the Board.

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement

Service-Connected Disability Applications

On a motion by Trustee Kehoe, seconded by Trustee Bernstein, the Board of Retirement approved 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.

<u>APPLICATION NO.</u>	<u>NAME</u>	
200E	KAUFMAN, MICHAEL	
201E	RADOVIC, PETER	
202E	BUTTS, GARY	
203E	PARKS, BRIAN	
204E	MANNING, ROBERT	
205E	WELCH, RICHARD	
206E*	ANDERSON, JUDY	
207E	ALVARADO, ARMANE	00
208E	HERNANDEZ, DAVID	

^{*}Granted SCD – Employer Cannot Accommodate

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

<u>Safety Law Enforcement (Continued)</u> Service-Connected Disability Applications

APPLICATION NO.	<u>NAME</u>
209E	RIDDLE, ERIK
210E	MORRIS, DANIEL
211E*	RHODES, TAB
212E	CAMPANA, TAMECA
213E	MULLER, BRIAN
214E	BUSCH, RICHARD

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Kehoe, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

Safety Fire, Lifeguards
Service-Connected Disability Applications

On a motion by Trustee Okum, seconded by Trustee Bernstein, the Board of Retirement approved 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.

APPLICATION NO.	<u>NAME</u>
1750B	BURSEY, ALLEN
1751B	APPLEGATE, KEVIN
1752B	ANZAI, WESLEY
1753B	LOWELL, JEFFREY
1754B**	DAVEY, CAMERON
1755B	ROBINSON, JAMES
1756B**	GILMAN, TIMOTHY
1757B	ARGUELLES, EDDIE
1758B**	HOLDEN, DOMINIQUE
1759B*	WHITTLE, ANTHONY

^{*}Granted SCD – Employer Cannot Accommodate

^{**}Granted SCD - Retroactive

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

<u>Safety Fire, Lifeguards</u> (Continued) <u>Service-Connected Disability Applications</u>

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Kehoe, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

General Members

Service-Connected Disability Applications

On a motion by Trustee Santos, seconded by Trustee 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.

APF	PLICATION NO.	<u>NAME</u>
	2650C	GAMEZ, ANA
	2651C*	CROSBY, JANICE
	2652C	SANCHEZ, JOSE
	2653C**	MORGAN-MITCHELL, TRACY
	2654C***	KIDD, ROCHELLE
	2655C	WEINREICH, ROBERT III
	2656C***	CORTES, JENNYLYN
	2657C*	PEARSON, JAMES

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Kehoe, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

^{*}Granted SCD – Employer Cannot Accommodate

^{**}Granted SCD - Retroactive Since the Employer Cannot Accommodate

^{***}Granted SCD - Retroactive

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members

Nonservice-Connected Disability Applications

On a motion by Trustee Santos, seconded by Trustee Okum, the Board of Retirement made a motion to approve a nonservice-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.

APPLICATION NO. 4500

NAME HARRIS, RONALD

VII. CONSENT ITEMS

On a motion by Trustee Bernstein, Trustee Harris seconded, to approve consent items A-F. The motion passed by the following roll call vote:

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Kehoe, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

A. H.R. 82 – Social Security Fairness Act of 2023

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board adopt a "Support" position on H.R. 82, which would enact the "Social Security Fairness Act of 2023." (Memo dated October 17, 2023)

B. S. 597 – Social Security Fairness Act

Recommendation as submitted by Les Robbins, Chair, Insurance, Benefits and Legislative Committee: That the Board adopt a "Support" position on S. 597, which would enact the "Social Security Fairness Act." (Memo dated October 18, 2023)

C. Request for Proposal - Member Experience Communications Platform

Recommendation as submitted by Alan Bernstein, Chair, Operations Oversight Committee: That the Board authorize staff to issue a Request for Proposal for software and consulting services to procure,

VIII. CONSENT ITEMS (Continued)

configure, customize and implement a Member Experience Communications Platform for LACERA. (Memo dated October 11, 2023)

D. Ratification of Service Retirement and Survivor Benefit Application Approvals

Recommendation that the Board approve the service retirements and survivor benefit applications received as of October 24, 2023, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated October 24, 2023)

E. Compensation Earnable and Pensionable Compensation

Recommendation as submitted by Elaine K. Salon, Interim Senior Staff Counsel: That the Board 1. Adopt Resolutions, No. 2023-BR009, and No. 2023-BR010, specifying pay items as included and excluded from the definitions of "compensation earnable" and "pensionable compensation." 2. Instruct staff to coordinate with the Auditor-Controller to establish necessary reporting mechanism and procedures to permit LACERA to include or exclude these items when calculating final compensation. (Memo dated October 17, 2023)

F. Appeal(s) for the Board of Retirement's Meeting of November 1, 2023

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board of Retirement grant the appeal(s) and request(s) for administrative hearing received from the following member(s) and direct the Disability Retirement Services Manager to refer each case to a referee: Doris Ticsay. (Memo dated October 20, 2023)

IX. EXCLUDED FROM CONSENT ITEMS

There were no items excluded from Consent items.

X. NON-CONSENT ITEMS

A. Board Approval of Appointment to a Special Step Placement for the CEO's Proposed Appointee for Senior Staff Counsel, LACERA (Benefits) – Jean J. Kim

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve the appointment to a Special Step Placement for the Chief Executive Officer's proposed appointee for the position of Senior Staff Counsel, LACERA (Benefits) – Jean J. Kim LS 16 (Step 18, \$274,297.32/annual). (Memo dated October 25, 2023)

On a motion by Trustee Santos, seconded by Trustee Harris, to approve staff's recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Kehoe, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

B. Provide Voting Directions on SACRS 2024 Legislative Platform Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Board direct its voting delegate to vote YES on sponsorship by the State Association of County Retirement Systems (SACRS) of an omnibus bill for the SACRS 2024 legislative platform. (Memo dated October 19, 2023)

On a motion by Trustee Santos, seconded by Trustee Harris, to approve staff's recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Kehoe, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

XI. REPORTS

A. PEPRA Impact Presentation

Santos H. Kreimann, Chief Executive Officer

XI. REPORTS (Continued)

(This item was held following Item XI. B.)

Ted Granger, Interim Chief Financial Officer Nick Collier, Consulting Actuary, Milliman Craig Glyde, Consulting Actuary, Milliman (Presentation) (Memo dated October 23, 2023)

Mr. Granger and Messrs. Collier and Glyde of Milliman provided a presentation to the Board. This item was received and filed.

B. State Legislative Update

Barry W. Lew, Legislative Affairs Officer Naomi Padron, MKP Government Relations (Presentation) (Memo dated October 20, 2023)

(This item was held prior to Item XI. A.) (Trustee Green joined the meeting at 9:51 a.m.)

Ms. Padron of MKP Government Relations provided a presentation to the Board. This item was received and filed.

C. Monthly Status Report on Legislation

Barry W. Lew, Legislative Affairs Officer (For Information Only) (Memo dated October 18, 2023)

This item was received and filed.

D. **Tier I Merit Salary Adjustment and Tier II Step Advancement**Santos H. Kreimann, Chief Executive Officer (For Information Only) (Memo dated October 25, 2023)

This item was received and filed.

E. Report on Compensation Earnable and Pensionable Compensation

Elaine K. Salon, Interim Senior Staff Counsel (For Information Only) (Memo dated October 11, 2023)

This item was received and filed.

XI. REPORTS (Continued)

F. 2023 Quarterly Reports of Paid Invoices

Ricki M. Contreras, Division Manager, Disability Retirement Services (For Information Only) (Memo dated October 17, 2023) (Attachment to Memo is Confidential)

This item was received and filed.

G. Monthly Trustee Travel & Education Reports – September 2023 Ted Granger, Interim Chief Financial Officer (Public memo dated October 19, 2023) (Confidential memo dated October 19, 2023 - Includes Pending Travel)

This item was received and filed.

H. October 2023 Fiduciary Counsel Contract and Billing Report
 Steven P. Rice, Chief Counsel
 (For Information Only) (Memo dated October 23, 2023)
 (Privileged and Confidential/Attorney-Client Communication/Attorney Work Product)

This item was received and filed.

XII. ITEMS FOR STAFF REVIEW

Trustee Kehoe requested that staff advance the request for members to have the option to predesignate their retirement option. Legislative Affairs Officer, Barry Lew will agendize for discussion at a future meeting.

In regards to the PEPRA Impact presentation, Trustee Green requested information of people with reciprocity coming and leaving over the last 10 years. Trustee Green also requested that staff provide an analysis of the cap tier based off salary as well as the potential earnings for legacy employees for 3 years and partner with SACRS for a PEPRA amendment. These items will be agendized and brought back for future discussion. Trustee Kehoe requested that staff educate our members and partners regarding the impact of PEPRA and its impact on LACERA membership.

XIII. ITEMS FOR FUTURE AGENDAS

Trustee Kehoe requested that the topic of the option of members having the ability to predesignate their retirement option be addressed at a future meeting.

XIV. GOOD OF THE ORDER (For Information Purposes Only)

There was nothing to report.

In open session, on a motion by Trustee Kehoe, seconded by Trustee Okum, the Board of Retirement in open session voted 7-0 to hear in Executive Session an unagendized item relating to a Potential Threat to Public Services or Facilities pursuant to Subdivision (a) of California Government Code Section 54957, having found under Subdivision (b)(2) of California Government Code Section 54954.2(b)(2) that (1) the underlying issue was not known to LACERA at the time the agenda was posted and (2) the issue required the Board's immediate attention. Trustees Bernstein, Ginsberg, Gray, Green, Okum, Robbins, and Santos voted yes. Trustees Greenwood and Sanchez were absent from the meeting. There was nothing to report from the Executive Session discussion of the item.

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5400B - HA, VIET (DEC'D)*

On a motion by Trustee Kehoe, seconded by Trustee Gray, to grant a service-connected disability retirement. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Kehoe, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

^{*}Applicant /Applicant's Spouse Present

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

1630B - RHEINHEIMER, LISA*

On a motion by Trustee Okum, seconded by Trustee Gray, to grant a service-connected disability retirement pursuant to Government Code Section 31720. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

B. Staff Recommendations

1. Application of Dellia-Chante Lemaire (Deceased)
Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board of Retirement instruct staff to close Dellia-Chante Lemaire's (Deceased) Application for Disability Retirement.

(Memo dated October 19, 2023)

On a motion by Trustee Santos, seconded by Trustee Harris, to approve staff's recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Okum, Robbins, Santos

Absent: Greenwood, Sanchez

XVI. EXECUTIVE SESSION

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

XVI. EXECUTIVE SESSION (Continued)

Hines v. LACERA, Los Angeles Superior Court, Case No. 23STCV23309 (For Information Only) (Memo dated October 23, 2023)

There was nothing to report.

B. Conference with Legal Counsel – Anticipated Litigation Significant Exposure to Litigation (Pursuant to Paragraph (2) of Subdivision (d) of California Government Code Section 54956.9)

Number of Cases: 1 (For Information Only) (Memo dated October 23, 2023)

It was reported in open session that this item related to the workplace claim of Corneliu Gavriliuc. There was nothing to report.

C. Public Employee Performance Evaluation (Pursuant to Paragraph (1) of Subdivision (b) of California Government Code Section 54957)

Title: Chief Counsel

There was nothing to report.

XVII. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 12:39 p.m.



Recognizing Our Members' Service and Accomplishments

LACERA has over 100,000 active members working in dozens of L.A. County departments, many of whom dedicate their working lives to serving the community. Meet one of our long-serving active members working in public safety.





Pre-Retirement Member

Olga Fruge

Custody Assistant
Sheriff's Department, Marina Del Rey

Years of Service: 35

Notable Contributions and Service: Ms. Fruge has dedicated her career to the vital role of custody assistant. Her daily duties span from booking and releasing inmates to ensuring their wellbeing, tasks she performs with unwavering patience and a deep sense of responsibility.

Source of Career Pride: Fruge joined the Sheriff's Department straight out of high school, and she's remained with LASD her entire career. She's honed her communications skills over the decades and treats inmates with respect, a challenging yet rewarding aspect of her job. Her sister and brother have also served the County.

Retirement Plans: Inspired by her mother, her personal hero, Fruge plans to retire in six years to pursue passions in fitness and teach classes like Zumba and kickboxing. She also looks forward to traveling, cycling, watching movies, and enjoying the beach.



November 28, 2023

TO: Each Trustee,

Board of Retirement Board of Investments

FROM: Santos H. Kreimann

Chief Executive Officer

SUBJECT: CHIEF EXECUTIVE OFFICER'S REPORT - DECEMBER 2023

The following Chief Executive Officer's Report highlights key operational and administrative activities that have taken place during the past month.

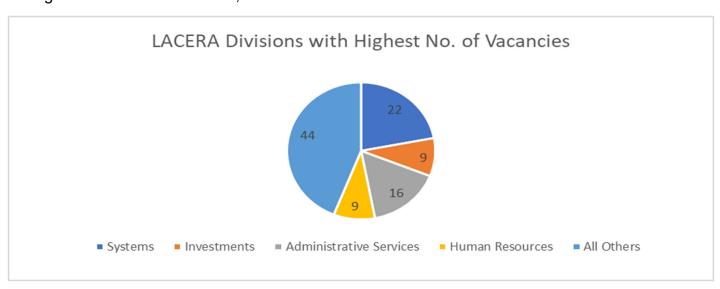
Strategic Plan (Action Planning)

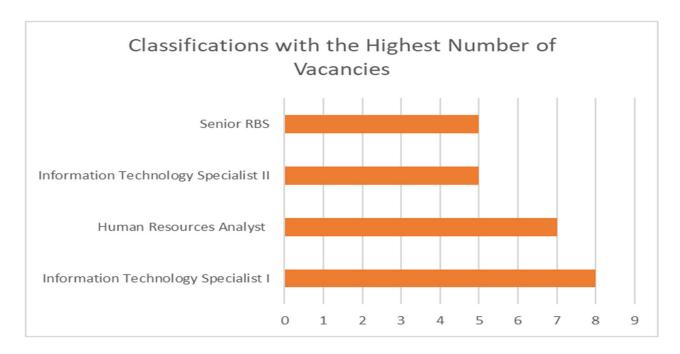
We are now at the stage of beginning to set up Action Planning teams for the various strategic objectives outlined with the Board of Retirement's approved Strategic Plan. During our LACERA Management Offsite in October, the team began to map out the strategic objectives over the next five years. The follow-up to that process is to develop action plans for strategic objectives identified within the first year and begin to execute on those action plans over the next year. The LACERA management team will provide the Board of Retirement with a quarterly update on our strategic planning activities beginning April of 2024.

Recruitment Updates

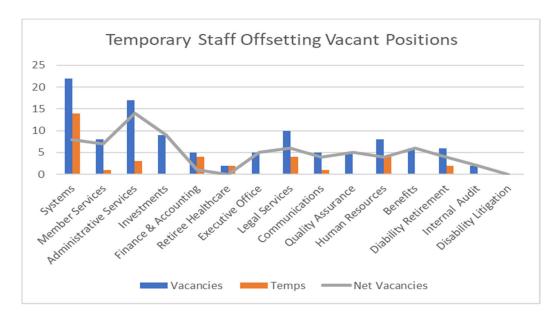
LACERA has 534 budgeted positions, of which 114 are vacant (21% vacancy rate). Additionally, there are 7 over-hired positions (positions that temporary staff members are assigned to but are not permanently budgeted) in the Retirement Benefits Specialist I classification.

The Divisions with the highest number of vacancies, and the classifications with the highest number of vacancies, are shown below.





The chart below highlights temporary hires across divisions to address critical vacancy needs in the short term.



External Recruitments

The Senior Investment Officer (Real Estate) and Finance Analyst III (Corporate Governance) recruitments have been posted with the assistance of EFL Associates.

The recruitment brochures for the following positions in the Legal Office continue to be open, with interviews being held as qualified candidates are identified:

- Senior Staff Counsel (Investments)
- Staff Counsel (Investments)
- Staff Counsel (Benefits)

The Senior Human Resources Analyst Eligible List was promulgated. Selection interviews are continuing.

The Human Resources Analyst Eligible List was promulgated. Selection interviews are currently in process.

Internal Recruitments

The Senior Investment Officer (Global Equities) recruitment has opened and the Finance Analyst III (Real Estate) recruitment has re-opened. Both recruitments will remain open until sufficient applications are received.

The Retirement Benefits Specialist I – (Temporary) Trainee examination was open for a week before being closed. We received four hundred and thirty-two (432) applications; the examination assessments are in process.

Resumes continue to be accepted for 14 Intern positions included in the Fiscal Year 2023-24 Adopted Budget. Six Interns worked over the summer in the first quarter of the fiscal year. Resumes have been reviewed and are being sent to the Divisions for consideration for assignments beginning in January as well as May/June.

In Development

The recruitments/assessments for the following classifications are currently in development in partnership with the various hiring divisions:

- Administrative Services Analyst I, II and III
- Chief Financial Officer

New Lists Promulgated, Hiring and Promotions

An open and promotional recruitment and examination process for Division Manager has been completed and resulted in the promotion of three internal candidates effective December 1, 2023.

The Senior Disability Retirement Specialist Eligible List was promulgated.

The Finance Analyst II examination continues to receive applications and selection interviews are continuing.

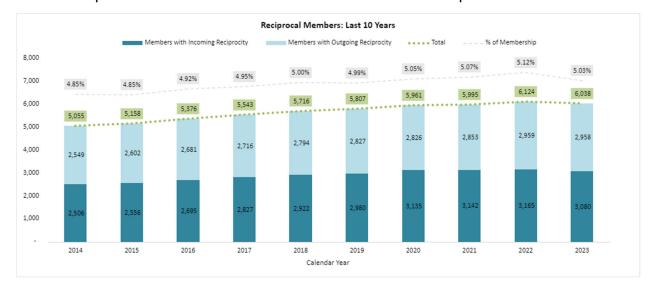
Two appointments for Information Technology Manager II (Project Management and Infrastructure) were made effective October 16, 2023, and November 1, 2023. Both are promotions as the candidates were internal. A third Information Technology Manager II position in the Business Solutions Unit was filled with an external appointment on November 1, 2023.

The Eligible Register for the Senior Staff Counsel (Benefits) was promulgated. An offer has been made and accepted; references checks are completed, and background is completed and pending final review and approval.

Reciprocal Membership Over the Years

At the November 2023 Board of Retirement meeting the Trustees requested an overview of LACERA Membership over the last 10 years. Reciprocity is a process whereby public servants in California can link service across two or more participating government organizations that allows them to preserve their age of entry (important for Legacy members) across multiple systems, use the combined service credit to meet retirement eligibility requirements, and allows them to use the highest final average compensation between the systems to calculate their benefits. The chart below provides an overview over the last ten years.

We generally look at members with reciprocity from two perspectives. Those that establish it as incoming new members (meaning they are joining LACERA after having served in another eligible organization) and those that establish reciprocity after leaving LACERA and going to another eligible organization. Over the last ten years, there has been a slight increase in the number of members who are reciprocal but overall reciprocal membership has hovered around 5% of our overall membership.



Retiree Healthcare

RHC 2024-2025 Renewal Process Timeline

LACERA's health plan vendor partners were sent our annual request for their 2024-2025 premium renewal proposals on September 25, 2023. Varying due dates for the return of their preliminary proposals were supplied ranging from October 20, 2023, through November 17, 2023.

As of the end of day on Friday, November 17, 2023, all preliminary proposals were received. Segal and staff are reviewing the preliminary proposals provided, with negotiations scheduled to begin thereafter.

Staff, along with Segal, expect to meet with each of our vendor partners to complete the renewal process on January 20th. The finalized 2024-2025 negotiated renewals are scheduled to be presented to the Insurance, Benefits, and Legislative Committee at the February 2024 meeting, and seeking final Board approval at the March 2024 meeting.

2024 Medicare Part B Premium Update

On October 12, 2023, the Center for Medicare & Medicaid Services (CMS) released the 2024 Medicare premiums and deductibles that will take effect on January 1, 2024. The standard Part B premium will increase from \$164.90 to \$174.70 per month, an increase of \$9.80 or nearly 6%. Staff reached out to both Segal and the plan sponsor, L.A. County, to begin the annual Board of Supervisors (BOS) approval process. Staff will promptly inform Trustees when this item will be placed on the BOS agenda for approval.

Last month staff reported that approval by the Board of Supervisors (BOS) for the 2024 standard Part B amount would appear on the December 19th BOS agenda. Since last reported, staff have been informed that this item will be presented earlier on the December 5, 2023, BOS agenda.

Upon receiving notification of approval by the BOS on December 5th, the website will be updated notifying members of the approval, followed by the annual mass mailing notification to approximately 39,000 retirees and eligible survivors on December 20th.

SHK CEO report December 2023.doc

Attachments



CEO DASHBOARD

December 6, 2023

Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: October 2023

26

Events / Webinar **Attendance** Current Mo.:

Events / Webinar

Webinar Satisfaction 0%

Resp. Rate

0%

Member Service Center Satisfaction 96.10%

MS Main **Oueue Total** Calls Current Mo. 8,675

Change Resp. Rate Change 0% 19.5% -0.11%

3 Month Avg. 8,738

1,627 Current Mo.: Year-to-Date:

4,988

Year-to-Date:

93

Member Service Call Center Queue Key Performance Indicator Key Performance Indicators (KPI) (Components by Queue) 150.00% **My LACERA Support Oueue MSCC Main Queue** 100.00% 88.5% 88.5% 50.00% 60.0% 46.4% 0.00% 87.0% Services 93.9% 88.2% 88.2% MS Main CC MS My LACERA Support Agent Utilization (Goal:65%) Grade of Service (Goal: 80% in 60 sec) ■ MS Call Back Queue ■ HR Pro Support Queue After Call Survey (Goal: 90%) Call Monitoring (Goal: 95%) **MSCC MAIN OUEUE** MY LACERA SUPPORT HR PRO SUPPORT **MS CALL BACK OUEUE** ■ Calls Answered ■ Calls Abandoned Member 1,071 (5%) (0%) 12%) **Total Calls Total Calls Total Calls** Total Calls 8675 1607 37 1343 7,604 1,524 34 1.337 (100%)(88%) (95%) (92%)Queue KPI: 86.60% Queue KPI: 90.10% Queue KPI: 91.40% Queue KPI: 76.02% Avg. Speed Avg. Speed **Average** Avg. Speed **Average Average** Avg. Speed Average of Answer **Duration** of Answer **Duration** of Answer **Duration** of Answer Duration 0:06:17 0:16:08 0:01:24 0:11:43 0:01:14 0:16:40 0:03:13 0:14:08



Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: October 2023

TOP REASONS MEMBERS CONTACT MEMBER SERVICES

Member Services Call Center

Member Service Center (Outreach)

1. Retirement Counseling	1. Retirement Counseling
2. My LACERA	2. Retiree Healthcare
3. Workshops/Appointments	3. Power of Attorney

Contact Center Email/Secure Message Performance



Emails:

416

•••

Secure Message

865

Est. Response Time (hours)

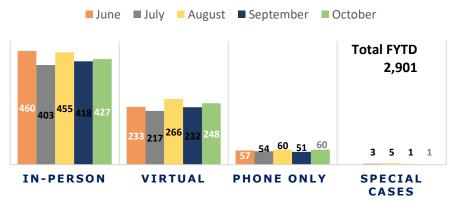
4:00:00

Est. Response Time (hours)

4:00:00

Member Service Center (Outreach)

Member Service Center Appointments

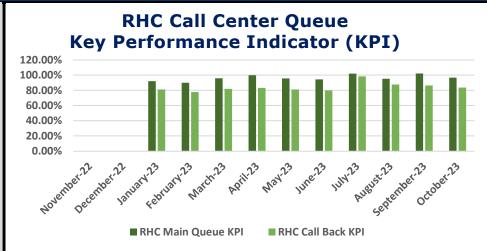




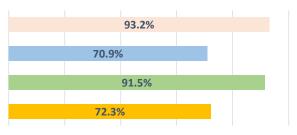


Striving for Excellence

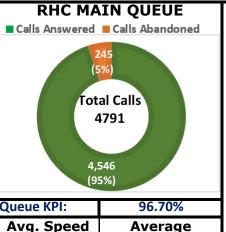
Service Metrics Reported on a Fiscal Year Basis (July 1) Through: October 2023



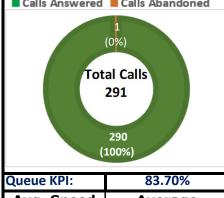




Agent Utilization (Goal:65%) After Call Survey (Goal: 90%) Grade of Service (Goal: 80% in 60 sec) Call Monitoring (Goal: 95%)



RHC CALL BACK QUEUE ■ Calls Answered ■ Calls Abandoned



Queue KPI:	83.70%
Avg. Speed	Average
of Answer	Duration
0:02:42	0:09:22

TOP RHC CALL TOPICS

- 1. Medical/Dental Enrollments
- 2. Medicare Part B
- 3. General Inquiries

RHC Email/Secure Message Performance



of Answer

0:02:28

Emails:

Duration

0:12:01

Est. Response Time (hours)

355

72:00:00



Secure Message

397

Est. Response Time (hours)

24:00:00

In.

Disability

Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: October 2023 **Applications Appeals** 946 948 Pending on: 9/30/2023 69 Pending on: 9/30/2023 69 64 Received 1 Received 4 Year-to-Date In Process 314 Year-to-Date In Process 0 Re-Opened 0 Admin Closed/Rule 32 As Of As Of 10/31/2023 0 Year-to-Date 10/31/2023 4 Year-to-Date 59 To Board - Initial 1 Referee Recommended 203 Year-to-Date 4 Year-to-Date 0 Revised/Reconsidered for Granting 7 Closed 0 Year-to-Date 31 Year-to-Date Pending: Applications In Process Received: New Applications Re-Opened: Apps Re-Opened To Board: Presented to BOR Closed: Incomplete/Withdrawn Applications Filed By Source **Applications Filed By Plan** 40 (3%)12 35 Employee (19%)30 23 25 20 Employer 15 10 5 Survivor A/S B/S D/G C/S G/G 50 A/S:Plan A Safety - B/S: Plan B Safety - D/G: Plan D General G/G: Plan G General - C/S Plan C Safety (78%)Applications Filed By Priority Level **Applications Filed By Type** 40 35 30 Survivor 22 25 20 NSCD 1 15 10 5 Salary Sup 0 Р3 P2 1 Ortho Incomplete 3 Psych 54 SCD

Page 5

Priority Level

0

10

20

30

40

50

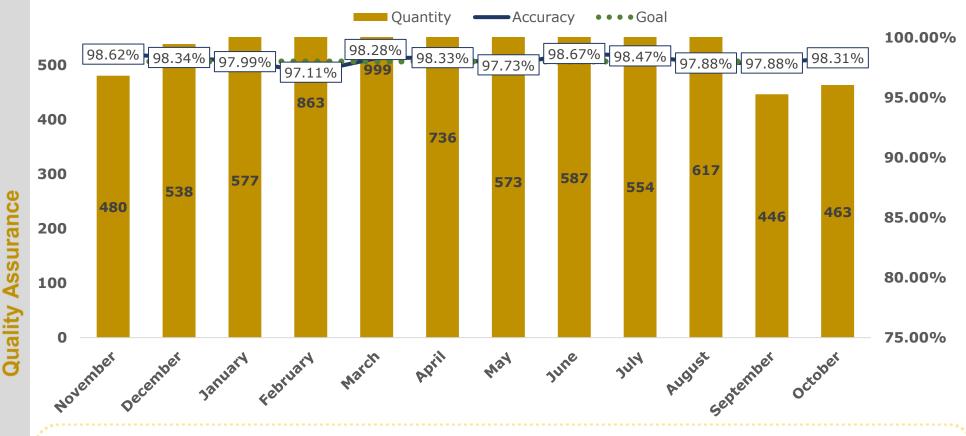
60



Striving for Excellence in Quality

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: October 2023

Audits of Retirement Elections, Payment Contracts, & Data Entry Completed by QA (Goal: 98%)



September



Retirement	Elections

Samples

Payment Contracts

162

Samples

121

Samples

Data Entry

98.31%

98.89% Accuracy

180

97.44% Accuracy

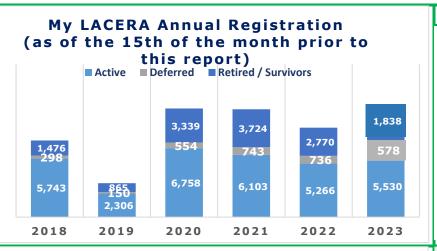
98.59%

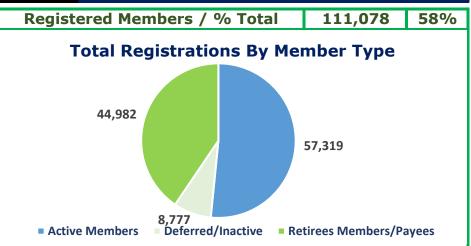
Accuracy

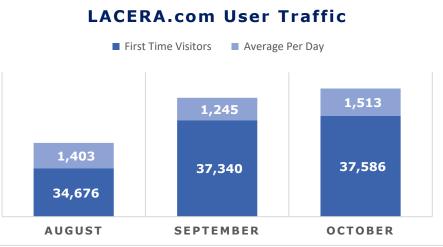


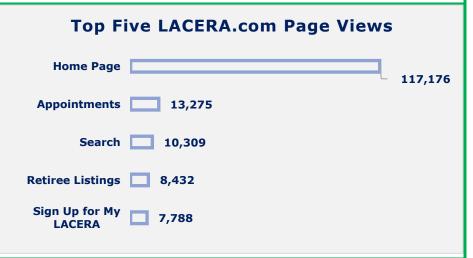
Service On-Line for All

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: October 2023







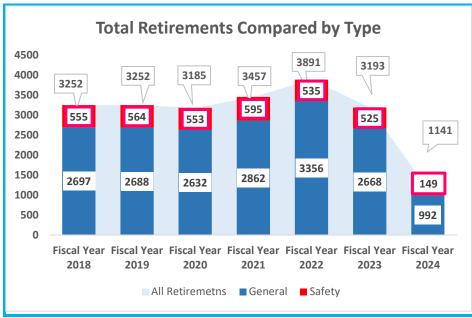


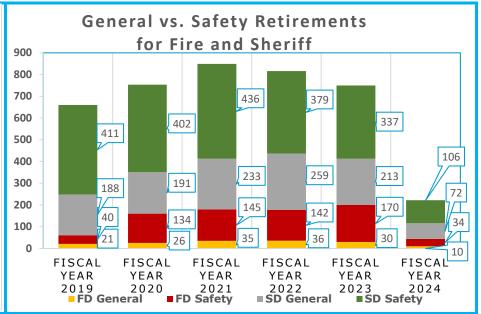
Busiest Day of the Month:	Home Page Tile Views	Views	% of Change
Monday, 10/30/2023	My LACERA	7,788	28%
	Pre-Retirement Workshops	3,701	23%
	Careers	3,791	7%
	Investments	2,918	24%
	Board Meetings	3,404	7%
	Forms & Publications	259	26%



Member Snapshot

	Membership Count as of: November 15, 2023										
	ACTIVE				INACTIVE		RETIRED				
	PLAN	Vested	Non- Vested	Vested	Non- Vested	Service	SCD - Disability	NSCD - Disability	Survivors	Totals by Plan/Type	
	PLAN A	45	-	10	32	11,685	927	155	4,023	16,877	
	PLAN B	11	-	5	3	562	39	7	75	702	
G	PLAN C	13	-	5	8	359	38	7	66	496	
	PLAN D	33,354	116	4,498	3,287	19,136	2,022	450	2,024	64,887	
0	PLAN E	12,724	9	2,865	86	15,486	-	-	1,665	32,835	
	PLAN G	19,591	18,869	1,744	6,894	269	28	7	24	47,426	
	TOTAL GENERAL	65,738	18,994	9,127	10,310	47,497	3,054	626	7,877	163,223	
>	PLAN A	-	-	2	2	1,805	2,381	26	1,641	5,857	
et	PLAN B	7,351	75	572	227	3,327	4,656	55	425	16,688	
af	PLAN C	2,693	2,468	138	537	11	18	-	3	5,868	
(C)	TOTAL SAFETY	10,044	2,543	712	766	5,143	7,055	81	2,069	28,413	
	TOTAL ALL TYPES	75,782	21,537	9,839	11,076	52,640	10,109	707	9,946	191,636	

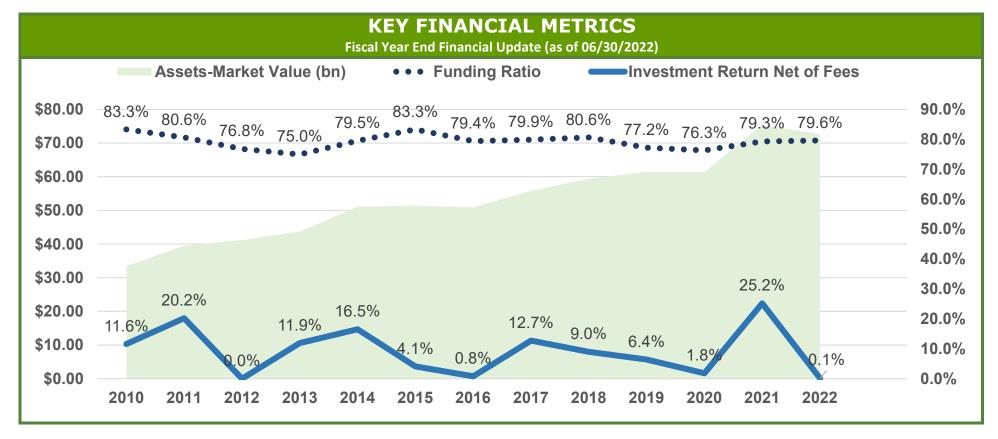






Member Snapshot

Average Monthly Benefit Allowance Distribution 11/21/2023					Averag	ge Monthly E	Benefit Amo	unt: \$	4,868.00
	General	Safety	Total	%			***	***	
\$0 to \$3,999	30,062	1,336	31,398	49.5%	н	ealthcare Prog	ram	Health Car	e Enrollments
\$4,000 to \$7,999	14,832	3,429	18,261	28.8%	(M	lo. Ending:10/31/2	2023)	(Mo. Endin	g:10/31/2023)
\$8,000 to \$11,999	4,379	4,288	8,667	13.7%					
\$12,000 to \$15,999	1,252	2,449	3,701	5.8%]	<u>Employer</u>	<u>Member</u>	Medical	55,538
\$16,000 to \$19,999	429	550	979	1.5%	Medical	\$213.3	\$15.1	Dental	57,493
\$20,000 to \$23,999	127	154	281	0.4%	Dental	\$16.6	\$1.5	Part B	38,321
\$24,000 to \$27,999	35	52	87	0.1%	Part B	\$30.9	\$0.0	LTC	482
> \$28,000	32	8	40	0.1%	Total	\$260.8	\$16.6	Total	151,834
Totals	51,148	12,266	63,414	100%	•			·	



Key Financial Metrics

L//.CERA

The Los Angeles County Employees Retirement Association

Pension Dollar



10¢
Employee
Contributions

69¢
LACERA
Investment Earnings

21¢
Employer (County)
Contributions

FUNDING METRICS (as of 6/30/22)

Employer NC 11.12% UAAL 14.72% Assumed Rate 7.00% Star Reserve \$614m Total Assets \$70.3b

Contributions (as of 6/30/22)

 Employer
 Member

 Annual Add
 \$2.2b
 \$758.6m

 % of Payroll
 25.84%
 8.21%

Investment Returns (as of 6/30/22)

(Net of Fees)

5 YR: 8.1% **10 YR**: 8.6%

Retired Members Payroll

(As of 10/31/2023)

Monthly Payroll	\$371.37m
Payroll YTD	\$1.5b
New Retired Payees Added	310
Seamless %	96.77%
New Seamless Payees Added	1,242
Seamless YTD	96.78%
By Check %	2.00%
By Direct Deposit %	98.00%





QUIET PERIOD LIST FOR TRUSTEES AND STAFF

Last Update 11/27/2023

ADMINISTRATIVE/OPERATIONS

Solicitation Name	Issuing Division	Public Release Date	Solicitation Stage*	Bid Respondents*
RFP: Audit Committee Consultant	Internal Audit	9/06/2023	Vendor Selection	 Audit and Risk Management Services Mitchell Titus Williams Adley
RFP: Policy Management Solution	Executive Office	2/3/2023	Soliciting Process	Compass 365AuditBoardLogicGate
RFI: Death Audit and Data Cleansing Services	Benefits	4/14/2023	Bid Review	• PBI
RFP: Prepaid Debit Card Services	Benefits	6/15/2022 ISD's Website 08/2022	Contract Execution	Conduent
RFB: Classification and Compensation Study Services	Human Resources	8/24/2023	Vendor Selection	CBIZCPS-HRMcLaganGlobalGovernanceAdvisors

^{*}Subject to change



INVESTMENTS

Solicitation	Public	Solicitation	D'I Daniel de la
Name	Release Date	Stage*	Bid Respondents *
RFP: Commercial Real Estate Brokers	5/10/2023	Contract Execution	CBRE Group Eastdil
RFP: Real Assets Emerging Manager Program Discretionary Separate Account Manager	1/30/2023	Vendor Selection	 ACRES Capital Aether Investment Partners ORG Portfolio Management Barings Belay Investment Group Encore Enterprises, Inc. Stable Cambridge Associates GCM Grosvenor The Townsend Group Cypress Creek Partners Hamilton Lane Advisors Neuberger Berman Group Wafra Inc. Artemis Real Estate Partners Hawkeye Partners, LP BlackRock Astarte Capital Partners Bentall Green Oak Clear Sky Advisers Clear Investment Group Poverni Sheikh Group Trilogy Stepstone Oak Street White Deer
RFP: Private Market Analytics Platform Search	8/11/2023	Vendor Selection	 BlackRock Burgiss CEPRES Clearwater Dynamo Hamilton Lane Nasdaq

^{*}Subject to change

Date	Conference
December, 2023	Commission
1	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
6	Southeast Investors Annual Meeting Miami, FL
January, 2024 22-24	NCPERS (National Conference on Public Employee Retirement Systems) Legislative Conference Washington D.C.
29-31	IFEBP (International Foundation of Employment Benefit Plans) Health Benefits Conference & Expo Clearwater, FL
February, 2024	
March, 2024	
2-5	CALAPRS (California Association of Public Retirement Systems) General Assembly 2024 Rancho Mirage, CA
4-6	Council of Institutional Investors (CII) Spring Conference Washington D.C.
6-7	IFEBP (International Foundation of Employment Benefit Plans) Investments Institute Rancho Mirage, CA
6-8	Pacific Pension Institute (PPI) Winter Roundtable Napa, CA
12-14	AHIP (America's Health Insurance Plans) Medicare, Medicaid, Duals and Commercial Markets Forum Baltimore, MD
21-22	PREA (Pension Real Estate Association) Spring Conference Nashville, TN
April, 2024 4-5	IFEBP (International Foundation of Employment Benefit Plans) Health Care Mgmt. Conference Rancho Mirage, CA
15-19	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania

Date	Conference
May , 2024 6-7	IFEBP (International Foundation of Employment Benefit Plans) Washington Legislative Update Washington D.C.
7-10	SACRS Spring Conference Santa Barbara, CA
18-19	NCPERS (National Conference on Public Employee Retirement Systems) Trustee Educational Seminar (TEDS) Seattle, WA
18-19	NCPERS (National Conference on Public Employee Retirement Systems) Accredited Fiduciary (NAF) Program Seattle, WA
19-22	NCPERS (National Conference on Public Employee Retirement Systems) Annual Conference & Exhibition (ACE) Seattle, WA
29-30	thINc360 – The Healthcare Innovation Congress (formerly World Healthcare Congress) Washington D.C.
June, 2024 11-13	AHIP (America's Health Insurance Plans) 2024 Las Vegas, NV
10-12	National Association of Securities Professionals (NASP) Annual Financial Services Conference Atlanta, GA
July, 2024 10-12	Pacific Pension Institute (PPI) Summer Roundtable Amsterdam, Netherlands
15-17	ICGN 2024 Annual Conference London, England
August, 2024 18-20	NCPERS (National Conference on Public Employee Retirement Systems) Public Pension Funding Forum Boston, MA
September, 2024 9-11	Council of Institutional Investors (CII) Fall Conference Brooklyn, NY
October, 2024 6-9	National Association of Corporate Directors (NACD) Directors Summit 2024 Gaylord National Harbor, Washington D.C.

Date	Conference
October, 2024 14-18	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
23-25	PPI Asia Pacific Roundtable Hong Kong
23-25	PREA (Pension Real Estate Association) Annual Institutional Investor Conference Washington D.C.
23-25	Pacific Pension Institute (PPI) Asia Pacific Roundtable Hong Kong
26-27	NCPERS (National Conference on Public Employee Retirement Systems) Program for Advanced Trustee Studies (PATS) Palm Springs, CA
26-27	NCPERS (National Conference on Public Employee Retirement Systems) Accredited Fiduciary (NAF) Program Palm Springs, CA
27-30	NCPERS (National Conference on Public Employee Retirement Systems) Public Safety Conference Palm Springs, CA
November, 2024 10-13	IFEBP (International Foundation of Employment Benefit Plans) Annual Employee Benefits Conference San Diego, CA
12-14	Institutional Limited Partners Association (ILPA) General Partner Summit New York, NY
December, 2024	

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



November 14, 2023

TO: Each Member

Board of Retirement

FROM: Insurance, Benefits and Legislative Committee

Les Robbins, Chair

Vivian H. Gray, Vice Chair

Shawn R. Kehoe Ronald A. Okum JP Harris, Alternate

FOR: December 6, 2023, Board of Retirement Meeting

SUBJECT: H.R. 4260—Public Servants Protection and Fairness Act of 2023

Author: Neal [D-MA]

Sponsor: Author and 102 co-sponsors

Introduced: June 21, 2023

Status: Referred to House Committee on Ways and Means

(06/21/2023)

IBLC Recommendation: Support (11/01/2023)

Staff Recommendation: Support

RECOMMENDATION

That the Board of Retirement adopt a "Support" position on H.R. 4260, which would enact the "Public Servants Protection and Fairness Act of 2023."

LEGISLATIVE POLICY STANDARD

LACERA's legislative policy standard is to support proposals that repeal or modify the Windfall Elimination Provision and Government Pension Offset. (Legislative Policy, page 6.)

SUMMARY

H.R. 4260 would provide a new proportional formula for new retirees eligible for Social Security benefits starting in 2025 who would be subject to the WEP and provide an additional monthly payment to retirees currently affected by the WEP.

ANALYSIS

Participation in Social Security by the County of Los Angeles

<u>Prior to July 1, 1964.</u> Employees of the County were not covered under Social Security because the County did not participate in Social Security.

H.R. 4260 Board of Retirement November 14, 2023 Page 2

July 1, 1964, through December 31, 1982. The County elected to participate in the Social Security system effective July 1, 1964. General members who were hired before July 1, 1964, were given the option to elect Social Security coverage and pay Social Security taxes retroactive to January 1, 1959, or date of hire, whichever was later. General members who were hired on or after July 1, 1964, were mandatorily covered under Social Security. Safety members were never participants under Social Security.

On and after January 1, 1983. The County withdrew its participation from Social Security effective January 1, 1983. As a result, some LACERA members may not have earned sufficient credits under County employment to be fully insured under Social Security, unless they had other employment that was covered by Social Security.

Windfall Elimination Provision (WEP)

Social Security benefits are designed to replace a percentage of a worker's pre-retirement earnings. A Social Security benefit is calculated by separating average monthly earnings into three amounts known as "bend points." Each bend point is multiplied by a percentage, and the total of the three amounts is the Social Security benefit.

For example, for a worker who turns 62 in 2023, the first \$1,115 of average monthly earnings are multiplied by 90 percent, earnings between \$1,115 and \$6,721 are multiplied by 32 percent, and the earnings over \$6,721 are multiplied by 15 percent. The sum of these amounts is the benefit amount, which is decreased or increased depending on whether the worker begins receiving benefits before or after full retirement age.

For workers who qualify for a pension from a government employer that does not participate in Social Security, the percentage that is multiplied against the first \$1,115 of average monthly earnings is reduced from 90 percent to as low as 40 percent, based on years of substantial earnings. Those who have 30 years or more of substantial earnings do not see a reduction of the 90-percent factor. Note that to protect workers who receive a low government pension, the reduction of the Social Security benefit under the WEP cannot exceed more than one-half of the worker's government pension amount.

This Bill

H.R. 4260 is a reintroduction of Representative Richard Neal's 2019 bill, H.R. 4540, on which the Board of Retirement adopted a "Support" position.

<u>Beginning 2025</u>. H.R. 4260 would provide a proportional formula to calculate Social Security benefits for workers who become eligible for benefits in 2025. This new formula would prorate the Social Security benefit based on the proportion of covered employment to total covered and noncovered employment.

H.R. 4260 Board of Retirement November 14, 2023 Page 3

Social Security's Office of the Chief Actuary¹ estimates that if the proportional formula in 2018 had been applied to the 1.6 million current beneficiaries affected by the WEP, about 1.1 million (69 percent) of beneficiaries would receive a higher average monthly benefit (on average, \$74 higher from \$474 per month to \$548 per month), whereas 0.5 million (31 percent) of beneficiaries would receive a lower average benefit (about \$55 lower) of \$588 compared to the average benefit of \$643 under the current WEP.

Since the proportional formula could reduce benefits in some cases even further than the current WEP formula, the bill would also provide a protection provision that all future beneficiaries receive a benefit based on the *higher* of the current WEP formula or the proportional formula. Thus, beneficiaries who do not receive a government pension (even though they might have noncovered service) or who have at least 30 years of substantial service would not be subject to any reductions under the proportional formula.

<u>Before 2025</u>. WEP-affected beneficiaries who became eligible for Social Security benefits before 2025 would receive an additional monthly payment that would offset a portion of the WEP reduction. Currently, the maximum dollar amount of monthly WEP reduction in 2023 is \$557.50 for new beneficiaries with 20 or fewer years of substantial earnings. H.R. 4260 would provide retired workers an amount equal to the WEP reduction up to \$150 per month.²

<u>Other provisions</u>. H.R. 4260 also provides for improvements in the reporting of noncovered earnings in Social Security account statements for estimating the WEP adjustment and for improvements to the collection and sharing of information related to state and local noncovered pensions.

<u>Pro</u>

- Provides some Social Security benefit increases to WEP-affected beneficiaries.
- Uses a more precise formula than the WEP to calculate a Social Security benefit replacement rate for future retirees based on covered employment.
- Does not subject beneficiaries who do not receive a government pension or who have 30 years of substantial service to any reduction in benefits.

¹ Goss, S. (2023, June 21). Letter to Ranking Member Richard Neal on "Public Servants Protection and Fairness Act of 2023." Social Security Office of the Chief Actuary. https://www.ssa.gov/OACT/solvency/RNeal 20230621.pdf

² The WEP reduction amount is \$167.25 for those with 27 years of substantial earnings (and \$111.50 for those with 28 years). Therefore, those with 27 or fewer years of substantial earnings would not have a full offset of their WEP reduction based on the additional monthly payment of \$150.

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<u>Con</u>

- Does not repeal the WEP for current retirees.
- Additional monthly payment of \$150 for current retirees offsets about one-quarter of the current maximum monthly WEP reduction of \$557.50.

IT IS THEREFORE RECOMMENDED THAT THE BOARD adopt a "Support" position on H.R. 4260, which would enact the "Public Servants Protection and Fairness Act of 2023."

Attachments

Attachment 1—Board Positions Adopted on Related Legislation Attachment 2—Support and Opposition H.R. 4260 (Neal) as introduced on June 21, 2023 Windfall Elimination Provision: Proposals for a New Proportional Formula

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Anthony J. Roda, Williams & Jensen

H.R. 4260 Attachment 1—Board Positions Adopted on Related Legislation Board of Retirement November 14, 2023 Page 1

BOARD POSITIONS ADOPTED ON RELATED LEGISLATION

H.R. 82 (2021, reported by the Committee on Ways and Means) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.

- <u>S. 1302 (2021, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>AJR 9 (Resolution Chapter 78, Statutes of 2021)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>H.R. 4540 (2019, held in committee)</u> would have amended the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>H.R. 3934 (2019, held in committee)</u> would have amended the Social Security Act to replace the Windfall Elimination Provision with a formula equalizing benefits for certain individuals with noncovered employment. The Board of Retirement adopted a "Support" position.
- <u>SJR 3 (Resolution Chapter 129, Statutes of 2019)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>H.R. 141 (2019, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>S. 521 (2019, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>H.R. 1205 (2017, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.

H.R. 4260 Attachment 1—Board Positions Adopted on Related Legislation Board of Retirement November 14, 2023 Page 2

- <u>S. 915 (2017, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>SJR 1 (Resolution Chapter 92, Statutes of 2015)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>H.R. 711 (2015, held in committee)</u> would have amended the Social Security Act to replace the Windfall Elimination Provision with a new formula for the treatment of noncovered earnings in determining Social Security benefits for individuals who become eligible for benefits after 2016. It would have established a second formula to modify the Windfall Elimination Provision for current beneficiaries. The Board of Retirement adopted a "Watch" position.
- <u>H.R. 973 (2015, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>S. 1651 (2015, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>H.R. 1332 (2011, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>AJR 10 (Resolution Chapter 103, Statutes of 2009)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>S. 484 (2009, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>AJR 5 (Resolution Chapter 116, Statutes of 2007)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.

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SUPPORT

National Organizations

Alliance for Retired Americans (ARA)

American Federation of Teachers (AFT)

Fraternal Order of Police (FOP)

International Association of Fire Fighters (IAFF)

International Union of Police Associations (IUPA)

National Active and Retired Federal Employees Association (NARFE)

National Air Traffic Controllers Association (NATCA)

National Association of Government Employees (NAGE)

National Association of Police Organizations (NAPO)

National Association of Retired ASCS/FSA Office Employees (RASCOE)

National Committee to Preserve Social Security and Medicare (NCPSSM)

National Conference of State Social Security Administrators (NCSSSA)

National Education Association (NEA)

National Sheriffs' Association (NSA)

National Treasury Employees Union (NTEU)

Public Retirees Alliance

Service Employees International Union (SEIU)

Social Security Works

United Postmasters and Managers of America (UPMA)

State and Local Organizations

AFT-Massachusetts

Association of Texas Professional Educators (ATPE)

Brentwood Police Officers 'Association

California Retired County Employees Association (CRCEA)

California Teachers Association

California Teachers Association/National Education Association—Retired

Colorado Education Association

Foothill-De Anza Community College District Police Officers Association

Illinois Education Association

Illinois Federation of Teachers, Kentucky Education Association

Los Angeles County Employees Retirement Association (LACERA)

Louisiana Association of Chiefs of Police (LACP)

Louisiana Federation of Teachers (LFT)

Louisiana Sheriffs' Association (LSA)

Maine Association of Retirees

Maine Education Association

Mass Retirees

Massachusetts Coalition of Police (Mass COP)

Massachusetts Correction Officers Federated Union (MCOFU)

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Massachusetts Organization of State Engineers and Scientists (MOSES)

Massachusetts Police Association (MPA)

Massachusetts Teachers Association

National Education Association—Alaska

National Education Association—Rhode Island

New England Police Benevolent Association (NEPBA)

Oakland Police Officers' Association (OPOA)

Ohio Education Association

Ohio Public Employees Retirement System (OPERS)

Police Officers Research Association of California (PORAC)

Professional Fire Fighters of Massachusetts (PFFM)

Retired Educators Association of Massachusetts (REAM)

Richmond Police Officers Association

Texas Retired Teachers Association (TRTA)

Texas State Teachers Association

Vallejo Police Officers' Association

Western States Sheriffs' Association (WSSA)

OPPOSITION

Unknown

118TH CONGRESS 1ST SESSION

H. R. 4260

To amend title II of the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision.

IN THE HOUSE OF REPRESENTATIVES

June 21, 2023

Mr. Neal (for himself, Mr. Allred, Mr. Auchincloss, Ms. Barragán, Mrs. Beatty, Mr. Beyer, Mr. Blumenauer, Ms. Blunt Rochester, Ms. Bonamici, Mr. Boyle of Pennsylvania, Ms. Brownley, Mr. Car-SON, Ms. CLARKE of New York, Ms. CHU, Mr. CONNOLLY, Mr. COURT-NEY, Mr. CUELLAR, Mr. DAVIS of Illinois, Ms. DEAN of Pennsylvania, Ms. DelBene, Mr. Doggett, Mr. Evans, Mr. Garamendi, Mr. García of Illinois, Ms. Garcia of Texas, Mr. Golden of Maine, Mr. Gomez, Mr. GRIJALVA, Mrs. HAYES, Mr. HIGGINS of New York, Mr. HORSFORD, Mr. HUFFMAN, Mr. JOHNSON of Georgia, Ms. KAPTUR, Mr. KHANNA, Mr. KEATING, Ms. KELLY of Illinois, Mr. KILDEE, Mr. KILMER, Mr. KIM of New Jersey, Mr. Krishnamoorthi, Mr. Larson of Connecticut, Ms. Lee of California, Ms. Leger Fernandez, Ms. Lofgren, Mr. Lynch, Ms. Matsui, Mrs. McBath, Ms. McCollum, Mr. McGovern, Mr. MENENDEZ, Mr. MFUME, Ms. MOORE of Wisconsin, Mr. MOULTON, Mrs. Napolitano, Mr. Neguse, Ms. Norton, Mr. Pallone, Mr. Panetta, Mr. Pascrell, Mr. Payne, Ms. Pettersen, Mr. Phillips, Ms. Pin-GREE, Mr. POCAN, Ms. PRESSLEY, Ms. ROSS, Mr. RUIZ, Mr. RUPPERS-BERGER, Mr. SARBANES, Ms. SÁNCHEZ, Ms. SCHAKOWSKY, Mr. SCHNEI-DER, Ms. SEWELL, Mr. SHERMAN, Ms. SHERRILL, Ms. SLOTKIN, Mr. SMITH of Washington, Ms. STRICKLAND, Mr. TAKANO, Mr. THOMPSON of California, Ms. Titus, Ms. Tlaib, Ms. Tokuda, Mr. Tonko, Mrs. Trahan, Ms. Underwood, Mr. Vargas, Mr. Veasey, Ms. Velázquez, Mrs. Watson Coleman, Ms. Wexton, Ms. Williams of Georgia, Ms. WILSON of Florida, and Ms. Plaskett) introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To amend title II of the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision.

I	Be it enacted by the Senate and House of Representa-
2	tives of the United States of America in Congress assembled,
3	SECTION 1. SHORT TITLE.
4	This Act may be cited as the "Public Servants Pro-
5	tection and Fairness Act of 2023".
6	SEC. 2. ALTERNATIVE FORMULA EQUALIZING BENEFITS
7	FOR CERTAIN INDIVIDUALS WITH NON-
8	COVERED EMPLOYMENT.
9	(a) In General.—Section 215(a) of the Social Secu-
10	rity Act (42 U.S.C. 415(a)) is amended by inserting after
11	paragraph (7) the following:
12	"(8)(A) In the case of an individual whose primary
13	insurance amount would be computed under paragraph
14	(1) of this subsection—
15	"(i) who first becomes eligible for an old-age or
16	disability insurance benefit after 2024 and who sub-
17	sequently becomes entitled to such benefit;
18	"(ii) who has earnings derived from noncovered
19	service performed in a year after 1977 and is enti-

1	tled to a monthly periodic payment based on such
2	earnings; and
3	"(iii) who has less than 30 years of coverage
4	(as defined for purposes of paragraph (7)(D)),
5	the primary insurance amount of such individual shall be
6	the higher of the amount computed or recomputed under
7	paragraph (7) without regard to this paragraph or the
8	amount computed or recomputed under this paragraph.
9	"(B) The primary insurance amount of an individual
10	described in subparagraph (A), as computed or recom-
11	puted under this paragraph, shall be the product derived
12	by multiplying—
13	"(i) the individual's primary insurance amount,
14	as determined under paragraph (1) of this sub-
15	section and subparagraph (C) of this paragraph, by
16	"(ii) a fraction—
17	"(I) the numerator of which is the individ-
18	ual's average indexed monthly earnings (deter-
19	mined without regard to subparagraph (C)),
20	and
21	"(II) the denominator of which is an
22	amount equal to the individual's average in-
23	dexed monthly earnings (as determined under
24	subparagraph (C)),

- 1 rounded, if not a multiple of \$0.10, to the next lower mul-
- 2 tiple of \$0.10.
- 3 "(C)(i) For purposes of determining an individual's
- 4 primary insurance amount and average indexed monthly
- 5 earnings pursuant to clauses (i) and (ii)(II) of subpara-
- 6 graph (B), the individual's average indexed monthly earn-
- 7 ings shall be determined by treating all recorded non-
- 8 covered earnings (as defined in clause (ii)(I)) derived by
- 9 the individual from noncovered service performed in each
- 10 year after 1977 as 'wages' (as defined in section 209 for
- 11 purposes of this title), which shall be treated as included
- 12 in the individual's adjusted total covered earnings (as de-
- 13 fined in clause (ii)(II)) for such calendar year together
- 14 with amounts consisting of 'wages' (as so defined without
- 15 regard to this subparagraph) paid during such calendar
- 16 year and self-employment income (as defined in section
- 17 211(b)) for taxable years ending with or during such cal-
- 18 endar year.
- 19 "(ii) For purposes of this subparagraph:
- 20 "(I) The term 'recorded noncovered earnings'
- 21 means earnings derived from noncovered service
- 22 (other than noncovered service as a member of a
- uniformed service (as defined in section 210(m))) for
- 24 which satisfactory evidence is determined by the

1 Commissioner to be available in the records of the 2 Commissioner.

"(II) The term 'adjusted total covered earnings' means, in connection with an individual for any calendar year, the sum of the wages paid to the individual during such calendar year (as adjusted under subsection (b)(3)) plus the self-employment income derived by the individual during any taxable year ending with or during such calendar year (as adjusted under subsection (b)(3)).

"(iii) The Commissioner of Social Security shall pro-

11 12 vide by regulation or other public guidance for methods for determining whether satisfactory evidence is available in the records of the Commissioner for earnings for non-14 15 covered service (other than noncovered service as a member of a uniformed service (as defined in section 210(m))) 16 to be treated as recorded noncovered earnings. Such meth-18 ods shall provide for reliance on earnings information provided to the Commissioner by employers and which, as de-19 termined by the Commissioner, constitute a reasonable 21 basis for treatment of earnings for noncovered service as recorded noncovered earnings. In making determinations 23 under this clause, the Commissioner shall also take into account any documentary or other evidence of earnings derived from noncovered service by an individual which is

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- 1 provided by the individual to the Commissioner and which
- 2 the Commissioner considers appropriate as a reasonable
- 3 basis for treatment of such earnings as recorded non-
- 4 covered earnings.
- 5 "(iv) In the case of any individual who, at the time
- 6 of application for old-age or disability insurance benefits
- 7 under this title, has recorded noncovered earnings in an
- 8 amount the Commissioner of Social Security determines
- 9 may entitle the individual to a monthly periodic payment
- 10 based on such earnings (but whose application does not
- 11 report such a monthly periodic payment), the Commis-
- 12 sioner shall reconfirm with the individual whether such a
- 13 monthly periodic payment is being paid in order to ensure
- 14 the proper application of paragraph (7) and this para-
- 15 graph.
- 16 "(D) Upon the death of an individual whose primary
- 17 insurance amount is computed or recomputed under this
- 18 paragraph, such primary insurance amount shall be com-
- 19 puted or recomputed under paragraph (1) of this sub-
- 20 section.
- 21 "(E) In the case of any individual whose primary in-
- 22 surance amount would be computed under this paragraph
- 23 who first becomes entitled after 1985 to a monthly peri-
- 24 odic payment made by a foreign employer or foreign coun-
- 25 try that is based in whole or in part upon noncovered serv-

- 1 ice, the primary insurance amount of such individual shall
- 2 be computed or recomputed under paragraph (7) or para-
- 3 graph (1), as applicable, for months beginning with the
- 4 first month of the individual's initial entitlement to such
- 5 monthly periodic payment.".
- 6 (b) Conforming Amendments.—Section
- 7 215(a)(7)(A) of such Act (42 U.S.C. 415(a)(7)(A)) is
- 8 amended—
- 9 (1) by striking "hereafter in this paragraph and
- in subsection (d)(3)" and inserting "in this para-
- graph, paragraph (8), and subsection (d)(3)"; and
- 12 (2) by striking "shall be computed or recom-
- puted" and inserting "shall, subject to paragraph
- 14 (8), be computed or recomputed".
- (c) Effective Date.—The amendments made by
- 16 this section shall apply with respect to monthly insurance
- 17 benefits payable on or after January 1, 2025.
- 18 SEC. 3. ADDITIONAL MONTHLY PAYMENT FOR CERTAIN IN-
- 19 DIVIDUALS WHOSE BENEFIT AMOUNT IS RE-
- 20 DUCED BY THE WINDFALL ELIMINATION
- 21 **PROVISION.**
- 22 (a) IN GENERAL.—Section 215(a) of such Act (42)
- 23 U.S.C. 415(a)), as amended by section 2(a), is further
- 24 amended by adding at the end the following:

- 1 "(9)(A) For any month beginning at least 270 days
- 2 after the date of the enactment of the Public Servants
- 3 Protection and Fairness Act of 2023, the Commissioner
- 4 of Social Security shall, subject to subparagraphs (D) and
- 5 (E), make an additional monthly payment to each indi-
- 6 vidual who is an eligible individual for such month, in an
- 7 amount equal to the amount determined under subpara-
- 8 graph (C) with respect to such eligible individual.
- 9 "(B) For purposes of this paragraph, the term 'eligi-
- 10 ble individual' for a month means an individual (other
- 11 than an individual described in paragraph (8)(E)) who—
- "(i) first becomes eligible for an old-age or dis-
- ability insurance benefit under this title before 2025;
- 14 and
- 15 "(ii) is entitled to an old-age or disability insur-
- ance benefit under this title for such month based
- on a primary insurance amount that was computed
- or recomputed under paragraph (7) (and not subse-
- 19 quently recomputed under any other paragraph of
- this subsection).
- 21 For purposes of clause (i), an individual shall be deemed
- 22 eligible for a benefit for a month if, upon filing application
- 23 therefor in such month, the individual would be entitled
- 24 to such benefit for such month. For purposes of clause
- 25 (ii), an individual shall be deemed entitled to a benefit

- 1 based on a primary insurance amount that was computed
- 2 or recomputed under paragraph (7) if such benefit would
- 3 be based on such a primary insurance amount but for the
- 4 application of paragraph (1)(C).
- 5 "(C)(i) The amount determined under this paragraph
- 6 with respect to an eligible individual is \$150, except that
- 7 in any case in which the amount by which the primary
- 8 insurance amount of such eligible individual that would
- 9 be computed for the individual's initial computation month
- 10 under this subsection without regard to paragraph (7) ex-
- 11 ceeds the primary insurance amount of such eligible indi-
- 12 vidual computed for such month under this subsection
- 13 (taking paragraph (7) into account) is less than \$150, the
- 14 amount determined under this paragraph shall equal the
- 15 amount of such excess.
- 16 "(ii) For purposes of this subparagraph, the term
- 17 'initial computation month' means, with respect to an indi-
- 18 vidual, the later of—
- "(I) the 1st month beginning at least 270 days
- after the date of the enactment of the Public Serv-
- ants Protection and Fairness Act of 2023; or
- 22 "(II) the 1st month for which the individual's
- primary insurance amount is computed or recom-
- puted under paragraph (7).

- 1 "(D) In any case in which this title provides that no
- 2 monthly benefit under section 202 or 223 shall be paid
- 3 to an individual for a month, no additional monthly pay-
- 4 ment shall be paid to the individual for such month. This
- 5 subparagraph shall not apply in the case of an individual
- 6 whose monthly benefit under section 202 or 223 is re-
- 7 duced, regardless of the amount of the reduction, based
- 8 on—
- 9 "(i) the individual's receipt of other income or
- benefits for such month; or
- 11 "(ii) the adjustment or recovery of an overpay-
- ment under section 204.
- 13 "(E) Except for purposes of adjustment or recovery
- 14 of an overpayment under section 204, an additional
- 15 monthly payment under this paragraph shall not be sub-
- 16 ject to any reduction or deduction under this title.
- 17 "(F) Whenever benefit amounts under this title are
- 18 increased by any percentage effective with any month as
- 19 a result of a determination made under subsection (i),
- 20 each additional monthly payment amount payable to an
- 21 eligible individual under this paragraph shall be increased
- 22 by the same percentage for months beginning with such
- 23 month.
- 24 "(G) The amount of any additional monthly payment
- 25 under this paragraph shall be disregarded for purposes of

- 1 determining the eligibility or benefit amount of an indi-
- 2 vidual for supplemental security income benefits payable
- 3 under title XVI of the Social Security Act, but only if such
- 4 individual—
- 5 "(i) is eligible for a cash benefit payable under
- 6 section 1611, section 1619(a), or section 1631(a)(7)
- 7 for the 1st month beginning at least 270 days after
- 8 the date of the enactment of the Public Servants
- 9 Protection and Fairness Act of 2023;
- 10 "(ii) is an individual described in section
- 11 1619(b) for such month; or
- "(iii) is eligible for a State supplementary pay-
- ment for such month of the type referred to in sec-
- tion 1616(a) (or payments of the type described in
- section 212(a) of Public Law 93-66) which are paid
- by the Commissioner under an agreement referred to
- in section 1616(a) (or section 212(a) of Public Law
- 18 93–66).".
- 19 (b) Effective Date.—The amendments made by
- 20 this section shall apply with respect to monthly insurance
- 21 benefits payable for months beginning at least 270 days
- 22 after the date of the enactment of this Act.

1	SEC. 4. IMPROVEMENT IN SOCIAL SECURITY ACCOUNT
2	STATEMENTS FOR PUBLIC SERVANTS.
3	(a) In General.—Section 1143(a) of the Social Se-
4	curity Act (42 U.S.C. 1320b–13(a)) is amended—
5	(1) in paragraph (2)—
6	(A) by redesignating subparagraphs (B)
7	through (E) as subparagraphs (C) through (F);
8	(B) by inserting after subparagraph (A)
9	the following:
10	"(B) the amount of earnings derived by
11	the eligible individual from service performed
12	after 1977 which did not constitute employment
13	(as defined in section 210), not including serv-
14	ice as a member of a uniformed service (as de-
15	fined in section 210(m)), as shown by the
16	records of the Commissioner at the date of the
17	request;"; and
18	(C) in subparagraph (E) (as redesignated
19	by subparagraph (A)), by inserting "(in the
20	case of an eligible individual described in para-
21	graph (3)(C)(ii), calculated using a primary in-
22	surance amount estimated pursuant to para-
23	graph (8) of section 215(a) and including a no-
24	tation indicating the use of such method of cal-
25	culation)" after "account"; and
26	(2) in paragraph (3)(C)(ii)—

1	(A) by striking "wages or self-employment			
2	income" and inserting "wages, self-employment			
3	income, and earnings derived from noncovered			
4	service (within the meaning of section			
5	215(a)(7))"; and			
6	(B) by striking "of noncovered employ-			
7	ment" and inserting "that the individual's pri			
8	mary insurance amount will be computed under			
9	paragraph (7) or (8) of section 215(a)".			
10	(b) Conforming Amendments.—Section 1143 o			
11	the Social Security Act (42 U.S.C. 1320b–13) is amend			
12	ed—			
13	(1) in subsection (a)(2)(F) (as redesignated by			
14	subsection (a)(1)(A) of this section), by striking			
15	"sections $202(k)(5)$ and $215(a)(7)$ " and all that fol-			
16	lows through "auxiliary benefits" and inserting "sec			
17	tions $202(k)(5)$, $215(a)(7)$, and $215(a)(8)$ "; and			
18	(2) in subsection $(d)(1)$ —			
19	(A) by striking "maximum"; and			
20	(B) by striking "section 215(a)(7)" and in-			
21	serting "sections $215(a)(7)$ and $215(a)(8)$ ".			
22	(c) Effective Date.—The amendments made by			
23	this section shall apply with respect to Social Security ac-			
24	count statements issued on or after January 1, 2025.			

SEC. 5. STUDY ON AVAILABILITY OF INFORMATION RELAT-

- 2 ING TO RETIREMENT PLANS.
- 3 (a) IN GENERAL.—The Comptroller General shall
- 4 conduct a study to determine the extent to which State
- 5 and local governments (or their designees) that maintain
- 6 retirement plans for their employees possess or otherwise
- 7 have access to information sufficient to determine what
- 8 amount of a participant's benefits under such plan are
- 9 based on noncovered service (within the meaning of section
- 10 215(a)(7) of the Social Security Act (42 U.S.C.
- 11 415(a)(7)).
- 12 (b) Report.—Not later than 2 years after the date
- 13 of the enactment of this Act, the Comptroller General shall
- 14 submit a report to the Committee on Ways and Means
- 15 of the House of Representatives and the Committee on
- 16 Finance of the Senate on the results of the study described
- 17 in subsection (a).
- 18 SEC. 6. HOLD HARMLESS FOR THE SOCIAL SECURITY
- 19 TRUST FUNDS.
- There are appropriated, out of any moneys in the
- 21 Treasury not otherwise appropriated, to each of the Fed-
- 22 eral Old-Age and Survivors Insurance Trust Fund and the
- 23 Federal Disability Insurance Trust Fund for each fiscal
- 24 year such amounts as the chief actuary of the Social Secu-
- 25 rity Administration shall certify are necessary to place
- 26 each such Trust Fund in the same position at the end

- 1 of such fiscal year as it would have been in if the amend-
- 2 ments made by this Act had not been enacted.

 \bigcirc





Updated September 19, 2023

The Windfall Elimination Provision (WEP) in Social Security: Proposals for a New Proportional Formula

Background

Social Security is a work-based federal insurance program that provides monthly cash benefits to workers and their eligible family members in the event of a worker's retirement, disability, or death. Although participation in Social Security is compulsory for most workers, about 6% of workers in paid employment or self-employment are not covered by Social Security (i.e., earnings are not taxable or creditable for program purposes).

The regular Social Security benefit formula is progressive, replacing a greater share of career-average earnings for low-paid workers than for high-paid workers. Careeraverage earnings in Social Security are calculated as average indexed monthly earnings (AIME), which is the monthly average of the highest 35 years of covered earnings after indexing for wage growth. If a person has earnings not covered by Social Security, those noncovered earnings are shown as zeros in their Social Security earnings records. As a result, the regular formula cannot distinguish workers who have low career-average earnings because they worked for many years at low earnings in covered employment from workers who appear to have low career-average earnings because they worked for many years in jobs not covered by Social Security. Therefore, based on the regular formula, a worker who worked in both covered and noncovered employment might receive a higher replacement rate of career-average earnings than a worker with the same earnings who spent an entire career in covered employment (see **Table 1**, column [1]). The windfall elimination provision (WEP) is designed to remove such an unintended advantage, or windfall, for certain beneficiaries with earnings not covered by Social Security.

The Current WEP Formula

The regular Social Security benefit formula applies three factors—90%, 32%, and 15%—to three different brackets of a worker's AIME. The result is the *primary insurance* amount (PIA), which is the worker's basic monthly benefit at the full retirement age before any adjustments. Under current law, the WEP reduction is based on years of coverage (YOCs). The amount of substantial covered earnings needed for a YOC is \$29,700 in 2023. For people with 20 or fewer YOCs, the WEP reduces the first factor from 90% to 40%. For each year of substantial covered earnings in excess of 20, the first factor increases by 5%. The WEP factor reaches 90% for those with 30 or more YOCs, and at that point it is phased out. In addition, the WEP reduction cannot exceed one-half of the pension benefit based on the worker's noncovered employment, and it does not apply to those who do not receive such a pension.

The Proportional Formula

Shortly before the WEP was enacted in 1983 (P.L. 98-21), the bipartisan National Commission on Social Security Reform (the Greenspan Commission) described two different methods of eliminating the *windfall* benefits: (1) the current-law method of adjusting the first replacement factor (90%) as discussed above; and (2) a proportional formula. The proportional formula for WEP purposes would apply the regular Social Security benefit formula to all past earnings from both covered *and* noncovered employment. The resulting benefit would then be multiplied by the ratio of career-average earnings (AIME) from covered employment only to career-average earnings (AIME) from both covered and noncovered employment.

The proportional formula better reflects the Greenspan Commission's recommendation for people with some earnings from noncovered employment to receive the same replacement rate as those workers who spent their entire careers in covered employment (see **Table 1**, column [3]), whereas the current-law WEP can only *approximately* achieve that goal (see **Table 1**, column [2]). However, in 1983, the Social Security Administration (SSA) lacked the data on noncovered earnings needed to make the benefit adjustment under the proportional formula, so Congress adopted the current WEP formula instead. As of 2017, SSA has 35 years of data on earnings from both covered and noncovered employment. This data's availability means that the proportional formula is now an option for Congress to consider.

Table I. Illustrative Examples: Replacement Rates (Benefits as a Share of AIME) Under Alternative Formulas

Employment	Regular Formula (w/o WEP) (I)	Current- Law WEP (2)	Proportional Formula (3)
Covered: 35 years; Noncovered: 0 years	49%	49%	49%
Covered: 15 years; Noncovered: 20 years	72%	38%	49%

Source: Congressional Research Service.

Notes: The worker is assumed to earn \$45,000 (indexed by average wage growth) per year and becomes eligible for benefits in 2023.

Comparing the Current WEP and the Proportional Formula

If the proportional formula had applied to current beneficiaries in 2018, SSA's Office of the Chief Actuary (OCACT) estimates that about 1.1 million beneficiaries affected by the current WEP (or 69%) would have received a *higher* benefit and about 0.5 million (or 31%) would have received a *lower* benefit. In addition, 13.5 million beneficiaries with some noncovered earnings who were not affected by the current WEP would have received a *lower* benefit. Therefore, if the proportional formula were applied to new beneficiaries, it would generate program savings.

Below are two examples in which beneficiaries affected by the current WEP would receive lower benefits under the proportional formula:

- Beneficiaries with YOCs near 30. Certain beneficiaries with YOCs near 30 would have a relatively high replacement factor (e.g., 85% for 29 YOCs) under current law. Therefore, those beneficiaries' benefit reduction under the current WEP might be smaller than under the proportional formula.
- Beneficiaries with relatively high career-average earnings. Since the current WEP reduction is limited to the first bracket in the PIA formula, it might underadjust the benefit for some high earners with noncovered employment, resulting in a smaller benefit reduction under current law than under the proportional formula.

Current beneficiaries who had noncovered earnings and are exempt from the current-law WEP but would receive a lower benefit using the proportional formula might include (1) beneficiaries with 30 or more years of substantial covered earning; (2) beneficiaries who do not receive a pension based on noncovered work; and (3) beneficiaries who fit both categories.

Legislation in 118th Congress

Two bills introduced in 2023 would replace the current-law WEP approach with a proportional formula for certain individuals who would become eligible for Social Security benefits in 2025 or later: (1) H.R. 4260 (the Public Servants Protection and Fairness Act of 2023), introduced by Representative Richard E. Neal; and (2) H.R. 5342 (the Equal Treatment of Public Servants Act of 2023), introduced by Representative Jodey Arrington.

No Benefit Cuts Relative to Current Law

Because the proportional formula could reduce Social Security benefits for some future beneficiaries with noncovered employment compared to current law, both bills provide a protection provision, wherein individuals would receive a benefit based on the higher of the current WEP formula or the proportional formula. H.R. 4260 would apply the protection provision to all future beneficiaries, and as with current law, the proportional formula would not apply to workers who do not receive a noncovered pension or who have 30 or more years of substantial covered earnings. In contrast, H.R. 5342 would apply the protection provision during the transitional period for new beneficiaries who become eligible for benefits during 2025 through 2067. For those who become eligible in 2068 and later, benefits would be based solely on the proportional formula.

Additional Monthly Payments to Current Beneficiaries

As discussed earlier, the proportional formula could provide a higher benefit to certain beneficiaries compared to current law, so both bills would provide additional monthly payments to current WEP-affected beneficiaries who are first eligible for benefits before 2025. H.R. 4260 would provide worker beneficiaries (but not dependents) an additional monthly payment equal to the lesser of \$150 or the current WEP reduction amount. H.R. 5342 would provide an additional monthly payment of \$100 to workers and \$50 to dependents. The additional monthly payments would begin nine months after enactment of the respective bill, would increase with cost-of-living adjustments, and would be exempt from most benefit adjustments under Social Security. The additional monthly payment under H.R. 4260 would be excluded in determining eligibility and the benefit amount under the Supplemental Security Income program.

Cost Estimates and Funding Rules

The OCACT estimates that H.R. 4260 would cost about \$30.1 billion from 2023 through 2032, net of additional revenue from income taxation, including \$1.5 billion for the new proportional formula and \$28.7 billion for the additional monthly payments. Over the 75-year projection period, the present value of the overall net cost would be about \$110.1 billion. The bill would provide transfers from the General Fund of the Treasury to the Social Security trust funds in amounts needed to fully offset the bill's costs, so it would have no effect on Social Security's long-term financial outlook.

The OCACT estimates that H.R. 5342 would cost about \$23.9 billion from 2023 through 2032, net of additional revenue from income taxation, including \$1.5 billion for the new proportional formula and \$22.4 billion for the additional monthly payments. Over the 75-year projection period, future savings from the proportional formula would offset the cost of the additional monthly payments and the protection provision during the transitional period, so the bill would have no significant effect on Social Security's long-term financial outlook.

Other Provisions

The annual Social Security statements that SSA makes available to all eligible workers provide benefit estimates based only on covered employment, with no estimates of the WEP adjustment. Because of this limitation, beneficiaries have argued that they were not given sufficient notice of how much their benefits would be reduced by the WEP. To address this issue, both bills would require SSA to show noncovered as well as covered earnings records on the statements. Moreover, H.R. 4260 would require the statements to include projected benefits using the proportional formula for those workers who would likely be subject to the WEP.

In addition, both bills would require studies on ways to facilitate data exchanges between SSA and state and local governments for purposes of improving WEP administration.

Zhe Li, Analyst in Social Policy

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November 15, 2023

TO: Each Member

Board of Retirement

FROM: Insurance, Benefits and Legislative Committee

Les Robbins, Chair

Vivian H. Gray, Vice Chair

Shawn R. Kehoe Ronald A. Okum JP Harris, Alternate

FOR: December 6, 2023, Board of Retirement Meeting

SUBJECT: H.R. 5342—Equal Treatment of Public Servants Act of 2023

Author: Arrington [R-TX]

Sponsor: Author and 28 co-sponsors

Introduced: September 5, 2023

Status: Referred to House Committee on Ways and Means

(09/05/2023)

IBLC Recommendation: Support (11/01/2023)

Staff Recommendation: Support

RECOMMENDATION

That the Board of Retirement adopt a "Support" position on H.R. 5342, which would enact the "Equal Treatment of Public Servants Act of 2023."

LEGISLATIVE POLICY STANDARD

LACERA's legislative policy standard is to support proposals that repeal or modify the Windfall Elimination Provision and Government Pension Offset. (Legislative Policy, page 6.)

SUMMARY

H.R. 5342 would provide a new proportional formula for new retirees eligible for Social Security benefits starting in 2025 who would be subject to the WEP, make the proportional formula permanent after 2067, and provide an additional monthly payment to retirees currently affected by the WEP.

ANALYSIS

Participation in Social Security by the County of Los Angeles

<u>Prior to July 1, 1964.</u> Employees of the County were not covered under Social Security because the County did not participate in Social Security.

H.R. 5342 Board of Retirement November 15, 2023 Page 2

July 1, 1964, through December 31, 1982. The County elected to participate in the Social Security system effective July 1, 1964. General members who were hired before July 1, 1964, were given the option to elect Social Security coverage and pay Social Security taxes retroactive to January 1, 1959, or date of hire, whichever was later. General members who were hired on or after July 1, 1964, were mandatorily covered under Social Security. Safety members were never participants under Social Security.

On and after January 1, 1983. The County withdrew its participation from Social Security effective January 1, 1983. As a result, some LACERA members may not have earned sufficient credits under County employment to be fully insured under Social Security, unless they had other employment that was covered by Social Security.

Windfall Elimination Provision (WEP)

Social Security benefits are designed to replace a percentage of a worker's pre-retirement earnings. A Social Security benefit is calculated by separating average monthly earnings into three amounts known as "bend points." Each bend point is multiplied by a percentage, and the total of the three amounts is the Social Security benefit.

For example, for a worker who turns 62 in 2023, the first \$1,115 of average monthly earnings are multiplied by 90 percent, earnings between \$1,115 and \$6,721 are multiplied by 32 percent, and the earnings over \$6,721 are multiplied by 15 percent. The sum of these amounts is the benefit amount, which is decreased or increased depending on whether the worker begins receiving benefits before or after full retirement age.

For workers who qualify for a pension from a government employer that does not participate in Social Security, the percentage that is multiplied against the first \$1,115 of average monthly earnings is reduced from 90 percent to as low as 40 percent, based on years of substantial earnings. Those who have 30 years or more of substantial earnings do not see a reduction of the 90-percent factor. Note that to protect workers who receive a low government pension, the reduction of the Social Security benefit under the WEP cannot exceed more than one-half of the worker's government pension amount.

This Bill

H.R. 5342 is a reintroduction of Representative Kevin Brady's 2019 bill, H.R. 3934, on which the Board of Retirement adopted a "Support" position. Representative Arrington was an original cosponsor of H.R. 3934.

<u>Beginning 2025</u>. H.R. 5342 would provide a proportional formula to calculate Social Security benefits for workers who become eligible for benefits in 2025. This new formula would prorate the Social Security benefit based on the proportion of covered employment to total covered and noncovered employment.

H.R. 5342 Board of Retirement November 15, 2023 Page 3

Social Security's Office of the Chief Actuary¹ estimates that if the proportional formula in 2018 had been applied to the 1.6 million current beneficiaries affected by the WEP, about 1.1 million (69 percent) of beneficiaries would receive a higher average monthly benefit (on average, \$74 higher from \$474 per month to \$548 per month), whereas 0.5 million (31 percent) of beneficiaries would receive a lower average benefit (about \$55 lower) of \$588 compared to the average benefit of \$643 under the current WEP.

Since the proportional formula could reduce benefits in some cases even further than the current WEP formula, the bill would also provide a protection provision that all future beneficiaries receive a benefit based on the *higher* of the current WEP formula or the proportional formula. Thus, beneficiaries who do not receive a government pension (even though they might have noncovered service) or who have at least 30 years of substantial service would not be subject to any reductions under the proportional formula. However, this protection provision would be applicable to beneficiaries from 2025 through 2067. After 2067, benefits would be based only on the proportional formula.

<u>Before 2025</u>. WEP-affected beneficiaries who became eligible for Social Security benefits before 2025 would receive an additional monthly payment that would offset a portion of the WEP reduction. Currently, the maximum dollar amount of monthly WEP reduction in 2023 is \$557.50 for new beneficiaries with 20 or fewer years of substantial earnings. H.R. 5342 would provide retired workers an amount equal to \$100 per month and an additional \$50 per month to an eligible dependent.²

Other provisions. H.R. 5342 also provides for improvements in the reporting of noncovered earnings in Social Security account statements for estimating the WEP adjustment and for improvements to the collection and sharing of information related to state and local noncovered pensions.

Pro

- Provides some Social Security benefit increases to WEP-affected beneficiaries.
- Uses a more precise formula than the WEP to calculate a Social Security benefit replacement rate for future retirees based on covered employment.
- Does not subject beneficiaries who do not receive a government pension or who have 30 years of substantial service to any reduction in benefits.

¹ Goss, S. (2023, September 5). Letter to Representative Jodey Arrington on "Equal Treatment of Public Servants Act of 2023." Social Security Office of the Chief Actuary. https://www.ssa.gov/OACT/solvency/JArrington 20231016.pdf

² The WEP reduction amount is \$111.50 for those with 28 years of substantial earnings (and \$55.75 for those with 29 years). Therefore, those with 28 or fewer years of substantial earnings would not have a full offset of their WEP reduction based on the additional monthly payment of \$100, although the additional payment of \$50 to an eligible dependent may increase the offset.

H.R. 5342 Board of Retirement November 15, 2023 Page 4

> Provides an additional \$50 per month for an eligible dependent of a retiree who is affected by the WEP.

<u>Con</u>

- Does not repeal the WEP for current retirees.
- Protection provision expires after 2067.
- Additional monthly payment of \$100 for current retirees offsets less than onequarter of the current maximum monthly WEP reduction of \$557.50.

IT IS THEREFORE RECOMMENDED THAT THE BOARD adopt a "Support" position on H.R. 5342, which would enact the "Equal Treatment of Public Servants Act of 2023."

Attachments

Attachment 1—Board Positions Adopted on Related Legislation Attachment 2—Support and Opposition H.R. 5342 (Arrington) as introduced on September 5, 2023 Windfall Elimination Provision: Proposals for a New Proportional Formula

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Anthony J. Roda, Williams & Jensen

H.R. 5342 Attachment 1—Board Positions Adopted on Related Legislation Board of Retirement November 15, 2023 Page 1

BOARD POSITIONS ADOPTED ON RELATED LEGISLATION

H.R. 82 (2021, reported by the Committee on Ways and Means) would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.

- <u>S. 1302 (2021, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>AJR 9 (Resolution Chapter 78, Statutes of 2021)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>H.R. 4540 (2019, held in committee)</u> would have amended the Social Security Act to provide an equitable Social Security formula for individuals with noncovered employment and to provide relief for individuals currently affected by the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>H.R. 3934 (2019, held in committee)</u> would have amended the Social Security Act to replace the Windfall Elimination Provision with a formula equalizing benefits for certain individuals with noncovered employment. The Board of Retirement adopted a "Support" position.
- <u>SJR 3 (Resolution Chapter 129, Statutes of 2019)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>H.R. 141 (2019, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>S. 521 (2019, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>H.R. 1205 (2017, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.

H.R. 5342 Attachment 1—Board Positions Adopted on Related Legislation Board of Retirement November 15, 2023 Page 2

- <u>S. 915 (2017, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>SJR 1 (Resolution Chapter 92, Statutes of 2015)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>H.R. 711 (2015, held in committee)</u> would have amended the Social Security Act to replace the Windfall Elimination Provision with a new formula for the treatment of noncovered earnings in determining Social Security benefits for individuals who become eligible for benefits after 2016. It would have established a second formula to modify the Windfall Elimination Provision for current beneficiaries. The Board of Retirement adopted a "Watch" position.
- <u>H.R. 973 (2015, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>S. 1651 (2015, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>H.R. 1332 (2011, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>AJR 10 (Resolution Chapter 103, Statutes of 2009)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.
- <u>S. 484 (2009, held in committee)</u> would have amended the Social Security Act to repeal the Government Pension Offset and the Windfall Elimination Provision. The Board of Retirement adopted a "Support" position.
- <u>AJR 5 (Resolution Chapter 116, Statutes of 2007)</u> requested the President and the Congress of the United States to pass legislation repealing the Government Pension Offset and Windfall Elimination Provision from the Social Security Act. The Board of Retirement adopted a "Support" position.

H.R. 5342 Attachment 2—Support and Opposition Board of Retirement November 15, 2023 Page 1

SUPPORT

Bipartisan Policy Center
Texas Retired Teachers Association

OPPOSITION

Unknown

H. R. 5342

To amend title II of the Social Security Act to replace the windfall elimination provision with a formula equalizing benefits for certain individuals with noncovered employment, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 5, 2023

Mr. Arrington (for himself, Mr. Vicente Gonzalez of Texas, Ms. Granger, Ms. Van Duyne, Mr. Guthrie, Mr. Van Drew, Mr. Latta, Mr. Weber of Texas, Mr. Moran, Mr. Pfluger, Mr. Murphy, Mr. Carter of Georgia, Mr. Crenshaw, Mr. Good of Virginia, Mr. Bacon, Mr. Smucker, Mr. Tony Gonzales of Texas, Mr. Roy, and Mr. Gosar) introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To amend title II of the Social Security Act to replace the windfall elimination provision with a formula equalizing benefits for certain individuals with noncovered employment, and for other purposes.

- 1 Be it enacted by the Senate and House of Representa-
- 2 tives of the United States of America in Congress assembled,
- 3 SECTION 1. SHORT TITLE.
- 4 This Act may be cited as the "Equal Treatment of
- 5 Public Servants Act of 2023".

1	SEC. 2. REPLACEMENT OF THE WINDFALL ELIMINATION	
2	PROVISION WITH A FORMULA EQUALIZING	
3	BENEFITS FOR CERTAIN INDIVIDUALS WITH	
4	NONCOVERED EMPLOYMENT.	
5	(a) In General.—Section 215(a) of the Social Secu-	
6	rity Act (42 U.S.C. 415(a)) is amended by inserting after	
7	paragraph (7) the following:	
8	"(8)(A) In the case of an individual whose primary	
9	insurance amount would be computed under paragraph	
10	(1) of this subsection—	
11	"(i) who first becomes eligible for an old-age or	
12	disability insurance benefit after 2067,	
13	"(ii) who subsequently becomes entitled to such	
14	benefit, and	
15	"(iii) who has earnings derived from noncovered	
16	service performed in a year after 1977,	
17	the primary insurance amount of such individual shall be	
18	the amount computed or recomputed under this para-	
19	graph.	
20	"(B) The primary insurance amount of an individual	
21	described in subparagraph (A), as computed or recom-	
22	puted under this paragraph, shall be the product derived	
23	by multiplying—	
24	"(i) the individual's primary insurance amount,	
25	as determined under paragraph (1) of this sub-	
26	section and subparagraph (C) of this paragraph, by	

1	"(ii) a fraction—
2	"(I) the numerator of which is the individ-
3	ual's average indexed monthly earnings (deter-
4	mined without regard to subparagraph (C)),
5	and
6	$``(\Pi)$ the denominator of which is an
7	amount equal to the individual's average in-
8	dexed monthly earnings (as determined under
9	subparagraph (C)),
10	rounded, if not a multiple of \$0.10, to the next lower mul-
11	tiple of \$0.10.
12	"(C)(i) For purposes of determining an individual's
13	primary insurance amount pursuant to clauses (i) and
14	(ii)(II) of subparagraph (B) , the individual's average in-
15	dexed monthly earnings shall be determined by treating
16	all recorded noncovered earnings (as defined in clause
17	(ii)(I)) derived by the individual from noncovered service
18	performed in each year after 1977 as 'wages' (as defined
19	in section 209 for purposes of this title), which shall be
20	treated as included in the individual's adjusted total cov-
21	ered earnings (as defined in clause (ii)(II)) for such cal-
22	endar year together with amounts consisting of 'wages' (as
23	so defined without regard to this subparagraph) paid dur-
24	ing such calendar year and self-employment income (as

- 1 defined in section 211(b)) for taxable years ending with
- 2 or during such calendar year.
- 3 "(ii) For purposes of this subparagraph:
- 4 "(I) The term 'recorded noncovered earnings'
 5 means earnings derived from noncovered service

6 (other than noncovered service as a member of a

7 uniformed service (as defined in section 210(m)) for

8 which satisfactory evidence is determined by the

Commissioner to be available in the records of the

10 Commissioner.

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- "(II) The term 'adjusted total covered earnings' means, in connection with an individual for any calendar year, the sum of the wages paid to the individual during such calendar year (as adjusted under subsection (b)(3)) plus the self-employment income derived by the individual during any taxable year ending with or during such calendar year (as adjusted under subsection (b)(3)).
- 19 "(iii) The Commissioner of Social Security shall pro-
- 20 vide by regulation or other public guidance for methods
- 21 for determining whether satisfactory evidence is available
- 22 in the records of the Commissioner for earnings for non-
- 23 covered service (other than noncovered service as a mem-
- 24 ber of a uniformed service (as defined in section 210(m)))
- 25 to be treated as recorded noncovered earnings. Such meth-

- 1 ods shall provide for reliance on earnings information
- 2 which is provided to the Commissioner by employers and
- 3 which, as determined by the Commissioner, constitute a
- 4 reasonable basis for treatment of earnings for noncovered
- 5 service as recorded noncovered earnings. In making deter-
- 6 minations under this clause, the Commissioner shall also
- 7 take into account any documentary or other evidence of
- 8 earnings derived from noncovered service by an individual
- 9 which is provided by the individual to the Commissioner
- 10 and which the Commissioner considers appropriate as a
- 11 reasonable basis for treatment of such earnings as re-
- 12 corded noncovered earnings.
- 13 "(D) Upon the death of an individual whose primary
- 14 insurance amount is computed or recomputed under this
- 15 paragraph, such primary insurance amount shall be com-
- 16 puted or recomputed under paragraph (1) of this sub-
- 17 section.
- 18 "(E) In the case of any individual whose primary in-
- 19 surance amount would be computed under this paragraph
- 20 who first becomes entitled after 1985 to a monthly peri-
- 21 odic payment made by a foreign employer or foreign coun-
- 22 try that is based in whole or in part upon noncovered serv-
- 23 ice, the primary insurance amount of such individual shall
- 24 be computed or recomputed under paragraph (7) or para-
- 25 graph (1), as applicable, for months beginning with the

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first month of the individual's initial entitlement to such
    monthly periodic payment.".
 3
        (b)
                 Conforming
                                    AMENDMENTS.—Section
    215(a)(7)(A) of such Act (42 U.S.C. 415(a)(7)(A)) is
 5
    amended—
 6
             (1) in clause (i)—
                  (A) by striking "after 1985" and inserting
 7
             "after 1985 and before 2068"; and
 8
 9
                  (B) by striking "or" at the end;
10
             (2) in clause (ii)—
11
                  (A) by striking "after 1985" each place it
             appears and inserting "after 1985 and before
12
             2068"; and
13
14
                  (B) by adding "or" at the end;
15
             (3) by inserting after clause (ii) the following:
             "(iii) is an individual described in paragraph
16
17
        (8)(E),"; and
18
             (4) by striking "hereafter in this paragraph and
19
        in subsection (d)(3)" and inserting "in this para-
20
        graph, paragraphs (8) and (9), and subsection
21
        (d)(3)".
22
        (c) Effective Date.—The amendments made by
23
    this section shall apply with respect to monthly insurance
    benefits payable on or after January 1, 2025.
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SEC. 3. BENEFIT CALCULATION DURING TRANSITION PE-2 RIOD. 3 (a) IN GENERAL.—Section 215(a) of the Social Security Act (42 U.S.C. 415(a)), as amended by section 2, is 4 5 further amended by inserting after paragraph (8) the following: 6 "(9) In the case of an individual whose primary in-7 8 surance amount would be computed under paragraph (1) 9 of this subsection— "(A) who first becomes eligible for an old-age 10 11 or disability insurance benefit after 2024 and before 12 2068, 13 "(B) who subsequently becomes entitled to such 14 benefit, and 15 "(C) who has earnings derived from noncovered 16 service performed in a year after 1977, 17 the primary insurance amount of such individual shall be 18 the higher of the amount computed or recomputed under 19 paragraph (7) without regard to this paragraph or the 20 amount that would be computed or recomputed under 21 paragraph (8) if the individual were an individual de-22 scribed in subparagraph (A) of such paragraph.". 23 (b) Conforming AMENDMENT.—Section 24 215(a)(7)(A) of such Act (42 U.S.C. 415(a)(7)(A)), as

amended by section 2(b), is further amended by striking

- 1 "shall be computed or recomputed" and inserting "shall,
- 2 subject to paragraph (9), be computed or recomputed".
- 3 (c) Effective Date.—The amendments made by
- 4 this section shall apply with respect to monthly insurance
- 5 benefits payable on or after January 1, 2025.
- 6 SEC. 4. ADDITIONAL MONTHLY PAYMENT FOR INDIVID-
- 7 UALS WHOSE BENEFIT AMOUNT IS REDUCED
- 8 BY THE WINDFALL ELIMINATION PROVISION.
- 9 (a) In General.—Section 215(a) of such Act (42)
- 10 U.S.C. 415(a)), as amended by sections 2 and 3, is further
- 11 amended by adding at the end the following:
- 12 "(10)(A) For any month beginning at least 270 days
- 13 after the date of enactment of the Equal Treatment of
- 14 Public Servants Act of 2023, the Commissioner of Social
- 15 Security shall, subject to subparagraphs (C) and (D),
- 16 make an additional monthly payment of \$100 to each indi-
- 17 vidual who is an eligible individual for such month, and
- 18 an additional monthly payment of \$50 to each individual
- 19 (other than an eligible individual) who is entitled to a ben-
- 20 efit under section 202 for such month on the basis of the
- 21 wages and self-employment income of such eligible indi-
- 22 vidual.
- 23 "(B) For purposes of this paragraph, the term 'eligi-
- 24 ble individual' for a month means an individual who—

- "(i)(I) first becomes eligible for an old-age or
 disability insurance benefit under this title before
 2025, or
- 4 "(II) is an individual described in paragraph 5 (8)(E), and
- "(ii) is entitled to an old-age or disability insurance benefit under this title for such month based on a primary insurance amount that was computed or recomputed under paragraph (7) (and not subsequently recomputed under any other paragraph of this subsection).
- 12 "(C) In any case in which this title provides that no monthly benefit under section 202 or 223 shall be paid to an individual for a month, no additional monthly pay-14 15 ment shall be paid to the individual for such month. This subparagraph shall not apply in the case of an individual 16 17 whose monthly benefit under section 202 or 223 is re-18 duced, regardless of the amount of the reduction, based 19 on the individual's receipt of other income or benefits for 20 such month or the application of section 203(a) or due 21 to the adjustment or recovery of an overpayment under
- "(D)(i) An individual is not entitled to receive more than one additional monthly payment for a month under this paragraph.

section 204.

22

- 1 "(ii) An eligible individual who is entitled to a benefit
- 2 under section 202 on the basis of the wages and self-em-
- 3 ployment income of another eligible individual for a month
- 4 shall receive an additional monthly payment under this
- 5 paragraph in the amount of \$100 for such month.
- 6 "(E) Except for purposes of adjustment or recovery
- 7 of an overpayment under section 204, an additional
- 8 monthly payment under this paragraph shall not be sub-
- 9 ject to any reduction or deduction under this title.
- 10 "(F) Whenever benefit amounts under this title are
- 11 increased by any percentage effective with any month as
- 12 a result of a determination made under subsection (i),
- 13 each of the dollar amounts in subparagraph (A) shall be
- 14 increased by the same percentage for months beginning
- 15 with such month.".
- 16 (b) Effective Date.—The amendments made by
- 17 this section shall apply with respect to monthly insurance
- 18 benefits payable for months beginning at least 270 days
- 19 after the date of enactment of this Act.
- 20 SEC. 5. REPORTING OF NONCOVERED EARNINGS ON SO-
- 21 CIAL SECURITY ACCOUNT STATEMENTS.
- 22 (a) In General.—Section 1143(a)(2) of the Social
- 23 Security Act (42 U.S.C. 1320b–13(a)(2)) is amended—
- 24 (1) by redesignating subparagraphs (B)
- 25 through (E) as subparagraphs (C) through (F); and

1	(2) by inserting after subparagraph (A) the fol-
2	lowing:
3	"(B) the amount of earnings derived by
4	the eligible individual from service performed
5	after 1977 which did not constitute employment
6	(as defined in section 210), not including serv-
7	ice as a member of a uniformed service (as de-
8	fined in section 210(m)), as shown by the
9	records of the Commissioner at the date of the
10	request;".
11	(b) Effective Date.—The amendments made by
12	this section shall apply with respect to Social Security ac-
13	count statements issued on or after January 1, 2025.
14	SEC. 6. STUDY ON PARTNERING WITH STATE AND LOCAL
14 15	SEC. 6. STUDY ON PARTNERING WITH STATE AND LOCAL PENSION SYSTEMS.
15	PENSION SYSTEMS.
15 16	PENSION SYSTEMS. (a) Study.—
15 16 17	PENSION SYSTEMS. (a) Study.— (1) In general.—The Commissioner of Social
15 16 17 18	PENSION SYSTEMS. (a) STUDY.— (1) In General.—The Commissioner of Social Security shall study and test the administrative fea-
15 16 17 18	PENSION SYSTEMS. (a) Study.— (1) In general.—The Commissioner of Social Security shall study and test the administrative feasibility of partnering with State and local pension
115 116 117 118 119 220	PENSION SYSTEMS. (a) STUDY.— (1) IN GENERAL.—The Commissioner of Social Security shall study and test the administrative feasibility of partnering with State and local pension systems, or other governmental entities, to improve
15 16 17 18 19 20 21	PENSION SYSTEMS. (a) STUDY.— (1) IN GENERAL.—The Commissioner of Social Security shall study and test the administrative feasibility of partnering with State and local pension systems, or other governmental entities, to improve the collection and sharing of information relating to
15 16 17 18 19 20 21 22	PENSION SYSTEMS. (a) STUDY.— (1) IN GENERAL.—The Commissioner of Social Security shall study and test the administrative feasibility of partnering with State and local pension systems, or other governmental entities, to improve the collection and sharing of information relating to State and local noncovered pensions.

- 1 ordinate with State and local pension systems that
- 2 reflect the diversity of systems and individual experi-
- 3 ences to explore the development of automated data
- 4 exchange agreements that facilitate reporting of in-
- 5 formation relating to noncovered pensions.
- 6 (b) Report.—The Commissioner of Social Security
- 7 shall conclude the study described in subsection (a) not
- 8 later than 4 years after the date of enactment of this Act.
- 9 As soon as possible after conclusion of the study and not
- 10 later than 4½ years after the date of enactment of this
- 11 Act, the Commissioner shall submit to the Committee on
- 12 Ways and Means of the House of Representatives and the
- 13 Committee on Finance of the Senate a report on the re-
- 14 sults of the study. Such report shall include the following:
- 15 (1) A discussion of how the automated data ex-
- change agreements could be implemented to cover
- 17 noncovered pensions nationally, including the range
- of implementation timelines across State and local
- pension systems, or with other governmental entities.
- 20 (2) An analysis of the barriers to developing
- 21 automated data exchange agreements and lessons
- learned that can help address these barriers.
- 23 (3) A description of alternative methods for ob-
- taining information related to noncovered pensions,

- and an analysis of the barriers to obtaining noncovered pension data through such methods.
- (4) An explanation of how coverage information is obtained by the Social Security Administration when an individual purchases service credits to apply to a new covered or noncovered pension after moving from another covered or noncovered pension within the State or in another State.
- 9 (5) An estimate of the total amount, as of the 10 date of the enactment of this Act, of noncovered 11 pensions not reported to the Social Security Admin-12 istration as a result of noncompliance with voluntary 13 reporting policies.
- 14 (c) STATE AND LOCAL PENSION INFORMATION TO 15 BE REQUESTED BY THE COMMISSIONER.—Section 202 of 16 the Social Security Act (42 U.S.C. 402) is amended by
- 18 "(m) STATE AND LOCAL PENSION INFORMATION TO19 BE REQUESTED BY THE COMMISSIONER.—

inserting after subsection (1) the following:

"(1) The Commissioner may partner with States to request information, including the information specified in paragraph (2), with respect to any designated distribution (as defined in section 3405(e)(1) of the Internal Revenue Code of 1986) from an employer deferred compensation plan (as

1	defined in section 3405(e)(5) of such Code) of the
2	State (or political subdivision thereof) to a partici-
3	pant of such plan in any case in which any portion
4	of such participant's earnings for service under such
5	plan did not constitute 'employment' as defined in
6	section 210 for purposes of this title.
7	"(2) The information specified in this para-
8	graph is the following:
9	"(A) The name and Social Security ac-
10	count number of the participant receiving the
11	designated distribution.
12	"(B) The dollar amount of the designated
13	distribution and the date paid.
14	"(C) The date on which the participant
15	initially became eligible for a designated dis-
16	tribution under the plan and, if different, the
17	date of payment of the initial designated dis-
18	tribution.
19	"(D) The dates of each period of service
20	under the plan that did not constitute 'employ-
21	ment' as defined in section 210 for purposes of
22	this title, and the dates of any other period of
23	service under the plan.".

(d) DEFINITIONS.—In this section—

24

1	(1) the term "noncovered pension" means a
2	pension any part of which is based on noncovered
3	service (within the meaning of section 215(a)(7) of
4	the Social Security Act (42 U.S.C. 415(a)(7))); and
5	(2) the term "covered pension" means any
6	other pension.

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Updated September 19, 2023

The Windfall Elimination Provision (WEP) in Social Security: Proposals for a New Proportional Formula

Background

Social Security is a work-based federal insurance program that provides monthly cash benefits to workers and their eligible family members in the event of a worker's retirement, disability, or death. Although participation in Social Security is compulsory for most workers, about 6% of workers in paid employment or self-employment are not covered by Social Security (i.e., earnings are not taxable or creditable for program purposes).

The regular Social Security benefit formula is progressive, replacing a greater share of career-average earnings for low-paid workers than for high-paid workers. Careeraverage earnings in Social Security are calculated as average indexed monthly earnings (AIME), which is the monthly average of the highest 35 years of covered earnings after indexing for wage growth. If a person has earnings not covered by Social Security, those noncovered earnings are shown as zeros in their Social Security earnings records. As a result, the regular formula cannot distinguish workers who have low career-average earnings because they worked for many years at low earnings in covered employment from workers who appear to have low career-average earnings because they worked for many years in jobs not covered by Social Security. Therefore, based on the regular formula, a worker who worked in both covered and noncovered employment might receive a higher replacement rate of career-average earnings than a worker with the same earnings who spent an entire career in covered employment (see **Table 1**, column [1]). The windfall elimination provision (WEP) is designed to remove such an unintended advantage, or windfall, for certain beneficiaries with earnings not covered by Social Security.

The Current WEP Formula

The regular Social Security benefit formula applies three factors—90%, 32%, and 15%—to three different brackets of a worker's AIME. The result is the *primary insurance* amount (PIA), which is the worker's basic monthly benefit at the full retirement age before any adjustments. Under current law, the WEP reduction is based on years of coverage (YOCs). The amount of substantial covered earnings needed for a YOC is \$29,700 in 2023. For people with 20 or fewer YOCs, the WEP reduces the first factor from 90% to 40%. For each year of substantial covered earnings in excess of 20, the first factor increases by 5%. The WEP factor reaches 90% for those with 30 or more YOCs, and at that point it is phased out. In addition, the WEP reduction cannot exceed one-half of the pension benefit based on the worker's noncovered employment, and it does not apply to those who do not receive such a pension.

The Proportional Formula

Shortly before the WEP was enacted in 1983 (P.L. 98-21), the bipartisan National Commission on Social Security Reform (the Greenspan Commission) described two different methods of eliminating the *windfall* benefits: (1) the current-law method of adjusting the first replacement factor (90%) as discussed above; and (2) a proportional formula. The proportional formula for WEP purposes would apply the regular Social Security benefit formula to all past earnings from both covered *and* noncovered employment. The resulting benefit would then be multiplied by the ratio of career-average earnings (AIME) from covered employment only to career-average earnings (AIME) from both covered and noncovered employment.

The proportional formula better reflects the Greenspan Commission's recommendation for people with some earnings from noncovered employment to receive the same replacement rate as those workers who spent their entire careers in covered employment (see **Table 1**, column [3]), whereas the current-law WEP can only *approximately* achieve that goal (see **Table 1**, column [2]). However, in 1983, the Social Security Administration (SSA) lacked the data on noncovered earnings needed to make the benefit adjustment under the proportional formula, so Congress adopted the current WEP formula instead. As of 2017, SSA has 35 years of data on earnings from both covered and noncovered employment. This data's availability means that the proportional formula is now an option for Congress to consider.

Table I. Illustrative Examples: Replacement Rates (Benefits as a Share of AIME) Under Alternative Formulas

Employment	Regular Formula (w/o WEP) (I)	Current- Law WEP (2)	Proportional Formula (3)
Covered: 35 years; Noncovered: 0 years	49%	49%	49%
Covered: 15 years; Noncovered: 20 years	72%	38%	49%

Source: Congressional Research Service.

Notes: The worker is assumed to earn \$45,000 (indexed by average wage growth) per year and becomes eligible for benefits in 2023.

Comparing the Current WEP and the Proportional Formula

If the proportional formula had applied to current beneficiaries in 2018, SSA's Office of the Chief Actuary (OCACT) estimates that about 1.1 million beneficiaries affected by the current WEP (or 69%) would have received a *higher* benefit and about 0.5 million (or 31%) would have received a *lower* benefit. In addition, 13.5 million beneficiaries with some noncovered earnings who were not affected by the current WEP would have received a *lower* benefit. Therefore, if the proportional formula were applied to new beneficiaries, it would generate program savings.

Below are two examples in which beneficiaries affected by the current WEP would receive lower benefits under the proportional formula:

- Beneficiaries with YOCs near 30. Certain beneficiaries with YOCs near 30 would have a relatively high replacement factor (e.g., 85% for 29 YOCs) under current law. Therefore, those beneficiaries' benefit reduction under the current WEP might be smaller than under the proportional formula.
- Beneficiaries with relatively high career-average earnings. Since the current WEP reduction is limited to the first bracket in the PIA formula, it might underadjust the benefit for some high earners with noncovered employment, resulting in a smaller benefit reduction under current law than under the proportional formula.

Current beneficiaries who had noncovered earnings and are exempt from the current-law WEP but would receive a lower benefit using the proportional formula might include (1) beneficiaries with 30 or more years of substantial covered earning; (2) beneficiaries who do not receive a pension based on noncovered work; and (3) beneficiaries who fit both categories.

Legislation in 118th Congress

Two bills introduced in 2023 would replace the current-law WEP approach with a proportional formula for certain individuals who would become eligible for Social Security benefits in 2025 or later: (1) H.R. 4260 (the Public Servants Protection and Fairness Act of 2023), introduced by Representative Richard E. Neal; and (2) H.R. 5342 (the Equal Treatment of Public Servants Act of 2023), introduced by Representative Jodey Arrington.

No Benefit Cuts Relative to Current Law

Because the proportional formula could reduce Social Security benefits for some future beneficiaries with noncovered employment compared to current law, both bills provide a protection provision, wherein individuals would receive a benefit based on the higher of the current WEP formula or the proportional formula. H.R. 4260 would apply the protection provision to all future beneficiaries, and as with current law, the proportional formula would not apply to workers who do not receive a noncovered pension or who have 30 or more years of substantial covered earnings. In contrast, H.R. 5342 would apply the protection provision during the transitional period for new beneficiaries who become eligible for benefits during 2025 through 2067. For those who become eligible in 2068 and later, benefits would be based solely on the proportional formula.

Additional Monthly Payments to Current Beneficiaries

As discussed earlier, the proportional formula could provide a higher benefit to certain beneficiaries compared to current law, so both bills would provide additional monthly payments to current WEP-affected beneficiaries who are first eligible for benefits before 2025. H.R. 4260 would provide worker beneficiaries (but not dependents) an additional monthly payment equal to the lesser of \$150 or the current WEP reduction amount. H.R. 5342 would provide an additional monthly payment of \$100 to workers and \$50 to dependents. The additional monthly payments would begin nine months after enactment of the respective bill, would increase with cost-of-living adjustments, and would be exempt from most benefit adjustments under Social Security. The additional monthly payment under H.R. 4260 would be excluded in determining eligibility and the benefit amount under the Supplemental Security Income program.

Cost Estimates and Funding Rules

The OCACT estimates that H.R. 4260 would cost about \$30.1 billion from 2023 through 2032, net of additional revenue from income taxation, including \$1.5 billion for the new proportional formula and \$28.7 billion for the additional monthly payments. Over the 75-year projection period, the present value of the overall net cost would be about \$110.1 billion. The bill would provide transfers from the General Fund of the Treasury to the Social Security trust funds in amounts needed to fully offset the bill's costs, so it would have no effect on Social Security's long-term financial outlook.

The OCACT estimates that H.R. 5342 would cost about \$23.9 billion from 2023 through 2032, net of additional revenue from income taxation, including \$1.5 billion for the new proportional formula and \$22.4 billion for the additional monthly payments. Over the 75-year projection period, future savings from the proportional formula would offset the cost of the additional monthly payments and the protection provision during the transitional period, so the bill would have no significant effect on Social Security's long-term financial outlook.

Other Provisions

The annual Social Security statements that SSA makes available to all eligible workers provide benefit estimates based only on covered employment, with no estimates of the WEP adjustment. Because of this limitation, beneficiaries have argued that they were not given sufficient notice of how much their benefits would be reduced by the WEP. To address this issue, both bills would require SSA to show noncovered as well as covered earnings records on the statements. Moreover, H.R. 4260 would require the statements to include projected benefits using the proportional formula for those workers who would likely be subject to the WEP.

In addition, both bills would require studies on ways to facilitate data exchanges between SSA and state and local governments for purposes of improving WEP administration.

Zhe Li, Analyst in Social Policy

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November 16, 2023

TO: Each Member

Board of Retirement

FROM: Insurance, Benefits and Legislative Committee

Les Robbins, Chair

Vivian H. Gray, Vice Chair

Shawn R. Kehoe Ronald A. Okum JP Harris, Alternate

FOR: December 6, 2023 Board of Retirement Meeting

SUBJECT: Federal Engagement – Visit with Congress

RECOMMENDATION

That the the Board of Retirement:

- Approve a visit with Congress by Board trustees as designated by the Chair of the Board of Retirement and by staff as designated by the Chief Executive Officer during the week of January 22, 2024, in Washington, D.C.; and
- 2. Approve reimbursement of all travel costs incurred in accordance with LACERA's Trustee Travel Policy.

LEGAL AUTHORITY

The Board of Retirement's Policy on Engagement for Public Policy Issues Relating to Plan Administration and Retirement and Health Care Benefits provides for engagement to promote LACERA's presence and visibility with the legislative, executive, and judicial branches of state and federal governments.

DISCUSSION

The California Delegation consisting of 52 representatives and 2 senators is the largest in Congress. Board members and staff have engaged with members of Congress and their staff on previous visits to Washington, D.C., most recently in January 2023. The visit is a continuing effort of engagement to foster relationships with members of Congress by increasing LACERA's presence and visibility among the members and providing education and information about LACERA's history, organization, and operations.

The National Conference on Public Employee Retirement Systems (NCPERS) will be holding its annual Legislative Conference on January 22-24, 2024, in Washington D.C. The last day of the conference on January 24 will consist of group meetings with Congress arranged by NCPERS. LACERA's federal legislative advocate, Anthony Roda of Williams & Jensen, advises that since most of the Congressional meetings on January 24 will be

Federal Engagement Board of Retirement November 16, 2023 Page 2

group meetings (some of which he will be leading), it may not be feasible to have further individual meetings the following day after the conference as LACERA trustees and staff have done in the past.

The visit will also be an opportunity to continue engagement with Congress on the repeal of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), modification of the WEP, and educating Congressional members about LACERA.

IT IS THEREFORE RECOMMENDED THAT THE BOARD:

- 1. Approve a visit with Congress by Board trustees as designated by the Chair of the Board of Retirement and by staff as designated by the Chief Executive Officer during the week of January 22, 2024, in Washington, D.C.; and
- Approve reimbursement of all travel costs incurred in accordance with LACERA's Trustee Travel Policy.

Attachment

NCPERS 2024 Legislative Conference Preliminary Agenda

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Cassandra Smith
Anthony Roda, Williams & Jensen
Shane Doucet, Doucet Consulting Solutions



National Conference on Public Employee Retirement Systems The Voice for Public Pensions



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Print Page

Legislative Conference Education

PRELIMINARY AGENDA

As of 8/31/23

MONDAY, JANUARY 22

7:00 AM – 6:00 PM Registration

5:30 PM – 6:30 PM Joint Communications Summit and Legislative Conference Networking Reception

TUESDAY, JANUARY 23

7:00 AM – 6:00 PM Registration

7:00 AM - 8:00 AM Breakfast

8:00 AM - 12:00 PM General Session I

- A Preview of the 2024 Presidential, Congressional, and State Elections
- Congressional Activities Impacting Public Pensions
- U.S. House of Representatives Ways & Means Committee
- U.S. Senate Finance Committee
- Public Plan Access to the Social Security Administration's Master Death Files
- NCPERS Federal Priorities

12:00 PM – 1:00 PM Networking Lunch

1:30 PM - 5:00 PM General Session II

- NCPERS 2023 Policymaker of the Year Award Recipient
- State Tax Policies and Revenue Outlook
- The Case for Bringing Back Pensions: A Closer Look at Alaska
- Secure Choice: State-Sponsored Savings Programs for the Private Sector
- State Proposals Impacting State & Local Pensions

5:30 PM – 6:30 PM Networking Reception

WEDNESDAY, JANUARY 24

8:30 AM – 9:30 AM	Policy Day Breakfast & Pre-Meeting
9:30 AM – 5:00 PM	Policy Day Lounge/Debriefing Room Open
9:00 AM – 5:00 PM	Meetings with Congress (Scheduled by NCPERS)
12:00 PM – 1:00 PM	Policy Day Lunch

Event Registration

Annual Conference & Exhibition (ACE)

4:00 PM - 6:00 PM Policy Day Closing Happy Hour

Center for Online Learning

Chief Officers Summit

FALL Conference

Legislative Conference

- » About the Legislative Conference
- » Legislative Conference Education
- » Legislative Conference Registration
- » Legislative Conference Sponsorship
- » Hotel Reservations

NCPERS Accredited Fiduciary (NAF) Program

NCPERS University

Pension Communications Summit

Program for Advanced Trustee Studies (PATS)

Public Pension Funding Forum

Public Safety Conference

Trustee Educational Seminar (TEDS)

Conference Archives

Future Conferences

National Conference on Public Employee Retirement Systems 1201 New York Avenue, NW, Suite 850, Washington, DC 20005

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November 16, 2023

TO: Each Trustee

Board of Retirement

FROM: Operations Oversight Committee

Alan Bernstein, Chair

Herman B. Santos, Vice Chair

Antonio Sanchez

Keith Knox

Jason E. Green, Alternate

FOR: December 6, 2023, Board of Retirement Meeting

SUBJECT: LACERA POLICY FOR PROCESSING DISABILITY-RETIREMENT

APPLICATIONS AND APPEALS FILED BY INTERNAL AND

INTERNAL-RELATED APPLICANTS

RECOMMENDATION

It is recommended that the Board of Retirement adopt the attached LACERA Policy for Processing Disability-Retirement Applications and Appeals filed by Internal and Internal-Related Applicants.

INTRODUCTION

On May 22, 2014, the Board of Retirement adopted a *Policy for Processing LACERA Employees'* and their *Immediate Family Disability Applications and Related Appeals*. This policy was also referred to as the *Mutual Assistance Program*. A copy of the original policy is attached to this memorandum.

The purpose of the policy was to maintain the Board of Retirement's fiduciary duty to ensure that all disability-retirement applications were kept confidential; free of any bias; receive a fair and impartial review based solely on the facts in evidence; and were processed in accordance with all applicable provisions of the County Employees Retirement Law of 1937, Board of Retirement Regulations, and Board of Retirement Policies. This policy was limited to applications involving immediate family members of LACERA employees.

In practice, the policy was applied to additional members, including LACERA Trustees, family members of Trustees, and extended family members of LACERA employees who worked for Disability Retirement Services. LACERA Internal Audit's recommendation that the policy be updated to comport with LACERA's actual custom,

Each Trustee, Board of Retirement November 16, 2023 Page 2 of 4

and practice prompted the Legal Office to review the policy in depth for any further potential conflicts or bias. This proposed policy is a result of Internal Audit's recommendation.

DISCUSSION

A. Applicability of the Policy to Internal Applicants and Internal-Related Applicants

1) Internal Applicants

The original policy identifies all LACERA employees as Internal Applicants. This has not changed.

2) Internal-Related Applicants

The original policy identifies Internal-Related applicants as an "immediate relative" of a LACERA employee and defines the term "immediate relative" as a LACERA employee's spouse, ex-spouse, child, sibling, mother, or father.

The proposed policy broadens the definition of Internal-Related Applicants to include LACERA Trustees and family members of Trustees. It also broadens the definition of "family members" for relatives of certain LACERA employees and for relatives of LACERA Trustees

a) Family Members of Internal-Related Applicants

In the proposed policy, the definition of "family members" for Internal-Related Applicants differs depending on the status of the individual to whom the applicant is related. Because of the uniqueness of their positions, Trustees and LACERA employees of Disability Retirement Services (DRS), the Disability Section of the Legal Office (Legal Disability), and the Disability Litigation Office (DLO) have the potential to access disability-retirement-application records that other LACERA employees do not. This change will eliminate the appearance that favoritism might be given to such applicants because of their relationship with the Trustees or because of their relationship with LACERA staff who are typically involved in the handling, processing, and litigation of disability applications and appeals.

To be clear, the definition of "family members" contained in the proposed policy has been broadened for applicants related to LACERA Trustees and LACERA employees employed by DRS, Legal Disability, and the DLO. Family members for these individuals will now include spouse, ex-spouse, child, sibling, mother, father, *in-laws, aunts, uncles, or cousins*.

For all other LACERA employees, "family members" remain limited to spouse, exspouse, child, sibling, mother, and father.

B. Management of Applications and Appeals

The original policy provides rudimentary instructions for management of disability-retirement applications and appeals of Internal and Internal-Related members. The proposed policy provides specific and more detailed instructions for the management of these claims based on the practices that have developed since the implementation of the original policy. The specific instructions ensure a uniform process for these applications and appeals.

C. Use of Third-Party Attorneys and Removal of the Mutual Assistance Program

The original policy established a Mutual Assistance Program (MAP) which allowed LACERA the option of referring Internal and Internal-Related disability-retirement applications to another CERL system for processing, and in exchange, LACERA would process an Internal application for the other system. MAP was implemented to defer the costs related to hiring a third-party attorney to process the application. However, applications were not processed in a uniform manner under MAP. Some applications were delayed because the investigator from the other system was not available to attend the scheduled Board meeting. Other applications had to be returned to the investigator because of incomplete medical evaluations and analysis. These issues prompted the Disability Section of the Legal Office to stop referring these applications to other retirement systems. For the past seven years, all Internal and Internal-Related disability retirement applications have been evaluated by two third-party attorneys who are familiar with the disability-retirement law under CERL and have consistently provided timely and thorough evaluations for a reasonable fee.

Based on the above-described experiences and to fulfill LACERA's fiduciary duty to process disability-retirement applications in a fair, timely, and consistent manner, the proposed policy requires that Internal and Internal-Related applications be processed by a third-party attorney and does no longer includes the MAP procedures. In light of this change in policy, staff will notify our former MAP partners that LACERA will no longer be participating in the program.

CONCLUSION

The proposed Policy for Processing Disability-Retirement Applications and Appeals Filed by Internal and Internal-Related Applicants ensures that all disability applications are kept confidential; free of any bias; receive a fair and impartial review based solely on the facts in evidence; and are processed in accordance with all applicable provisions of the County Employees Retirement Law of 1937, Board of Retirement Regulations, and Board of Retirement Policies.

Each Trustee, Board of Retirement November 16, 2023 Page 4 of 4

IT IS THEREFORE RECOMMENDED THAT THE BOARD OF RETIREMENT adopt the attached LACERA Policy for Processing Disability-Retirement Applications and Appeals filed by Internal and Internal-Related Applicants.

Noted and Reviewed:

Steven P. Rice, Chief Counsel

Strong & Priz

Attachments

FJB

LACERA

PROCESSING DISABILITY RETIREMENT
APPLICATIONS AND APPEALS FILED BY
INTERNAL AND INTERNAL-RELATED
APPLICANTS

Board of Retirement Adoption Pending



PROCESSING DISABILITY RETIREMENT APPLICATIONS AND APPEALS FILED BY INTERNAL AND INTERNAL-RELATED APPLICANTS

Authorizing Manager: Francis J. Boyd, Senior Staff Counsel

Effective Date: Pending Approval Last Updated: October 2023

Mandatory Review: October 2028 (Every Five Years)

Approval Level: Board of Retirement

I. Purpose

The Board of Retirement (Board) has a fiduciary duty to ensure all disability-retirement applications are kept confidential and receive a fair and impartial review. The Board also has a duty to ensure that all recommendations submitted for its decisions are based solely on the facts in evidence and are free of any bias.

The Board recognizes that staff takes great steps to ensure that all member information is kept confidential and that all cases are processed with the utmost professionalism. However, in situations where applying individuals are LACERA employees, Trustees, or family members of LACERA employees or Trustees, it is prudent to take additional precautionary steps to maintain confidentiality and eliminate any potential for bias or the appearance of impropriety. Therefore, the Board implements this policy for Internal and Internal-Related disability-retirement applicants.

II. Scope

This policy shall apply to all Internal Applicants and Internal-Related Applicants.

III. Legal Authority

The Board of Retirement has the plenary authority and fiduciary responsibility to administer the retirement system, and it holds executive, legislative, and quasi-judicial powers. It has the sole authority to determine eligibility for a disability retirement. In administering its duties, the Board has the authority to promulgate rules, regulations, and policies.¹

IV. Definitions

For the purpose of this Policy, the terms below have the following definitions:

¹ Cal. Const., art. XVI, § 17, subd. (a) and (b); Gov. Code Sec. 31725; *Preciado v. County of Ventura, et al.* (1982) 143 Cal.App.3d 783, 789.



IV. Definitions (Continued)

Legal Disability: Legal Disability is the Disability Section within the Legal Office that advises Disability Retirement Services (DRS) and the Board on disability-related matters.

Internal Applicants and Internal-Related Applicants: LACERA employees are identified under this policy as Internal Applicants. Current or former LACERA Trustees, family members of current or former LACERA Trustees, or family members of LACERA employees are identified as Internal-Related Applicants.

Family Members: "Family members" under this policy are defined as follows:

- 1) Family members of LACERA employees, not employed by DRS, Legal Disability, or the Disability Litigation Office (DLO), are defined as a spouse, ex-spouse, child, sibling, mother, or father.
- 2) Family members of LACERA Trustees or employees of DRS, Legal Disability, or the DLO are defined as a spouse, ex-spouse, child, sibling, mother, father, in-law, aunt, uncle, or cousin.

V. Policy Statement

A. Management of Applications and Appeals

1. Applications

All Internal and Internal-Related disability-retirement applications shall be processed by a third-party attorney under the direction of Legal Disability.

Applications filed by Legal Disability staff shall be processed by a third-party attorney under the direction of the Assistant Executive Officer overseeing the Member Operations Group.

2. Appeals

If the Board denies an Internal and/or Internal Related member's application and the member appeals the denial, the Chief Counsel, DLO or their designee will refer the matter to a third-party attorney to represent LACERA under this policy.

3. Policy Procedures

These procedures instruct staff how to process applications and appeals of the Board of Retirement's decisions filed by Internal or Internal-Related applicants.



V. Policy Statement (Continued)

3. Policy Procedures

a. Applications

- All Internal or Internal-Related disability-retirement applications shall be processed in accordance with the applicable provisions of the County Employees Retirement Law of 1937, Board of Retirement Regulations, and Board of Retirement Policies, in effect at the time of receipt.
- 2) Legal Disability shall establish a pool of third-party attorneys tasked with all aspects of investigating applications filed by Internal or Internal-Related applicants. Legal Disability will oversee and monitor the work and billing statements of the third-party attorneys for compliance with LACERA's established procedural and policy norms as enunciated by the County Employees Retirement Law of 1937, Board of Retirement Regulations, Board of Retirement Procedures, and the contract between the third-party attorney and LACERA.
- 3) All Internal and Internal-Related applications shall be immediately routed to Legal Disability where the applications will be reviewed for completeness and secured pending processing. Legal Disability will send notice acknowledging receipt of the completed application and will inform the applicant that the application is being processed by a third-party attorney under LACERA's Policy for Processing Disability-Retirement Applications and Appeals Filed by Internal and Internal-Related Applicants. Legal Disability will reject and return incomplete applications with appropriate instructions on how to correct any defects.
- 4) All Internal or Internal-Related disability-retirement applications received by Legal Disability will be processed by an approved third-party attorney.
- 5) The third-party attorney hired to investigate the disability-retirement application will send its recommendation report to Legal Disability where it will be reviewed for accuracy and legal compliance. Legal Disability will return inaccurate or non-compliant reports to the third-party attorney with instructions to correct any defects.
- 6) Once the report has been approved by Legal Disability, it will prepare a Disability-Retirement Evaluation Summary which will be attached to the third-party attorney's recommendation report. Legal Disability will coordinate with the Board of Retirement's secretary to place the application and recommendation on the Board's next available monthly agenda.
- 7) If the Board grants the requested benefit, DRS will send the Board Action Notice to the applicant, applicant's counsel, LACERA's Benefits Division, Legal Disability, and LACERA's Human Resources Office.



V. Policy Statement (Continued)

3. Policy Procedures

b. Appeals

- All Internal or Internal-Related disability-retirement appeals shall be processed in accordance with the applicable provisions of the County Employees Retirement Law of 1937, Board of Retirement Regulations, Board of Retirement Procedures, and DLO Policies and Procedures, in effect at the time of receipt.
- The DLO shall establish and maintain a list of appropriate third-party attorneys tasked with all aspects of litigating appeals filed by Internal or Internal-Related applicants.
- 3) The Chief Counsel, DLO or their designee will oversee and monitor the work and billing statements of the third-party attorneys for compliance with LACERA's established procedural and policy norms as enunciated by the County Employees Retirement Law of 1937, Board of Retirement Regulations, Board of Retirement Procedures, DLO Policies and Procedures, and the contract between the thirdparty attorney and LACERA.

c. Administrative Duties Related to Appeals

If the Board denies the member's application, Legal Disability will perform the necessary administrative duties for the appeal process normally performed by DRS. These duties include:

- Sending out the Board Action Notice with instructions to submit the appeal to Legal Disability.
- 2) Sending an appeal-acceptance notice if the appeal is timely or a rejection notice if the appeal is not timely.
- 3) Performing the administrative duties related to Rule 2 of LACERA's Procedures for Disability Retirement Hearings (<u>Hearing Procedures</u>)—notification of referral to hearing referee.
- 4) Performing the administrative duties related to Rule 4 of the Hearing Procedures—petition for automatic reassignment.
- 5) Maintaining the administrative record.
- 6) Performing the administrative duties related to Rule 5(b) of the Hearing Procedures—amendment of application.



V. Policy Statement (Continued)

- 3. Policy Procedures
- c. Administrative Duties Related to Appeals
- 7) Performing the administrative duties related to Rule 20 of the Hearing Procedures—issuance and preparation of subpoenas.
- 8) Performing the administrative duties related to Rule 28 of the Hearing Procedures—filing of proposed findings of fact and recommended decision and record on appeal.
- 9) Performing the administrative duties related to Rule 29(b) of the Hearing Procedures—schedule and give notice of Board oral argument date; prepare administrative record for the Board; and send out Board Action Notice.

VI. References

These references are intended to help explain this policy and are not an all-inclusive list of policies, procedures, laws, and requirements. The following information complements and supplements this document:

Related Policies:

Board of Retirement Regulations

Related Procedures:

- LACERA'S Procedures for Disability Retirement Hearings
- Hearing Procedures

Related Forms/Templates:

Not Applicable

Other Related Information:

County Employees Retirement Law of 1937

VII. Version History

Policy Issue Date: Pending Approval

Policy Effective Date: Pending Approval

Policy Update/Review Summary:

 Previous named the Policy for Processing LACERA Employee and their Immediate Family Disability Applications and Related Appeals, also known as the Mutual Assistance Policy, Approved by the Board of Retirement on May 22, 2014



VIII. Policy Review/Approval

This policy shall be reviewed by the Operations Oversight Committee and the Board of Retirement (BOR) every 5 years or as needed and may be amended by the BOR at any time.



May 2, 2014

TO:

Each Member

Board of Retirement

FROM:

Disability Procedures and Services Committee

Marvin Adams, Chair Les Robbins, Vice Chair

Yves Chery Vivian H. Gray

William de la Garza, Alternate

FOR:

May 22, 2014 Board of Retirement Meeting

SUBJECT:

Policy for Processing LACERA Employee and their Immediate Family

Disability Applications and Related Appeals

RECOMMENDATION

That the Board of Retirement adopt the proposed "Policy for Processing LACERA Employee and their Immediate Family Disability Applications and Related Appeals."

INTRODUCTION

LACERA has a fiduciary duty to ensure all disability applications are kept confidential and receive a fair and impartial review. We also have a duty to ensure all recommendations to the Board of Retirement are based solely on the facts in evidence and free of any bias. Staff routinely takes great steps to ensure all member information is kept confidential and all cases are processed with the utmost professionalism.

In situations where the applicant is a LACERA employee or an immediate relative of a LACERA employee, it is prudent to take additional precautionary steps to maintain the confidentiality and bias free review to avoid any appearance of impropriety.

Disability Retirement Services and Disability Litigation developed various methods to process these cases over the years, including assigning a case to a specific staff member or referring a case to outside legal counsel. However, there is no specific Board of Retirement policy that provides the Board and staff direction on which method best mitigates bias and the appearance of impropriety.

The attached policy will outline the Board of Retirement's expectation for how these types of applications and appeals should be processed. This will, in turn, allow staff to begin to develop a broader array of tools needed to meet the Board's expectation, while efficiently processing applications and appeals. For more information on the types of tools under development to support this policy, please see Attachment 1.

Each, Member, Board of Retirement May 2, 2014 Page 2

BACKGROUND

LACERA has a longstanding commitment to confidentiality of all members' personal information throughout the member's service, including the disability retirement process. LACERA faces unique challenges when the application for a disability retirement involves a LACERA staff member or an immediate relative, and particularly difficult challenges when the application involves a member of the Disability Retirement Services or the Disability Litigation division.

Each member, including each LACERA staff member, deserves to have their disability application, or appeal of the Board of Retirement's decision regarding a disability application, processed in a manner which protects the staff member's privacy, and assures the member, if found not incapacitated for duty, may return to work without the fear that co-workers and friends are aware of the member's personal information.

In the past, LACERA and other retirement agencies have overcome these challenges by:

- (1) Assigning these applications to a specific supervisor to investigate and manage the case and by securing case files in locked cabinets, or
- (2) Referring such cases to outside legal counsel familiar with pension law. In LACERA's case, the outside attorney performed the functions usually performed by LACERA's investigative staff, setting up medical appointments and writing a recommendation to the Board of Retirement.

Both of these processes are still viable, however, they do carry their own unique challenges and limitations, and may not be appropriate for every situation. For example, relying on a designated staff member still carries the potential for the appearance of bias in certain cases. It is also difficult to separate the processing of the case from the normal day-to-day functions within the Disability Retirement Services and Disability Litigation divisions, opening up the risk for confidential information to be inadvertently shared or the inadvertent inclusion of personal bias in a report.

More recently, LACERA has chosen to refer employee disability applications and appeals to outside legal counsel. Unfortunately, LACERA finds itself in the position of not having sufficient established relationships with outside attorneys who can handle these applications and appeals. The number of attorneys who know and understand the County Employees Retirement Law of 1937 (CERL) disability retirement law are few. Of those, there are even fewer attorneys who are not currently practicing pension law before the various Boards of Retirement. While there are many excellent Workers' Compensation attorneys, our experience has demonstrated that few of these attorneys are willing to take the time to truly learn a new area of law to become capable of investigating pension cases under CERL. The volume of cases simply does not provide enough incentive.

Each, Member, Board of Retirement May 2, 2014 Page 3

CONCLUSION

LACERA employees and their immediate families deserve to have their cases processed in a timely manner with the same expectation of confidentiality and impartiality that any other member of LACERA is entitled to receive.

In the past, staff reached the conclusion there are significant challenges to segregating and utilizing Disability Retirement Services investigators and Disability Litigation attorneys to process LACERA employee and their immediate family member disability applications or appeals. The organizational changes developed to assist LACERA efficiently move cases through the application process have made it increasingly difficult to ensure the isolation and segmentation of these cases. These challenges pose significant risks to LACERA's reputation and increase the potential for additional appeals or litigation if impartiality is questioned. These risks have been mitigated to date by utilizing an outside investigation source.

Disability Retirement Services has recognized LACERA's history of having an insufficient number of outside attorneys to handle LACERA employee or their immediate family applications has created a bottleneck that unfairly impacts our own employees in their time of need. Our efforts to increase the pool of outside attorneys who are qualified have not been successful.

Staff believes there are a number of different approaches they can take to ensure we process these cases in a manner that mitigates the risks that are created by processing applications like these in-house. The passage of the proposed policy will provide expectations for how these types of applications should be processed. This, in turn, will allow staff to develop a tool box of alternatives to have at our disposal to meet the Board of Retirement's expectation to process cases in a timely manner.

IT IS THEREFORE RECOMMENDED THAT YOUR BOARD adopt the proposed "Policy for Processing LACERA Employee and their Immediate Family Disability Applications and Related Appeals."

JJP:jjp Attachments



LACERA POLICY STATEMENT

PROCESSING LACERA EMPLOYEE AND THEIR IMMEDIATE FAMILY DISABILITY APPLICATIONS AND RELATED APPEALS

(Effective June 1, 2014)

Purpose

The Board of Retirement has a fiduciary duty to ensure all disability applications are kept confidential and receive a fair and impartial review. The Board also has a duty to ensure all recommendations submitted to the Board of Retirement are based solely on the facts in evidence and free of any bias.

The Board recognizes that staff routinely takes great steps to ensure all member information is kept confidential and all cases are processed with the utmost professionalism. However, in situations where the applicant is a LACERA employee or an immediate relative of a LACERA employee, it is prudent to take additional precautionary steps to maintain the confidentiality and bias free review to avoid any appearance of impropriety.

This policy will provide direction to staff on how applications from a LACERA employee or their immediate family shall be processed and presented to the Board of Retirement for a decision.

I. Statement of Policy

All LACERA members deserve to have their application for a disability retirement processed in a confidential manner based solely on the factual evidence pertaining to their disability. Applications or appeals from a LACERA employee or an immediate relative (defined as a spouse, ex-spouse, child, sibling, mother, or father) require additional processing precautions to ensure the member's confidentiality is maintained and any appearance of potential bias is mitigated.

Therefore the Board of Retirement directs the Chief Executive Officer (CEO), or his/her designees, to process these applications or appeals, hereby referred to as "Internal" for a LACERA employee and "Internal-Related" for a related family member in the following manner:

A. All "Internal or Internal-Related" disability applications or appeals of the Board of Retirement's decision regarding a disability application shall be processed in accordance with all applicable provisions of the County Employees Retirement Law of 1937, Board of Retirement Regulations, and Board of Retirement Policies in effect at the time of receipt.

- B. All "Internal or Internal-Related" applications or appeals of the Board of Retirement's decision regarding a disability application shall be routed upon receipt immediately to the Legal Office where the application will be secured pending processing.
- C. The CEO, or his/her designees, shall establish a pool of third party vendors that shall be tasked with all aspects of investigating an internal or internal-related, disability application or appeals of the Board of Retirement's decision regarding a disability application and presenting the findings and a recommendation to the Board of Retirement.
- D. All internal applications or appeals of the Board of Retirement's decision regarding a disability application will be processed by an approved independent third party without further staff review.
- E. The CEO, or his/her designee, shall evaluate any internal-related disability application or appeals of the Board of Retirement's decision regarding a disability application and determine the appropriate processing procedures which may include the following:
 - a. Processing by a supervisor or manager in Disability Retirement Services or Disability Litigation (as appropriate)
 - b. Processing by an approved independent third party

II. Implementation

This policy is established pursuant to the Board of Retirement's fiduciary responsibility to administer the retirement plan in accordance with the County Employees Retirement Law of 1937 and the Board of Retirement Bylaws. This policy may be modified in the future by Board of Retirement action.

Adopted:

Approved by Board of Retirement (xx/xx/xx)



ATTACHMENT 1

A Look in the Toolbox for Processing LACERA Employee and their Immediate Family Disability Applications and Related Appeals

Staff is taking an innovative approach to creating their toolbox. Disability Retirement Services (DRS) and Disability Litigation (DL) are reviewing and will pursue continued development of these ideas. The key goal is to ensure we develop these tools to ensure the integrity of the process is maintained and the risk of bias or the appearance of impropriety is mitigated and remains consistent with the proposed policy.

- 1. <u>Actively Recruiting Outside Counsel:</u> Staff will begin an active recruitment and selection process to identify potential outside counsel to assist either in the investigation or appeal process. Staff has already reached out to County Counsel to explore possible assistance on appeals. Staff has also had preliminary discussions with an attorney working for another CERL agency (with the agency's blessing).
- 2. Retired LACERA Counsel: Asking retired LACERA counsel to assist with investigations or appeals may make sense in situations where the retiree did not work with the employee or the relative of the employee. Each case would need to be evaluated on a case-by-case basis before assignment.
- 3. Establishing Relationships with Vendors: Staff identified a few firms which specialize in investigating medical related claims. Typically such firms are geared towards Worker's Compensation claims, but with some focused training we believe they may be able to handle our cases as well. Whereas outside legal counsel may not be motivated to learn a new area of law that is outside of their comfort zone, a vendor might be in the hopes of expanding their business.
- 4. Establishing a Mutual Assistance Program: Staff has begun preliminary planning to create a Mutual Assistance Program among other CERL agencies. The Mutual Assistance Program would allow LACERA to refer disability applications to another CERL system (such as San Diego, Orange, Ventura, or Santa Barbara). LACERA staff members would be asked to submit their disability application or appeal in a special sealed envelope to LACERA's Human Resources Division, who would then work with our Legal office to coordinate with the Mutual Assistance agency for processing under LACERA rules. In turn, a Mutual Assistance agency would route their retirement system employees' disability applications or appeals to LACERA for processing under their agency rules. LACERA would set up a pool of agencies to work with to ensure we do not overload a particular agency.



November 17, 2023

TO: Each Trustee,

Board of Retirement Board of Investments

FROM: Joint Organizational Governance Committee

Herman B. Santos (BOI) Chair David Green (BOI) Vice Chair

Gina Sanchez (BOI) Onyx Jones (BOI) Shawn Kehoe (BOR) Alan Bernstein (BOR)

Elizabeth Greenwood (BOR)

Ronald Okum (BOR)

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: Revised Trustee Education and Travel Policies

RECOMMENDATION

That the Board of Retirement and Board of Investments approve the revised Trustee Education and Travel Policies.

LEGAL AUTHORITY

Under Section 7.2 of its Charter, the Joint Organizational Governance Committee (JOGC) has the responsibility to "assist in the development of and make recommendations with respect to all joint policies, such as ... education and travel." The Board of Retirement and Board of Investments in turn have plenary authority and exclusive fiduciary responsibility for the administration of the system and may exercise that authority to approve reasonable policies governing Board operations, such as the Education and Travel Policies. Cal. Const., art. XVI, § 17.

DISCUSSION

In recent months, Trustees have raised questions about external educational opportunities for new Trustees before their term of office begins; this subject is not currently addressed in the Trustee Education and Travel Policies. Trustees have also raised questions regarding ambiguity in the current Trustee Travel Policy language as to the need for Board approval for travel to conferences on the pre-approved list attached as Appendix B to the Trustee Education Policy.

Re: Revised Trustee Education and Travel Policies

November 17, 2023

Page 2 of 3

The attached proposed revised policies address both issues.¹ The notation format of the changes in both policies has been updated in the attachments so that changes recommended by the JOGC are clearly identified.

A. New Trustee External Educational Conferences.

Based on input provided by the JOGC, the Trustee Education Policy is proposed to be revised to give authority to each Board Chair, in consultation with the Chief Executive Officer (CEO), to approve new Trustees for attendance at reasonable external Educational Conferences after their election or appointment has been certified or approved by the Board of Supervisors and after they have completed all staff orientation already required by the Policy. Under the proposed language, eligible conferences include those already identified in the Policy as prerequisites for international travel: American Health Insurance Plans (AHIP) National Policy Forum or World Health Care Congress for Board of Retirement Trustees; the State Association of County Retirement Systems (SACRS) Public Pension Investment Management Program or the University of Pennsylvania Wharton School of Business Portfolio Concepts and Management course for Board of Investments Trustees. Approval may also be authorized to attend at other pre-approved Educational Conferences in Appendix B deemed appropriate as foundational to public pension fund governance and the role and responsibilities of new Trustees on the Board on which they will serve. See attached revised Trustee Education Policy, Sections III.B (page 2), III.E (page 3), the last paragraph of IV.C.2 (page 5), Section VIII (page 7), and Appendix B (pages 12).

The Trustee Travel Policy is proposed to be revised to confirm each Chair's authority, in consultation with the CEO, to approve reasonable travel expenses for attendance at the external Educational Conferences described above. See Trustee Travel Policy, Section III.A (page 4).

B. Approval Requirements.

The Trustee Travel Policy is revised to clarify that domestic travel to Educational Conferences on the pre-approved list, Appendix B to the Trustee Education Policy, is also

¹ The redlined copy of the Education Policy presented to the JOGC was inadvertently based on a prior version that did include the changes approved by the Boards at their September 2023 meetings (removal of Government Finance Officers Association (GFOA) conferences, seminars, and meetings, Harvard Law School Labor and Worklife Program conferences, seminars, and programs, and Milken Institute conferences, seminars, and meetings as pre-approved). The redline attached here deletes those conferences so that the comparison is to the correct current version. This does not change or affect the changes recommended by the JOGC as addressed in this memo.

Re: Revised Trustee Education and Travel Policies

November 17, 2023

Page 3 of 3

pre-approved subject to the other requirements of the Trustee Travel Policy. The Trustee Travel Policy is also clarified that each Chair, in consultation with the CEO, may approve reasonable travel for new Trustees to attend Educational Conferences under the provisions discussed in the preceding section of this memo. See Sections III.A (page 3) and III. E. ii (page 4). As presented to the JOGC, a corresponding change is also made in the Education Policy. See Section VII (page 7).

CONCLUSION

The JOGC recommends that the Board of Retirement and Board of Investments approve the revised Trustee Education and Travel Policies.

Attachments

c:	Santos H. Kreimann	Laura Guglielmo	Ted Granger
	Jonathan Grabel	JJ Popowich	Christina Logan
	Luis A. Lugo	Richard Bendall	Ervin Wu

PROPOSED REVISIONS TRUSTEE EDUCATION POLICY

TRUSTEE EDUCATION POLICY

LACERA Board of Retirement & Board of Investments
Adopted September 13, 2023-2023

TRUSTEE EDUCATION POLICY

I. PURPOSE

The purpose of this policy is to align the elements of LACERA's Trustee education program with the Mission, Vision, Values, and work culture of the organization. More specifically, the program is intended to assist all Trustees to obtain knowledge and receive relevant information that will enhance their understanding of the issues facing LACERA and equip the Trustees to discharge and further their fiduciary duties for the sole benefit of active members, retirees, and their beneficiaries under a framework compliant with applicable law and policy, including the 24-hour biennial education requirement of Government Code Section 31522.8 and the beliefs set forth in LACERA's Investment Policy Statement. The program will be administered in a manner that can be overseen by the Board of Retirement and Board of Investments and understood by LACERA's members and other stakeholders as reasonable and cost-effective in fulfilling LACERA's Mission to Produce, Protect, and Provide the Promised Benefits. This policy applies to LACERA Trustees only.

"Educational Conferences" are those conferences, seminars, and meetings that have an educational purpose. "Administrative Meetings" are meetings attended by Trustees in their LACERA capacity and further LACERA's interests, including legislative advocacy, speaking engagements, including a domestic and international Educational Conference at which a Trustee gives a speech, positions in the administration of pension related organizations, and similar events.

II. PRINCIPLES

The following principles shall govern what, why, when, where, and how Trustee education is obtained and the interpretation of this policy.

- A. Performance of Fiduciary Duty. Education is necessary and should be encouraged and undertaken in order that Trustees may obtain knowledge relevant to the proper performance of their fiduciary duty under the California Constitution, the County Employees Retirement Law of 1937 (CERL), and other applicable laws by a reasonable method and at reasonable cost for the value received, and further LACERA's interests. Specifically:
 - 1. <u>Duty of Loyalty</u>. Education must assist the Trustees to perform their fiduciary duty of loyalty to "discharge their duties with respect to the system solely in the interest of, and for the exclusive purposes of providing benefits to, participants and their beneficiaries, minimizing employer contributions thereto, and defraying reasonable expenses of administering the system. A retirement board's duty to its participants and their beneficiaries shall take precedence over any other duty." Cal. Const., art. XVI, § 17(b); see Cal. Gov't Code § 31595(a).
 - 2. <u>Duty of Prudence</u>. Education must assist the Trustees to perform their fiduciary duty of prudence to "discharge their duties with respect to the system with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like

capacity and familiar with these matters would use in the conduct of an enterprise with a like character and like aims." Const., art. XVI, § 17(c); see Cal. Gov't Code § 31595(b).

- **B. Further a Common Foundation of Knowledge.** A foundation of common knowledge, or Trustee Competencies, relevant to LACERA and its Mission is necessary among all Trustees to fulfill their fiduciary duty.
- C. Opportunities for Enrichment. The fiduciary value of education includes alternatives and choices for individual Trustees to pursue enrichment in areas of interest and specialization related to LACERA and its Mission, and to stay abreast of current developments.
- D. Sharing of Information. Because education a group effort as well as an individual endeavor, Trustees are encouraged to share information and perspectives concerning the education they separately pursue with fellow Trustees. For this reason, education should also include the flexibility and opportunities for Trustees to network with and obtain relevant knowledge from others in the public pension and investment communities.
- E. Leverage LACERA Resources. A concerted effort should be made to present educational presentations in the boardroom to take advantage of the expertise of LACERA staff, LACERA consultants, and other outside experts to create a shared educational environment for all Trustees to interact, question, and receive common benefit.
- F. Annual Review of Education and Needs. The fiduciary value of Trustee education is enhanced by each Trustee, on an individual basis, reviewing their past education each year and planning in advance when possible, for how to meet their educational goals in the coming year. An annual review process recognizes that Trustees and their individual educational needs evolve over time, and no single method of educating Trustees is optimal. Instead, the ability of Trustees to develop flexible education plans for themselves and to employ a variety of methods is necessary and appropriate and will assist staff to source and provide appropriate choices and opportunities that meet Trustee needs.
- G. Transparency and Monitoring. Trustee education and its fiduciary value and cost should be transparent to LACERA's members and other stakeholders. The Boards should be provided with information on a periodic and consistent basis to enable effective oversight of the Trustee education program.

III. NEW TRUSTEE ORIENTATION AND SUPPORT

- **A.** Attendance. Each new Trustee and alternate, including the Treasurer and Tax Collector's Chief Deputy, shall attend orientation.
- **B.** Timing for Orientation. Orientation should occur before a new Trustee attends their first Board meeting and must be completed before travel to Educational Conferences or Administrative Meetings will be approved.
- **C.** Development and Content. Orientation will be developed and overseen by

the Chief Executive Officer. Orientation will, at a minimum, include an overview of LACERA's independence, Mission, organizational structure, and key functions, Board and Trustee responsibilities and fiduciary duty, pension benefits and member services, retiree healthcare and the OPEB Trust, investments, legal issues, conflicts of interest and ethics, strategic planning, budget, and accounting, actuarial matters and contribution-setting, internal audit, Trustee education, and Trustee technology, resources, and support.

- D. Orientation Materials. At or before orientation, the following materials shall be made available to new Trustees in electronic format or such other format as a Trustee request:
 - 1. A confidential roster of names, addresses, and contact information for the Board Trustees.
 - 2. A confidential roster of names, addresses, and contact information for the Executive Management team.
 - 3. Board agendas, minutes, policies and procedures, the strategic plan, applicable law, and other available resources, and how to access them.
 - 4. Other relevant material requested by the new Trustee or deemed appropriate by the Chief Executive Officer, including a binder of materials covering the orientation topics listed in Section III(C).
- E. External Education Before Effective Date of Term. Each Board Chair, in consultation with the Chief Executive Officer. may approve external Educational Conferences for new Trustees after their election has been certified or their appointment approved by the Board of Supervisors and before their term effective date only after the new Trustee has completed all staff orientation. Educational Conferences for new Trustees before their term effective date are limited to the courses identified for each Board in Section IV.C.2 and other courses in Appendix B deemed appropriate as foundational to public pension fund governance and their role and responsibilities on the Board on which they will serve.
- program to assist interested Trustees. Any new Trustee may request a mentor to assist them in becoming familiar with their responsibilities on the Board. If a request is made, the Board Chair(s) will designate one experienced Trustee to be a mentor to the new Trustee for a period of one year.
- **F.G. Returning Trustees.** Trustees who have previously served non-consecutive terms on the Boards shall attend orientation to refamiliarize themselves with the content described in Section III.C and changes to the system during their absence. The content of returning Trustee orientation will be developed by the Chief Executive Officer in collaboration with each returning Trustee.

IV. ONGOING TRUSTEE EDUCATION

- A. Required Education. CERL requires that all Trustees receive a minimum of 24 hours of Trustee education within the first two years of assuming office and for every subsequent two-year period the Trustee continues to serve on the Board. This requirement sets a minimum standard. Trustees may obtain additional education consistent with the provisions of this policy.
- B. Appropriate Subject Matter. All education must be relevant to the duties and responsibilities of Trustees. In accordance with CERL, the Boards identify knowledge in the matters and areas set forth in the Trustee Competencies stated in Appendix A as appropriate for required education. All Trustees must seek education in and should strive to have knowledge in these areas to assist in the performance of their fiduciary duty and delivering on LACERA's Mission. In addition to these areas, Trustees may obtain education in other areas relevant to their fiduciary responsibilities. Members of Board committees are encouraged to focus a portion of their education on the subject matter of their committee.
- C. Methods of Education. Since no one method of education is optimal, a Trustee's annual education should include various methods. In considering the various methods, Trustees should weigh the costs and benefits of each method. Trustee education may be obtained through the following:
 - 1. <u>In-House Education</u>. The Chief Executive Officer will obtain annual Board approval for a program of in-house education for Trustees during regularly scheduled Board meetings, offsites, and other settings as may be permissible under the Brown Act. Such education will be provided by staff, LACERA consultants, and outside experts, except that the Chief Investment Officer will be responsible to plan and oversee investment-related education. LACERA consultants will be required in their contracts to provide Trustee education.
 - In addition to such other in-house education as may be provided, the Trustees shall receive regular training from fiduciary counsel in (1) fiduciary duty, (2) ethics and conflicts of interest, (3) governance, and (4) the Brown Act and Public Records Act. The Chief Executive Officer will develop a fiduciary counsel training schedule.
 - 2. <u>In-Person External Educational Conferences</u>. Trustees may pursue inperson external education as provided in this policy, including conferences, seminars, and meetings. The Chief Executive Officer will obtain annual Board approval, maintain, and update on a current basis, a list of external educational options, organized by subject matter, appropriate for Trustees. The conferences listed in Appendix B are pre-approved. Trustees may attend external education that meets the criteria of this policy without additional approval, subject to the Boards' Trustee Travel Policy, provided that all international education must be approved by the applicable Board. For purposes of this policy Mexico and Canada are not considered international locations.

Every Trustee is authorized to attend up to 4 in-person external education opportunities per fiscal year (of which no more than 1 may be international), and up to 6 if the Trustee is serving simultaneously on both Boards at any time during the fiscal year (of which no more than 1 may be international), except that a Board may approve education in excess of these limits upon good cause. External education must have at least 5 hours of educational content per day. "International" education is all education that takes place outside the United States, except Mexico and Canada. Two conferences separated by no more than one day, with no additional travel, count as one conference.

Conferences located in California are not subject to the hour and number limits stated in the preceding paragraph.

The Chief Executive Officer will maintain Domestic and International Education Priority Lists for each Board for use when attendance at an event is limited. Trustees will be offered the opportunity to attend based on their place on the appropriate priority list. Trustees on each Board initially will be placed on applicable lists in order of the start date of their earliest term of continuous service on the Board (for appointed Trustees, a gap of 18 months or less will not break continuity of service). Trustees with the same priority date will be given priority in alphabetical order. A Trustee who attends an event based on their priority will be placed at the bottom of the list. New Trustees with no prior Board service or a gap of more than 18 months will be placed at the top of the list to facilitate their education.

Prior to attending an international benefits conference, a Trustee is required to attend an American Health Insurance Plans (AHIP) National Policy Forum or World Health Care Congress. Prior to attending an international investment conference, a Trustee is required to attend the State Association of County Retirement Systems (SACRS) Public Pension Investment Management Program or the University of Pennsylvania Wharton School of Business Portfolio Concepts and Management course. These courses are within the limits described above in this Section IV.C.2.

- 3. <u>Virtual Education and Self-Study</u>. Trustees are encouraged to attend webinars and other forms of virtual education, self-study, and other forms of education that do not require travel relating to LACERA and the performance of a Trustee's duties, including the conferences described in Section IV.C.2 above and Appendix B when offered virtually. If attendance is limited at such education, the same priority list as described in Section IV.C.2 will be used. Attendance at such education is exempt from the limits stated in Section IV.C.2 as to the number of in-person educational opportunities that may be attended. Virtual education and self-study are not limited by cost.
- 4. <u>Periodicals</u>. Trustees are encouraged to read periodicals related to the performance of their fiduciary duties as a valuable method of keeping current on relevant news and pension and investment trends, including but

- not limited to those selected from a list of pension and investment-related periodicals maintained by the Chief Executive Officer. All subscriptions must be arranged through the Executive Office, and LACERA will bear the expense. The Chief Executive Officer will annually review and update the periodical list with input from Trustees.
- 5. <u>Evaluation.</u> Trustees may complete and submit to the Chief Executive Officer for distribution to all Trustees, an evaluation or syllabus of all inperson external conferences and virtual education attended. A suggested sample evaluation form is attached as Appendix C. Trustees are also encouraged to share knowledge from education at Board meetings during a Report on Trustee Education agenda item or when relevant during specific agenda items.
- D. Assessment and Planning. Trustees are encouraged to assess their educational status and needs against the Trustee Competencies in Appendix A at the beginning of each calendar year and to use such information as the basis for establishing the Trustee's own self-development goals and education plan for the year. A suggested sample education plan format is attached as Appendix D.
- E. Reporting and Monitoring. All Trustee education will be reported to the Chief Executive Officer. The Chief Executive Officer shall provide the Boards quarterly reports concerning the amount and type of Trustee education and post them on lacera.com. In addition, in compliance with CERL, the Chief Executive Officer will annually provide the Boards and post on lacera.com a report of each Trustee's compliance with the education requirement described in Section IV.A of this policy.

V. ADMINISTRATIVE MEETINGS

The relevant Board will be informed of a Trustee's need to attend Administrative Meetings and provide advance approval on such terms as deemed appropriate.

VI. BROWN ACT COMPLIANCE

Attendance at external education and Administrative Meetings by more than four members of a Board is not a violation of this provision, provided that the members may not discuss any item of LACERA business.

VII. GIFTS AND CONFLICTS

The Boards desire to avoid even the appearance of impropriety in connection with education, and related expenses. The Boards acknowledge that acceptance of gifts of education and related expenses, such as registration, transportation, meals, and lodging by a public agency, though permitted under certain circumstances by applicable law, can create the appearance that LACERA encourages "pay to play" and may, unwittingly, create opportunities for undue influence on Trustees. This policy therefore does not permit LACERA as an entity to accept gifts of education, and related expenses. This policy does not prohibit certain payments for education and/or related expenses as part

of the negotiated consideration under agreements with vendors, consultants, and managers, although all such payments should be reviewed in advance with the Legal Division to ensure compliance with applicable law, regulations, and reporting.

Items provided during education may constitute reportable gifts.

Trustees should be familiar with the provisions of LACERA's Code of Ethical Conduct as it may apply to education and interaction with and items received from the sponsors or other attendees.

VIII. TRAVEL POLICY AND PROCEDURES

This policy is subject to and will be read and interpreted in conjunction with the Trustee Travel Policy. All travel expenses for Educational Conferences and Administrative Meetings must comply with the Trustee Travel Policy.

IX. OTHER CHARTERS AND POLICIES

To reconcile this policy with the Board Charters and other Board policies:

- A. Prevention of Sexual Harassment. Training will be obtained by Trustees as provided in the Boards' Policy on Sexual Harassment Prevention Training for Board Members.
- **B. Board Charters.** This policy constitutes the development policy and addresses Trustee education programs, as referenced in Section 6.1.4 of the Board of Retirement Charter, and Reserve Power 5 of the Board of Investments Powers Reserved and Delegated Authorities and Powers Reserved Defined.
- C. Prior Board Educational Requirements Policies. This policy supersedes and replaces the LACERA Board of Retirement Board Member Educational Requirements Policy and LACERA Board of Investments Board Member Educational Requirements Policy, which are of no further force or effect.

X. POLICY PROVISIONS AND APPLICABLE LAW

- **A. Waiver of Policy Provisions.** For good cause presented in writing, and in the exercise of its sound discretion, the Board of Retirement or the Board of Investments may waive compliance with specific requirements of this policy when in the best interest of LACERA.
- **B. Applicable Law**. This policy is to be implemented in compliance with the relevant provisions of the California Government Code and other applicable law, and in harmony with existing philosophy, objectives, policies, and guidelines previously approved by the Board of Retirement and the Board of Investments.

XI. REVIEW

This policy shall be reviewed by the Joint Organizational Governance Committee, the

Board of Retirement, and the Board of Investments every three years or as needed and may be amended by both Boards at any time.

Policy History:

Restated and Approved by the Board of Retirement and Board of Investments on December 16, 2020, and updated and approved by the Board of Retirement and Board of Investments on September 6, 2023 and September 13_, 2023, respectively. Prior versions are superseded and of no effect as of the stated approval date.



APPENDIX A TRUSTEE COMPETENCIES

Governance

- Understanding Board function, processes, committee structure, exercise of discretion, delegation of responsibilities and oversight role.
- Understanding the organizational structure and roles of staff and consultants, including the actuary, auditors, healthcare consultant, investment consultants, and fiduciary counsel,
- Understanding the laws and rules governing the system.
- Understanding the Boards' governing documents.
- Understanding the system's independence under applicable laws.
- Understanding best practices for public pension board governance.
- Understanding information technology and data security.
- Understanding the meaning and role of diversity, equity, and inclusion.
- Understanding Robert's Rules of Order.

Fiduciary Duties and Responsibilities

- Understanding the duty of loyalty.
- Understanding the duty of prudence.
- Understanding the paramount fiduciary duty to members and beneficiaries.
- Understanding the fiduciary duty to minimize employer contributions.
- Understanding the fiduciary duty to defray the reasonable costs of administering the system.
- Understanding how to delegate authority while retaining appropriate oversight.

• Benefits Administration

- Service Retirement
 - Understanding the different plans available to employees and retirees
 - Understanding how the system communicates with members.
 - Understanding the difference between the responsibility for plan design (plan sponsor) and plan administration (LACERA).
 - Understanding the administrative appeal process.
- Disability Retirement
 - Understanding the qualifications for a disability retirement and the benefits that are provided.
 - Understanding the process that is followed in disability applications, from intake through determination of eligibility.
 - Understand the medical and legal issues that are discussed during consideration of disability matters.
 - Understanding the disability hearing and appeal process.
 - Understanding fair hearings and decision-making standards.
- Retiree Healthcare
 - Understanding the healthcare program structure.

 Understanding the history, agreements, and relationship with the County and other participating employers in connection with the funding and administration of the program.

• Ethics, Conflicts of Interest, and Disclosures

- Understanding the Form 700 process, and Conflict of Interest Code.
- Understanding applicable conflict of interest laws and the duty to avoid participating in a decision that affects a Trustee's economic interests.
- o Understanding the LACERA Code of Ethical Conduct.
- Understanding the RFP quiet period and Trustee disclosure obligations.

• Open Meeting and Public Records

- Understanding the importance of transparency to stakeholders.
- Understanding the notice requirement for meetings, including teleconference meetings under the Brown Act.
- Understanding the limitations on discussing matters that have not been noticed on the agenda.
- Understanding the circumstances under which communications outside of noticed meetings can be deemed to be a prohibited meeting under the law.
- Understanding what may and may not be discussed during a closed session.
- Understanding what constitutes a "public record" under the law and circumstances under which records must be disclosed or withheld.

• Financial Controls and Audits

- Understanding the role of LACERA staff, Internal Audit, the outside financial auditor, and the Audit Committee.
- Understanding the Comprehensive Annual Financial Report (CAFR).
- Understanding the concepts of "risk assessment" and developing internal controls to address those risks.
- Understanding the responsibility for maintaining the security of confidential information kept by the system, including privacy rights.
- Understanding vendor selection policy and practices.

Pension Funding and Actuarial Process

- Understanding of how assets and liabilities of the system are calculated on an actuarial basis, and the role of actuarial consultants.
- Understanding the difference and relationship between the actuarial value of assets and the market value of assets and the asset smoothing process.
- Understanding how changes in actuarial assumptions have an impact on system assets and liabilities.
- Understanding the nature of the plan sponsors' funding obligations and the responsibility of the Board of Investments to determine the annual required contribution and employee contributions and provide oversight of the actuarial process.
- Understanding OPEB pay-as-you-go and trust funding mechanisms for retiree healthcare, and the Board of Retirement's oversight role.

Investments

- o Understanding the comprehensive nature of the investment process.
- o Understanding portfolio construction.
- o Understanding different asset categories and portfolio complexity.
- Understanding responsible stewardship of LACERA's investments in a manner that promotes and safeguards the economic interests of LACERA and its members, including robust investor rights, strong corporate governance practices and policies at the firms in which LACERA invests, and sound public policies governing financial markets help generate longterm economic performance.

APPENDIX B APPROVED EXTERNAL EDUCATIONAL CONFERENCES

The following list of approved external Educational Conferences is provided under Section IV.C.2 of the Trustee Education Policy as a resource to Trustees in selecting pre-approved education that will support required education, Trustee Competencies, and educational assessment and planning. Education is organized by primary subject matter, although some events may provide education in multiple areas. All conferences on this list are intended only to refer to domestic U.S. events.

Governance

National Association of Corporate Directors (NACD) conferences, seminars, and meetings

Pension Benefits and System Administration

California Association of Public Employee Retirement Systems (CALAPRS) conference, seminars, and meetings, including Principles of Pension Management Course

Koried conferences, seminars, and programs

National Conference on Public Employees Retirement Systems (NCPERS) conferences, seminars, and meetings

National Institute on Retirement Security (NIRS) conferences, seminars, and meetings

Public Retirement Journal conferences, seminars, and meetings

State Association of County Retirement Systems (SACRS) conferences, seminars, and meetings

Retiree Healthcare

America's Health Insurance Plans (AHIP) conferences, seminars, and meetings, including Annual Institute, Annual Medicare Conference, and Annual National Policy Forum

California Retired County Employees Association (CRCEA) semi-annual conferences

Federal and state legislative hearings on pension and retirement health care issues

International Foundation of Employee Benefit Plans (IFEBP) conferences, seminars, and meetings, including Annual Employee Benefits Conference, Annual Benefits Conference for Public Employees, Annual Health Care Cost Management Conference, Annual Investments Institute, and Annual Washington Legislative Update Conference, and New Trustee Institute

Investments

Association of Asian American Investment Managers conferences, seminars, and meetings

Association for Private Capital Investment in Latin America (LAVCA) conferences, seminars, and meetings

ColCapital educational conferences, seminars, and meetings

Council of Institutional Investors (CII) conferences, seminars, and meetings

Harvard Kennedy School, Trustee Leadership Forum for Retirement Security and Initiative for Responsible Investment

Harvard Law School Forum on Corporate Governance

Information Management Network (IMN) Beneficial Owners' International Securities Lending Summit Annual Conference

International Corporate Governance Network (ICGN) conferences, seminars, meetings Institutional Limited Partners Association (ILPA) conferences, seminars, and meetings

National Association of Investment Companies conferences, seminars, and meetings

National Association of Securities Professionals (NASP) conferences, seminars, and meetings, including Annual Pension and Financial Services Conference

New America Alliance conferences, seminars, and meetings

Pacific Pension & Investment Institute (PPI) conferences, seminars, and meetings

Pension Bridge conferences, seminars, and meetings

Pension Real Estate Association (PREA) annual spring and fall conferences and institute United Nations Principals of Responsible Investing (UNPRI) conferences, seminars, and

meetings
University of Pennsylvania Wharton School's Pension Fund and Investment Management and the Portfolio Concepts and Management courses

Women in Institutional Investments Network conferences, seminars, and meetings

APPENDIX C SUGGESTED SAMPLE CONFERENCE EVALUATION FORM

Under Section IV.C.5 of the Trustee Education Policy, Trustees are encouraged to complete an evaluation form or provide a syllabus for all in-person external conferences and virtual education attended.

TRUSTEE NAME:							
CONFERENCE NA	ME:						
CONFERENCE DA	TE:						
RANKING 1-10:							
1 (lowest)	2	3 4	5 6	5 7	8 9	10 (highes	t)
DO YOU RECOMM	END 1	THE COU	RSE TO	OTHER T	RUSTE	ES? Yes	No
WHY?				٧,			
DESCRIPTION OF	SUBJ	ECT MAT	TER (att	ach sylla	bus if a	vailable):	
HIGHLIGHTS:						7	
WEAKNESSES:		4				7.4	

Return to:

Board Offices

BoardOffices@lacera.com

APPENDIX D SUGGESTED TRUSTEE EDUCATION PLAN

Under Section IV.D of the policy, Trustees are encouraged to assess their personal educational status and needs as against the Trustee Competencies in Appendix A at the beginning of each calendar year and to use such information as the basis for establishing the Trustee's own self-development goals and education for the year.

TRUSTEE NAME:
PLAN FOR YEAR: 20
HAVE I COMPLETED MY 24 HOURS OF CERL-REQUIRED EDUCATION EVERY TWO YEARS? Yes No
FIVE AREAS WHERE I WOULD LIKE TO GET ADDITONAL EDUCATION THIS YEAR TO HELP IN THE PERFORMANCE OF FIDUCIARY DUTY:
1.
2.
3.
4.
5.
SUGGESTIONS FOR INTERNAL EDUCATION I WOULD LIKE TO SEE THIS YEAR (you may email them to the CEO, skreimann@lacera.com):
IDEAS FOR EXTERNAL EDUCATION I WOULD LIKE TO PURSUE THIS YEAR:
ARE THERE ANY ADDITIONAL EDUCATIONAL RESOURCES I NEED FROM THE EXECUTIVE OFFICE THIS YEAR (you may email them to the CEO)

skreimann@lacera.com):

PROPOSED REVISIONS TRUSTEE TRAVEL POLICY

LACERA Board of Retirement & Board of Investments

Adopted January 11, 2023

I. PURPOSE

The purpose of this policy is to align travel by Trustees in connection with educational conferences and administrative meetings on LACERA's behalf with the Mission, Vision, Values, and work culture of the organization. The Board of Retirement and Board of Investments recognize that travel associated with education and administrative meetings on LACERA's behalf is a component of building the knowledge base and operational understanding of Trustees given their fiduciary responsibilities and will equip them to discharge their fiduciary duties for the sole benefit of active members, retirees, and their beneficiaries. To ensure incurring and paying travel expenses are allowed for only those expenses deemed reasonable and necessary for the proper administration of the system, the policy will be administered in a manner that can be overseen by the Boards and understood by LACERA members and other stakeholders as reasonable, cost effective, value-driven, and necessary to fulfill LACERA's Mission to Produce, Protect, and Provide the Promised Benefits.

This policy applies to travel in connection with Educational Conferences and Administrative Meetings. "Educational Conferences" are those conferences, seminars, and meetings that have an educational purpose. "Administrative Meetings" are meetings attended by Trustees in their LACERA capacity including Board and Committee meetings, and pension related organization meetings that furthers LACERA's interests. These interests may include but are not limited to, legislative advocacy, speaking engagements, including a domestic and international Educational Conference at which a Trustee gives a speech, positions in the administration of pension related organizations, and similar events. This policy applies to LACERA Trustees only.

II. PRINCIPLES

The following principles shall govern Trustee travel in connection with Educational Conferences and Administrative Meetings on LACERA's behalf and the interpretation of this policy.

- A. Performance of Fiduciary Duty. Travel for educational conferences and administrative meetings in furtherance of LACERA's interests is necessary and should be encouraged and undertaken in order that Trustees may obtain and share knowledge relevant to the proper performance of their fiduciary duty under the California Constitution, the County Employees Retirement Law of 1937 (CERL), and other applicable laws by a reasonable method and at reasonable cost for the value received. Specifically:
 - 1. <u>Duty of Loyalty</u>. Education and travel must assist the Trustees to perform their fiduciary duty of loyalty to "discharge their duties with respect to the system solely in the interest of, and for the exclusive purposes of providing benefits to, participants and their beneficiaries, minimizing employer contributions thereto, and defraying reasonable expenses of administering the system. A retirement board's duty to its participants and their beneficiaries shall take precedence over any other duty." Cal. Const., art. XVI, § 17(b); see Cal. Gov't Code § 31595(a).

- 2. <u>Duty of Prudence</u>. Education and travel must assist the Trustees to perform their fiduciary duty of prudence to "discharge their duties with respect to the system with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of an enterprise with a like character and like aims." Const., art. XVI, § 17(c); see Cal. Gov't Code § 31595(b).
- **B. Focus on Mission.** Trustees have a fiduciary duty to make policy decisions consistent with applicable law, including constraints imposed by the Fund's budget. At the same time, travel may be necessary to support and enhance LACERA's Mission to Produce, Protect and Provide the Promised Benefits on behalf of LACERA members.

Trustees are expected to be and believed to be mindful and financially prudent in all travel and trip-related expenditures that consume resources funded by LACERA members.

- i. All monies held in the Fund by LACERA are ultimately due and payable in the form of pension benefits to active and retired members. Therefore, all administrative, operational and travel expenditures should be able to withstand the scrutiny of our members, stakeholders, plan sponsors and the public at large, thereby minimizing any reputational risk to LACERA.
- ii. Trustees are accountable for their actions and responsible for appropriate use of organizational resources and establishing policy creating limits and constraining expenditures. Travel policies for staff can be more restrictive depending on circumstances and financial constraints.
- **C. Transparency.** Travel administrative procedures and guidelines are established and carried out in a manner that is easy for members and all other stakeholders to identify actions taken by Trustees.
 - Expenses incurred for travel and trips are clearly identifiable as businessrelated expenses only, not for personal expenses of the Trustee or any traveling companions.
 - ii. Travel expenses and trip information are reported to LACERA members and stakeholders via a public forum.
 - iii. Trustees recognize and accept their accountability and responsibility to LACERA members for travel and trip expenditures which are charged to LACERA.
 - iv. All Trustees electronically acknowledge and sign a travel attestation document (Appendix B) provided by staff annually on a calendar year basis, confirming their commitment to act responsibly and prudently and in the best interest of LACERA members.
- **D.** Simplicity, Uniformity and Consistency. Travel administrative procedures and guidelines for claiming and reimbursing expenses are designed to be simple, uniform, and consistent, and should not be overly onerous so as to negatively affect Trustees.

- i. Travel procedures should be a guide with simple, unambiguous rules for making and approving travel arrangements, and for the timely processing and accounting of trip related expenditures and reimbursements.
- ii. Travel expenditures are documented on expense claims that are clear and concise.
- iii. Travel expense reimbursement processes should be clear, consistent, transparent, convenient, efficient, and compliant with the Trustee Travel Policy.
- iv. Travel expense methods are simple and universally applied so the reimbursement claim process is streamlined (e.g., all meals are claimed under the Per Diem Method).
- v. Travel procedures, including administrative expense guidelines and reimbursement process, are maintained under the direction of the Chief Executive Officer (CEO) or their designee.
- **E. Ease of Execution.** Travel administrative procedures and guidelines are established with administrative ease and designed to reduce the manual processes and the considerable effort required of staff. Processes related to travel reimbursements and processing expense claims should not be cumbersome and complicated for staff and Trustees.
 - i. Travel accommodations and Trustee conveniences are streamlined and provide a group of appropriate choices instead a vast menu of options.
 - ii. The process itself of conducting travel bookings and expense processing are considered a priority.
 - iii. Expense categories, reimbursement process, and claim forms are periodically reviewed and updated by staff.
 - iv. Trustees, not proxies, are responsible for obtaining, gathering, and submitting the appropriate documentation justifying expenditures in a timely manner.
 - v. External providers including travel agents and other travel-related industry services are to be considered and integrated into the process for Trustees and administrative ease.
 - vi. Technological tools for capturing and recording trip documentation are employed where reasonable and necessary considering cost implications.
 - vii. Practices will periodically be reviewed to ensure best practices and industry norms are included within the Trustee Travel Policy.

III. TRUSTEE TRAVEL

A. Approval. Trustee travel within the United States to the conferences listed in Appendix B to the Trustee Education Policy are pre-approved subject to this Policy. All other travel requires approval of that Trustee's Board, except that Educational Conferences and Administrative Meetings in California where the total cost of attendance is no more than \$3,000 are pre-approved for attendance and reimbursement, provided that a Trustee may not incur over \$15,000 for all expenses of attending all such Educational Conferences and Administrative Meetings in a fiscal year without Board approval.

Each Chair, in consultation with the Chief Executive Officer, may approve reasonable new Trustee travel consistent with the terms of this Policy for attendance at Educational Conferences before the effective date of their term permitted under Section III.E of the Trustee Education Policy.

- B. Cease Travel and Other Expenses. Trustees may consider whether and when to cease arranging future travel and expenses for Educational Conferences and Administrative Meetings once they become aware their term of service will end. In considering this issue, Trustees may consider the following factors: For appointed Trustees, awareness may occur in the final year of their appointment and after the Board of Supervisors votes on the next appointment, or when an appointed Trustee has been told they will not be reappointed. For elected Trustees, awareness may occur when an elected Trustee decides not to run for reelection or when, as a candidate, is replaced once election results are certified by the Board of Supervisors. For the Ex-Officio Trustee, this occurs once a retirement is announced.
- C. Authorized Expenses. Authorized travel expenses shall be determined by the Boards as set forth in Appendix A. LACERA shall use reasonable efforts to promptly reimburse trustees in accordance with this policy and Appendix A.
- D. Costs of Administration. Travel expenses for Trustees shall be administrative costs of the Fund and may not be paid through third party contracts. It is LACERA's policy that Trustees shall not accept gifts of travel. Gifts of travel, including transportation, lodging, and meals, may be reportable as gifts to individual Trustees if not paid by LACERA.

E. Claims for Reimbursement.

- i. <u>Submission</u>. A travel expense reimbursement shall be claimed by completing an expense voucher form available from the Executive Board Assistants and submitting it to the appropriate authorizing person. Trustees may submit their expense reimbursements to their respective Executive Board Assistant. All expense reimbursement requests shall be accompanied by receipts and/or other reasonable documentation. Expense reimbursement records are subject to disclosure under the Public Records Act, with redaction of confidential information, such as personal addresses, telephone numbers, and credit card information. The deadline for submitting an education and travel reimbursement claim is 90 days after completing the education, or 30 days after the fiscal year-end, whichever comes first. Extensions to this deadline may be granted by the Board Chair.
- ii. <u>Approval Process</u>. The Executive Board Assistants will receive and review, for compliance with this policy, all expense reimbursement requests prior to submission. The Financial and Accounting Services Division (FASD) will review expense reimbursement requests for compliance with this policy and

shall only process and use reasonable efforts to promptly pay those that are in compliance and approved by the CEO or their designee. FASD will notify the CEO or their designee of all deficiencies in a submission by a Trustee, and the CEO or their designee will in turn notify the respective Trustee. LACERA will not reimburse a Trustee for expenses that are not authorized under this policy unless specifically exempted and approved by that Trustee's Board, except that, without Board approval, each Board Chair or the Chief Executive Officer may authorize deviations of less than \$1,000 per trip from the expense limits in this policy and subject to subsequent review of all expenses for compliance with this policy.

F. Cancelation of Travel Arrangements.

- i. <u>Responsibility for Timely Cancelation</u>. Trustees are responsible for timely canceling travel arrangements made on behalf of the Trustee which will not be used so that no costs will be incurred by LACERA.
- ii. Responsibility for Costs Resulting from Untimely Cancelation. Trustees are responsible for all costs LACERA incurs as a result of the Trustee's failure to cancel travel arrangements before cancelation charges accrue, unless the failure to cancel was due to facts or circumstances beyond the Trustee's control. The Trustee must reimburse LACERA within 30 days after notification of the amount due. Notice will be provided by the Chief Executive Officer. If reimbursement is not made within such 30-day period, and payment is still due, the amount shall be deducted from any payment due the Trustee from LACERA. If a Trustee is enrolled for an Educational Conference or Administrative Meeting but fails to attend or timely cancel and LACERA incurs an expense as a result (e.g., conference registration, travel and lodging cancelation fees), that conference or meeting counts toward the limit under Section IV.C.2. of the Trustee Education Policy until the Trustee reimburses LACERA for all expenses incurred or cancelation is excused under Section III. F. iii. of this Trustee Travel Policy.
- iii. Approval of Cancelation Costs with Good Cause. If the Trustee believes the failure to cancel was due to facts or circumstances beyond their control, they must submit written justification to the Board Chair within 30 days after receiving notification of the cancelation expenses due. For Trustees, the Board Chair will approve or disapprove the excuse in writing to the Trustee, with a copy to the Executive Board Assistant. If the individual is a Board Chair, then the written excuse must be submitted to that Board's Vice Chair who will then approve or disapprove the excuse. If the individual is a Vice Chair simultaneously serving as the acting Chair, then the Vice Chair's written excuse must be submitted to that Board's Secretary who will then approve or disapprove the excuse. Should a Trustee disagree with the Board Officer's determination, the Trustee may request the Executive Board Assistant to agendize the matter for consideration by the full Board.

- G. Cash Advances. Hotel and airfare shall be purchased in advance by the Executive Board Assistants, and no cash advances will be allowed for such expenses. Cash advances for permitted per diem expenses in accordance with this policy may be allowed by the Chief Executive Officer for good cause. Trustees will account for any per diem cash advance on their trip expense report upon completion of the travel.
- **H. Expenses for Traveling Companions.** Travel expenses for family members and/or traveling companions are not reimbursable by LACERA.
- I. Additional Travel Days to Minimize Overall Travel Cost. Travel resulting in arrival one day prior to and/or one day after an Educational Conference or Administrative Meeting will be reimbursed if reasonably necessary because of time constraints. Travel resulting in arrival two days prior to and/or one day after international travel will be reimbursed as reasonably necessary based on the location of the Educational Conference or Administrative Meeting. In addition, lodging and per diem for extra days prior to or after an Educational Conference or Administrative Meeting will be reimbursed if such extension results in lower overall trip costs. If a Trustee adds personal travel before or after a trip, the extra personal days outside of the above restrictions shall not be reimbursed. Written justification for travel expenses incurred prior to or after an Educational Conference or Administrative Meeting shall be submitted with the claim for reimbursement.
- J. Ground Transportation. Trustees will be expected to use taxis or ride sharing services to and from domestic destinations. Limousine or executive car services shall not be used in domestic locations unless the cost for such services is comparable to that of taxi services and/or airport parking; they may be used without restriction in international locations. Reimbursement of rental vehicles require justification and prior approval from the Chief Executive Officer. When renting a vehicle, purchase of optional insurance is not necessary as LACERA's insurance will cover the same risks.
- K. International Travel Insurance. LACERA will purchase travel insurance covering Trustees while traveling internationally on LACERA business. The insurance will include accident, medical, security assistance and evacuation, travel assistance, trip cancelation, interruption or delay, and baggage loss or delay coverage.

L. Travel Reports.

i. <u>Monthly</u>. A monthly Travel Report shall be submitted to both Boards listing the current fiscal year's completed, anticipated, and canceled Education Conferences and Administrative Meetings (including whether excused under Section III. F. iii) for all Trustees on both Boards.

- ii. Quarterly. A quarterly Travel Report shall be submitted to both Boards listing education and administrative travel expenses paid/reimbursed by LACERA for all Trustee on both Boards. Such report shall identify whether each item of travel was for an Educational Conference or Administrative Meeting, the purpose, location, cost by expense category, and whether excused under Section III. F. iii.
- iii. <u>Availability</u>. The monthly and quarterly reports shall be agendized as reports for the Boards in the first month after they are available (and for privacy and personal security reasons, after travel has been completed) and shall be posted on lacera.com.

IV. ADMINISTRATIVE MEETINGS

The relevant Board will be informed of a Trustee's need to attend Administrative Meetings and provide advance approval of the cost on such terms as deemed appropriate. All LACERA Board and Committee meetings are approved as Administrative Meetings.

V. BROWN ACT COMPLIANCE

Attendance at external Education Conferences and Administrative Meetings by more than four Trustees of a Board is not a violation of this provision, provided that the Trustees may not discuss any item of LACERA business.

VI. GIFTS AND CONFLICTS

The Boards desire to avoid even the appearance of impropriety in connection with education, and related expenses. The Boards acknowledge that acceptance of gifts of education and related expenses, such as registration, transportation, meals, and lodging by a public agency, though permitted under certain circumstances by applicable law, can create the appearance that LACERA encourages "pay to play" and may, unwittingly, create opportunities for undue influence on Trustees. This policy therefore does not permit LACERA as an entity to accept gifts of education, and related expenses. This policy does not prohibit certain payments for education and/or related expenses as part of the negotiated consideration under agreements with vendors, consultants, and managers, although all such payments should be reviewed in advance with the Legal Division to ensure compliance with applicable law, regulations, and reporting.

Items provided during Educational Conferences and Administrative Meetings may constitute reportable gifts.

Trustees should be familiar with the provisions of LACERA's Code of Ethical Conduct as it may apply to certain education and administrative meeting interaction with and items received from the sponsors or other attendees.

The Boards acknowledge that international travel, though expensive, is increasingly necessary in light of today's global economy and LACERA's ongoing prudent investment of a substantial portion of its assets outside the United States.

VII. EDUCATION POLICY AND PROCEDURES

This policy is subject to and will be read and interpreted in conjunction with the Trustee Education Policy.

VIII. POLICY PROVISIONS AND APPLICABLE LAW

- **A. Waiver of Policy Provisions.** For good cause presented in writing, and in the exercise of its sound discretion, the Board of Retirement or the Board of Investments may waive compliance with specific requirements of this policy when in the best interest of LACERA.
- **B. Applicable Law**. This policy is to be implemented in compliance with the relevant provisions of the California Government Code and other applicable law, and in harmony with existing philosophy, objectives, policies and guidelines previously approved by the Board of Retirement and the Board of Investments.

IX. SUSTAINABILITY

Trustees are encouraged to consider sustainability in making education and travel choices, including whether and how to travel, the viability and efficacy of alternative forms of participation (such as geographically closer or virtual meetings), the impact of business class vs. coach, the number of trips taken, and the number of Trustees participating in a single event, avoidance of car transportation when possible, and obtaining an estimate of the carbon footprint of travel and lodging options through available online tools and inclusion of estimates in board recommendation memos.

X. REVIEW

This policy shall be reviewed by the Joint Organizational Governance Committee, the Board of Retirement, and the Board of Investments every three years or as needed and may be amended by both Boards at such time.

Policy History:

Restated and Approved by the Board of Retirement and Board of Investments on December 16, 2020; updated and approved by the Board of Retirement and Board of Investments on May 5, 2022 and May 11, 2022, respectively; and updated and approved by the Board of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on May 5, 2022 and May 11, 2022 of Retirement and Board of Investments on May 5, 2022 and May 11, 2022, respectively; and updated and approved by the Board of Retirement and Board of Investments on May 5, 2022 and May 11, 2022, respectively; and updated and approved by the Board of Retirement and Board of Investments on May 5, 2022 and May 11, 2023, respectively; and updated and approved by the Board of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments of Retirement and Board of Investments on January 4, 2023 of Retirement and Board of Investments of Retirement and Board of Investment and Board of I

APPENDIX A REIMBURSEMENT SCHEDULE

Amounts which can be reimbursed for transportation, lodging, meals, and other covered items are indicated as follows:

I. TRANSPORTATION:

A. Airline Travel

- 1. Trustees will travel in coach/economy class except that they may travel in business class or its equivalent for:
 - a. Flights having (i) a scheduled non-stop flight time or total connecting travel time from original departing airport to the final destination airport of five hours or more, or (ii) a scheduled non-stop roundtrip flight time or total connecting roundtrip travel time of ten hours or more.
 - b. Red-eye flights. "Red-eye flights" are defined as flights in which a majority of the flight time occurs between 10:00 PM and 6:00 AM.
 - c. Flights arriving or departing at an international location, including Canada and Mexico.
- 2. LACERA will reimburse the additional cost of coach/economy class seats advertised as having additional leg room regardless of flight time.
- 3. Air travel will only be reimbursed at the lowest available non-refundable fare at the time of purchase (for class travel authorized under this Policy). Trustee may elect to fly on United, American, Delta, JetBlue, or Southwest Airlines for the dates and times of travel. Other carriers are authorized, but reimbursement shall not exceed the lowest non-refundable fare offered either amongst the five major airlines carriers mentioned above or three other major carriers who fly to selected destination.
- 4. Recognizing air carriers have begun charging for incidental items historically included in the ticket price (for example, checking luggage, providing pillows, blankets, and non-alcoholic beverages during flights, etc.), LACERA also will reimburse carrier charges for such incidental items upon submission of an itemized receipt. Alcoholic beverages will not be reimbursed.
- 5. Substantiation of airline travel shall include a copy of the ticket or E-mail confirmation showing the cost of the air travel.
- 6. Trustees traveling by air to conduct LACERA business may use only regularly scheduled airline services operating by an air carrier certified by the Federal

APPENDIX A REIMBURSEMENT SCHEDULE

Aviation Administration or comparable foreign authority. Trustees are prohibited from traveling on LACERA business via private aircraft, including but not limited to aircraft owned, leased, or rented by the individual Trustee. Persons traveling on LACERA business via private aircraft will be deemed to be acting outside the scope of their responsibilities and employment. They will not be covered by LACERA's liability insurance. Trustees may not use travel points to pay for LACERA travel. Any points earned on LACERA's credit card will be used at the Chief Executive Officer's discretion.

B. Other Common Carrier Travel

- 1. Travel permitted under this policy should be accomplished in the most costeffective and efficient manner practicable, considering the costs of the mode of transportation, travel time, accommodations, and per diem.
- 2. Generally, air travel is the most cost-effective and efficient means for long distance travel, with "long distance travel" defined as a travel to a site more than 300 miles from LACERA's headquarters.
- 3. Where a traveler has special travel needs or concerns such that travel by air for long distance travel is not practicable, then the traveler may use an alternate common carrier (e.g., train or bus) and incur such reasonable expenses associated with that mode of travel (e.g., sleeper car, additional days of per diem).
- 4. Substantiation of other common carrier travel shall include a copy of the ticket or E-mail confirmation showing the cost of the travel.

II. LODGING:

A. Room Cost

Reimbursement is limited to a standard class single room rate, including mandatory taxes and hotel fees. Actual expenses for lodging will be reimbursed upon submittal of receipts. For example, room upgrades, and bed and breakfast additions will be at the expense of the Trustee, unless for good cause such as the unavailability of standard rooms and/or international destinations.

B. Government Rates

Trustees traveling on LACERA business should always request government rates when making reservations and/or checking in. LACERA recognizes that the governmental rate offered for local governmental entities like LACERA may be higher

APPENDIX A REIMBURSEMENT SCHEDULE

than the federal government rate, or may not be available at all, especially in connection with international travel.

C. Attendance at Educational Conferences and Administrative Meetings.

LACERA acknowledges that the cost of a standard room at an event hotel may exceed the standard lodging reimbursement rate. Nevertheless, Trustees attending events may stay at the designated hotel to promote convenient access, networking, and safety. Reimbursement for lodging at an event is limited to the standard room rate charged by the event hotel unless for good cause such as the unavailability of standard rooms and/or international destinations. When lodging at the event hotel is unavailable, reimbursement is limited to the best available rate for a standard room at a nearby hotel of comparable quality. The Trustee will be responsible for any excess cost.

D. Travel Not Connected with An Established Hotel Venue

The maximum lodging amounts are intended to cover the cost of lodging at adequate, suitable and moderately-priced facilities located near the destination city's airport or the specific area in the destination city where LACERA's business will be conducted without association with an established hotel venue. Reimbursement for lodging connected with such travel is limited to:

- 1. Domestic: Not more than three times the regular per diem rate for the location as established from time to time by the U.S. General Services Administration, found at www.gsa.gov (click on "per diem rates").
- 2. International: Not more than three times the rate for the location as established from time to time by the United States Department of State, found at: www.state.gov/m/a/als/prdm.

III. MEALS:

It is the policy's intent for the Trustee to be reimbursed for meals not pre-paid for by LACERA. As such, LACERA will not reimburse the Trustee for a meal which has been pre-paid for by LACERA (e.g., when conference registration includes meals), whether or not the Trustee consumed the meal, except where the Trustee could not consume the pre-paid meal because:

- 1. The Trustee has special dietary or medical concerns, or
- 2. It was reasonably necessary for the Trustee to conduct LACERA business while the pre-paid meal was being served.

APPENDIX A REIMBURSEMENT SCHEDULE

Written justification as to which of the above two exceptions applies will be provided with the reimbursement request. However, written justification for any dietary restrictions or medical concerns need only be provided once annually by the Trustee.

Likewise, LACERA will not reimburse the Trustee for a meal paid for by a third party unless approved by the Chief Executive Officer.

Meal Reimbursement

Reimbursement for meals shall be based on the "Per Diem Method" only as defined below.

A. The Per Diem Method

- 1. Under the Per Diem Method, the Trustee agrees to accept a flat rate for meals. Trustees are not required to submit receipts.
- 2. The per diem allowance will be computed using the Meals & Incidental Expenses rate (the "M&IE Rate") published by the Internal Revenue Service and in effect on the date of travel for the locality of travel.
- 3. The per diem allowance shall be claimed in accordance with the Meals & Incidental Expenses Breakdown ("M&IE Breakdown") per the IRS, based on the M&IE Rate. The portion of the per diem the Trustee receives depends upon when the travel occurs. For example, if the travel occurs during normal breakfast and lunch times, the Trustee receives the per diem for breakfast and lunch; if the travel occurs during normal lunch and dinner times, the Trustee receives the per diem for lunch and dinner, etc.

IV. PORTERAGE:

Porterage may not be claimed using the Per Diem Method, as the Per Diem Method's IRS tables already factor in porterage reimbursement.

V. PARKING:

Parking, including airport parking, will be reimbursed at actual rate (receipt required).

VI. MILEAGE:

Use of a personal vehicle will be reimbursed on a per mile basis at the rate approved by the Internal Revenue Service as of the date of travel.

APPENDIX A REIMBURSEMENT SCHEDULE

VII. OTHER BUSINESS EXPENSES:

Other covered business expenses reasonably incurred in connection with LACERA business, such as registration fees, business and personal telephone, fax, internet access, gym access (including the standard gym fee charged by the Trustee's hotel or, if hotel gym access is not available, the reasonable cost of daily access to a local gym or health facility), dry cleaning, and similar business expenses, shall be reimbursed upon submittal of receipts. Required vaccinations and required tests (such as PCR rapid tests for COVID-19) to enter or exit the origin or destination of travel or to comply with other requirements necessary to travel to or attend approved educational and administrative conferences, seminars, or meetings shall be reimbursed upon submittal of receipts. The cost of membership in TSA Pre, Global Entry, NEXUS, SENTRI, or other expedited security and border processing programs shall be reimbursed upon submittal of receipts. Technology needs, for both international and domestic travel, may be discussed with the LACERA Systems Division in advance to develop appropriate solutions for the Trustee's needs and to manage cost.

Reimbursement for lost or damaged property is subject to a separate policy to be developed.

APPENDIX B TRAVEL ATTESTATION

As a LACERA Board Trustee, I acknowledge:

a.	I have received,	read,	and	understand	all	of the	provisions	within	the	Trustee	Trave
	Policy; and										

b. I attest my LACERA me	commitment to act mbers, in all travel-re	responsibly and elated matters.	prudently	in the best	interest o
LACERA Board	///				
Name					
Signature					7
Date					



November 17, 2023

TO: Each Trustee,

Board of Retirement Board of Investments

FROM: Joint Organizational Governance Committee

Herman B. Santos (BOI) Chair David Green (BOI) Vice Chair

Gina Sanchez (BOI) Onyx Jones (BOI) Shawn Kehoe (BOR) Alan Bernstein (BOR)

Elizabeth Greenwood (BOR)

Ronald Okum (BOR)

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: Chief Executive Officer Salary Designation Authority Upon Appointment of

External Candidates

RECOMMENDATION

That the Board of Retirement and Board of Investments separately approve amendments to the LACERA portion of the Los Angeles County Salary Ordinance, Sections 6.127.040 M 1 for Tier I and 6.127.040 P 1 for Tier II, to permit LACERA's Chief Executive Officer (CEO) to designate a Salary upon appointment of persons not employed by the County or LACERA to positions at any rate or step within the applicable Salary range, provided that for Tier I, as is currently provided for Tier II, the CEO makes a written finding based on factors to justify hiring above the minimum Salary range and with periodic reporting to the Boards, and further approve implementation of the amendments.

LEGAL AUTHORITY

Under Section 7.1 of its Charter, the Joint Organizational Governance Committee (JOGC) has the responsibility to, "Review and make recommendation on Staff Member requests related to: . . . Approval of compensation level and range changes for existing positions that require changes to the County Code."

The authority of the Board of Retirement and Board of Investments to address the CEO's authority with respect to salary setting for staff is based on the Boards' "plenary authority" and "sole and exclusive responsibility to administer the system in a manner that will assure prompt delivery of benefits and related services to the participants and their beneficiaries" under Article XVI, Section 17 of the California Constitution. The Boards'

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authority is further based on California Government Code Section 31522.1 of the County Employees Retirement Law of 1937 (CERL) to "appoint such administrative, technical, and clerical staff personnel as are required to accomplish the necessary work of the boards."

DISCUSSION

In the County Salary Ordinance, the LACERA Boards' statutory appointing authority is delegated to the CEO for all staff, other than the Chief Executive Officer and the Chief, Internal Audit. (Salary Ordinance, Section 6.127.040 B 1.)¹ The CEO's appointing authority under the Salary Ordinance includes the ability to set staff salaries.

However, as explained below, there are inconsistencies and limitations in the CEO's authority as to new staff hires such that the CEO has full authority to designate salary at any point within the permitted range for some staff but, for two categories (external MAPP Tier I and Tier II appointees not previously employed by the County or LACERA), the CEO's salary designations for new external hires requires approval of both Boards if they exceed Level 12.

The proposal in this memo makes the CEO's authority uniform by eliminating the need to obtain Board approval of certain CEO salary designations upon appointment of new Tier I and Tier II external candidates. This proposal will make the CEO's salary designation authority the same for MAPP and non-MAPP hires, internal and external candidate hires, and Tier I and Tier II.

A. Step Pay Plan

Under the Salary Ordinance, LACERA's CEO may, notwithstanding certain other provisions in the Ordinance, "approve step placement of an employee of the Los Angeles County Employees Retirement Association at <u>any step within the salary range</u> for the position which he or she holds, provided that placements made pursuant to this section are reported to the boards of retirement and investments on a periodic basis." (Salary Ordinance, Section 6.127.030 A [emphasis added].) Thus, for internal or external hires under step pay plans, the CEO has full salary authority within the range, subject to periodic reporting to the Boards. Board approval is not required.

B. MAPP Tier I

The Salary Ordinance provides that, for promotional appointments to Tier I, "A person

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¹ By policy, both Boards reserve the right to provide input on personnel matters relating to Chief Counsel. By policy, the Board of Investments reserves the right to provide input on personnel matters relating to the Chief Investment Officer. The CEO remains the appointing authority for both positions.

November 17, 2023

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being promoted from another position in county or LACERA service shall be compensated at <u>a salary within the Salary range of the higher position</u>...." (Salary Ordinance, Section 6.127.040 M 2 [emphasis added].) Thus, the CEO's salary designation authority for promotional Tier I candidates is unlimited within the assigned range and not subject to Board approval at any level in the range. There is also no requirement for a memo of justification or notice to the Boards.

However, for appointments of persons not currently employed by LACERA, the Ordinance provides, "The retirement administrator may designate a salary at any rate within the first three quartiles of the Salary range established for the position to which the person is being appointed. *Appointment at a salary rate within the fourth quartile of the Salary range shall require prior approval by the board of retirement and board of investments jointly.*" (Salary Ordinance, Section 6.127.040 M 1 [emphasis added].) Under this language, for highly compensated external Tier I hires, the hiring process includes the additional hurdle of obtaining joint board approval for the salary if it is in the fourth quartile of the range.

C. MAPP Tier II

The MAPP Tier II language in the Ordinance is similar but not identical to Tier I.

The Salary Ordinance provides that, for promotional appointments to Tier II, "A person being promoted from another position in county or LACERA service shall be compensated at *a salary within the Salary range of the higher position*" (Salary Ordinance, Section 6.127.040 P 2 [emphasis added].) Thus, the CEO's salary designation for promotional Tier II candidates is unlimited and not subject to Board approval. There is also no requirement for a memo of justification or notice to the Boards. This is the same as for Tier I.²

However, for Tier II appointments of persons not currently employed by the county or LACERA, the Ordinance provides, "the retirement administrator may designate any step up to and including step 12 of the Salary range established for the position to which the person is being appointed, provided the retirement administrator makes a written finding based on an analysis of factors to justify hiring above the minimum of the Salary range.

Appointment to a salary rate greater than step 12 shall require prior approval of the board of retirement and board of investments jointly." (Salary Ordinance, Section 6.127.040 P 1 [emphasis added].) Under this language, for highly compensated external Tier II hires, the hiring process includes the additional hurdle of obtaining joint board approval for the salary and also a memo of justification. The Tier II process also requires

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² Note there are different requirements in the cited Ordinance section for Y-Rate employees, which are not covered here.

November 17, 2023

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as internal memo of findings not in the Tier I Ordinance language.

D. Proposal and Justification

The differing standards for the CEO's salary designation authority and other aspects of the process for Step Pay, Tier I, and Tier II hires create the following concerns:

- Inconsistent levels and standards for the CEO's salary designation authority.
- Administrative burden of administering five different systems (one for Step Pay and two each for Tier I and Tier II).
- External Tier I and Tier II candidates are exposed to a public Board review process
 that delays hires due to the need to arrange two Board meetings, may cause
 candidates to have personal concerns and also unnecessary difficulties in terms
 of the timing of their notice to current employers, and may be a disincentive to
 quality candidates.
- The Board review process takes up agenda time and involves the Boards in a staff salary approval process for some candidates that is prudently uniformly delegated to the CEO, who if the appointing authority for MAPP Tier I and Tier II LACERA staff and oversees the hiring process and has a greater level of knowledge concerning individual hires than the Boards can achieve.
- There is no basis for the different internal written justification requirements for Tier
 I and Tier II.
- There is no basis for the different requirements for informal periodic Board notification of appointments and salaries.

To eliminate these concerns and create uniform CEO salary designation authority and a uniform, consistent, and transparent process, the JOGC proposes the attached revisions to the Tier I and Tier II Ordinances, Sections 6.127.040 M 1 and P 1, which will grant the CEO authority to make appointments at any rate or step within the range for a position, eliminate Board approval, require uniform internal justification where it is not already required,³ and require uniform periodic reporting to the Boards.

CONCLUSION

For these reasons, the JOGC recommends that the Board of Retirement and Board of Investments separately approve amendments to the LACERA portion of the Los Angeles County Salary Ordinance, Sections 6.127.040 M 1 for Tier I and 6.127.040 P 1 for Tier II, to permit LACERA's Chief Executive Officer (CEO) to designate a Salary upon

³ Although the Ordinance language is currently different with regard to internal written justification for hires and their salaries, in practice such justification memos are prepared for all hires. In this sense, the proposed change on this point documents an alignment of the Ordinance language with existing practice.

November 17, 2023

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appointment of persons not employed by the County or LACERA to positions at any rate or step within the applicable Salary range, provided that for Tier I, as is currently provided for Tier II, the CEO makes a written finding based on factors to justify hiring above the minimum Salary range and with periodic reporting to the Boards, and further approve implementation of the amendments.

Attachment

c: Santos H. Kreimann Luis A. Lugo Laura Guglielmo Ted Granger Jonathan Grabel JJ Popowich Carly Ntoya, Ph.D. Jasmine Bath

SALARY ORDINANCE COMPARISON AND PROPOSED CHANGES

Salary Ordinance Section 6.127.030 - Additional information. [No changes proposed.]

A. Step Pay Plan. Notwithstanding Section 6.08.010, by specific action, any person designated to act as Retirement Administrator pursuant to Section 6.127.020 of this code may approve step placement of an employee of the Los Angeles County Employees Retirement Association at any step within the salary range for the position which he or she holds, provided that placements made pursuant to this section are reported to the boards of retirement and investments on a periodic basis. The succeeding step advancement in such a case will be made thereafter on a yearly basis unless an exception is specifically authorized by the retirement administrator.

Salary Ordinance Section 6.127.040 - LACERA Tier I and Tier II Management Appraisal and Performance Plan. [Proposed Changes are Indicated.]

- M. Tier I establishment of salary upon appointment. A person appointed to a class or position designated as participating in Tier I of the Plan shall be paid as follows, provided that placements made pursuant to this section are reported to the boards of retirement and investments on a periodic basis:
 - 1. Appointment of Persons Not Currently Employed by the county or LACERA. The retirement administrator may designate a salary at any rate within the first three quartiles of the Salary range established for the position to which the person is being appointed, provided the retirement administrator makes a written finding based on an analysis of factors to justify hiring above the minimum of the Salary range. Appointment at a salary rate within the fourth quartile of the Salary range shall require prior approval by the board of retirement and board of investments jointly.
- P. Tier II establishment of step placement upon appointment. A person appointed to a class or position designated as participating in the Tier II Management Appraisal and Performance Plan shall be paid as follows, provided that placements made pursuant to this section are reported to the boards of retirement and investments on a periodic basis:
 - 1. Appointment of Persons Not Employed by the county or LACERA. For persons not employed by the county or LACERA and who are appointed to positions participating in the Tier II Management Appraisal and Performance Plan, the retirement administrator may designate any step up to and including step 12 of the Salary range established for the position to which the person is being appointed, provided the retirement administrator makes a written finding based on an analysis of factors to justify hiring above the minimum of the Salary range. Appointment to a salary rate greater than step 12 shall require prior approval of the board of retirement and board of investments jointly.





November 17, 2023

TO: Each Trustee

Board of Retirement Board of Investments

FROM: Joint Organizational Governance Committee

Herman B. Santos (BOI) Chair David Green (BOI) Vice Chair

Gina Sanchez (BOI) Onyx Jones (BOI) Shawn Kehoe (BOR) Alan Bernstein (BOR)

Elizabeth Greenwood (BOR)

Ronald Okum (BOR)

FOR: December 6, 2023 Board of Retirement Meeting

December 16, 2023 Board of Investments Meeting

SUBJECT: Document Processing Center Classification and Compensation Study

RECOMMENDATION

It is recommended that the proposed classification and compensation changes be approved for implementation, including prompt incorporation of the changes into the County Salary Ordinance:

- Title change, description revision and salary change for the Document Processing Coordinator, LACERA classification, and
- Title change, description revision and salary change for the Document Processing Assistant, LACERA classification.

BACKGROUND

On April 27, 2023, LACERA Human Resources (HR) presented to the Joint Organizational Governance Committee (JOGC) recommendations to implement classification and compensation changes resulting from a June 2019 Study completed by Koff & Associates (Koff) on LACERA's Document Processing and Staff Assistant positions.

The study was precipitated by:

 the Side Letter Agreement with SEIU Local 721 (SEIU), dated February 14, 2019, to conduct a classification and compensation study of LACERA represented Document Processing Assistant, LACERA and Staff Assistant II, LACERA positions;

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• the goal to ensure that class descriptions reflect current assignments, programs, responsibilities, and technology; and

• the desire to update LACERA's classification plan that will support LACERA's business and operational needs for the foreseeable future.

As part of the study, Koff reviewed the class specifications and compared the salary levels of LACERA's positions to a diverse peer group consistent with past studies, which included California-based public pension funds, Los Angeles County (LA County), and the private sector.

The Study included eighteen (18) positions in four (4) existing classifications. Recommendations addressing two (2) of the classifications (Staff Assistant I, LACERA and Staff Assistant II, LACERA) were approved by the Board of Retirement and Board of Investments on September 6, 2023, and September 13, 2023, respectively. The current recommendations address the remaining two (2) classifications. The classifications are represented by SEIU.

- 1. Document Processing Coordinator, LACERA
- 2. Document Processing Assistant, LACERA

CLASSIFICATION AND COMPENSATION CHANGES

Classification Recommendation

Based on the study findings, title changes and revisions were recommended to the Document Processing Coordinator, LACERA and Document Processing Assistant, LACERA classification specifications. The changes were presented in the April JOGC recommendations and in this memo as an outcome of the study.

The proposed class specification revisions are shown in **Attachment A**

SUMMARY OF PROPOSED CLASSIFICATION CHANGES

Item	Current Classification Title	Proposed Classification Title
0472	Document Processing Coordinator, LACERA	Document Processing Supervisor, LACERA
0471	Document Processing Assistant, LACERA	Document Processing Specialist, LACERA

Compensation Recommendation

LACERA recommends aligning the compensation for the studied positions to market rates while taking into consideration internal equity and sufficient salary differentials between positions. The original recommendation presented at the April 27, 2023, JOGC was no change to the salary for Document Processing Assistant, LACERA.

At the request of the Committee, updated market data was presented at the August 17, 2023, JOGC meeting.

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Koff July 2023 Market Findings for 75th Percentile

Classification Title	# of Matches	Current Max Salary	75 Percentile Salary	Top Monthly Salary % Above or Below 75 Percentile	
Disability Retirement Support Specialist (SA II)	8	\$7,402	\$7,191	2.9%	
Document Processing Specialist (DPA)	8	\$5,372	\$5,281	1.7%	
Document Processing Supervisor (DPC)	6	\$5,828	\$7,188	-23.3%	
Staff Assistant I	13	\$6,122	\$5,943	2.9%	
Staff Assistant II	10	\$7,402 \$6,907		6.7%	
			AVERAGE	-1.8%	

Although the market data found that all studied classifications except for the Document Processing Supervisor, LACERA are at or above the 75th percentile, management was concerned that in this instance, the market data did not fully reflect the internal value LACERA puts on Document Processing Assistant, LACERA classification given their role in our member service processes.

On September 8, 2023, LACERA proposed to SEIU a salary increase of 2.24% for the Document Processing Specialist, LACERA. On September 18, 2023, SEIU verbally countered the proposal and requested a salary increase of 2.5% for the Document Processing Specialist, LACERA. LACERA management was agreeable to the request and accepted the proposal.

For the proposed Document Processing Supervisor, LACERA, HR recommends the standard 15% supervisor: subordinate salary differential for performing both administrative and technical supervision.

SUMMARY OF PROPOSED COMPENSATION CHANGES

<u>Item</u>	Classification Title	Current Sal Sch	Current Sal Max	<u>Proposed</u> <u>Sal Sch</u>	Proposed Sal Max	<u>%</u> Change
0472	Document Processing Supervisor, LACERA	86B NMO	\$5,827.55	89B NMO	\$6,321.73	8.48%
0471	Document Processing Specialist, LACERA	83B NMO	\$5,372.36	84A NMO	\$5,506.00	2.5%

*Note: LACERA Compensation effective 1/1/2023. Proposed compensation will be adjusted based on future MOU Agreements.

Implementation and Budget Impact

After commencement of the study, one position was added to the LACERA organization through the budget process and were not evaluated.

In FY 2022–23, One (1) budgeted Document Processing Coordinator, LACERA position
was allocated to the Document Processing Center. The position is currently vacant and
the Division intends to utilize the position as a supervisor. It is recommended to include
the position with the recommended changes for the Document Processing Coordinator,
LACERA classification.

November 17, 2023

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Based on the study findings and organizational changes since completion of the study, the following is the budget impact of the below recommended changes:

- Salary change for three (3) budgeted Document Processing Coordinator, LACERA positions being retitled to Document Processing Supervisor, LACERA.
- Salary change for eleven (11) budgeted Document Processing Assistant, LACERA positions being retitled to Document Processing Specialist, LACERA.

These changes are necessary to further LACERA's Mission to produce, protect, and provide the promised benefits and the Boards' paramount fiduciary duty to the fund's member and beneficiaries. These positions are tasked with processing key organizational documents, including primarily member documents, and proper classification of their work and compensation is necessary to ensure that this work is properly is performed by highly qualified staff that LACERA is able to recruit, hire, motivate, and retain.

Implementation of the study findings as recommended will result in an annual combined budget increase for all staff in these positions of approximately \$55,000.

No. of Pos	Budgeted Position Title	ion			Proposed Position Title	PROPOSED SALARY			TOTAL ANNUAL TOTAL BUDGET IMPACT	
•		Sch	Max Salary	Annual	-	Sch	Max Salary	Annual	w/Benefits @ 55%	
3	Document Processing Coordinator	86B NMO	\$5,827.55	\$69,930.60	Document Processing Supervisor	89B NMO	\$6,321.73	\$75,860.76	\$27,575.24	
11	Document Processing Assistant	83B NMO	\$5,372.36	\$64,468.32	Document Processing Specialist	94A	\$5,506.00	\$66,072.00	\$27,342.74	
					<u> </u>			TOTAL	\$54,917.98	

PROCEDURE FOR ESTABLISHING CLASSIFICATIONS AND PAY RANGES

LACERA provides SEIU Local 721 (SEIU) notice and consultation regarding new classifications of which the primary duties are derived from represented classifications. The LACERA classifications currently addressed are represented. On October 6, 2023, SEIU provided written concurrence on the proposed classification and compensation changes to Document Processing Coordinator, LACERA and Document Processing Assistant, LACERA. Therefore, it is recommended that LACERA move forward with implementing the classification and compensation changes for these studied classifications.

Changes to classification titles and salary require LACERA Boards and County BOS approval due to revision in LACERA ordinance. Upon approval from the Board of Retirement and Board of Investments, Human Resources (HR) will prepare a memorandum to the Los Angeles County's Chief Executive Office (LACCEO) which will include the class specification and salary schedule. HR staff, with the LACERA Legal Office's review and participation, will also prepare and submit an ordinance amending Sections 6.28.050 and 6.127.010 of LACERA's Salary Code

November 17, 2023

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to the Los Angeles County Counsel's Office and the Board of Supervisors for adoption. These actions will modify the Document Processing Coordinator, LACERA and Document Processing Assistant, LACERA classification titles, class descriptions, and compensation.

RECOMMENDATION

That the Board of Retirement and Board of Investments separately approve the classification and compensation changes, including prompt incorporation of the changes into the County Salary Ordinance:

- Title change, description revision and salary change for the Document Processing Coordinator, LACERA classification, and
- Title change, description revision and salary change for the Document Processing Assistant, LACERA classification.

cc: Steven P. Rice Luis Lugo Laura Guglielmo JJ Popowich Carly Ntoya

Attachments

ATTACHMENT

Last Update: 11/22/2022

CLASSIFICATION TITLE: Document Processing Coordinator Supervisor, LACERA

ITEM NO: 0472

DEFINITION:

Coordinates Supervises the activities of staff engaged in the processing and imaging of member documents and business records; and ensures standard procedures and performance expectations are met for retirement documents at the Los Angeles County Employees Retirement Association (LACERA).

POSITION INFORMATION:

Positions allocable to this classification, under the supervision of an Administrative OfficerSupervising Administrative Assistant II, LACERA, are assigned in LACERA's Document Processing Center. This is the full supervisory-level classification in the Document Processing series that exercises independent judgment on diverse and specialized document processing, scanning, and indexing functions with accountability and ongoing decision-making responsibilities associated with the work.

Document Processing Supervisors plan, delegate, oversee, organize, prioritize, supervise, train, and evaluate the work of staff engaged in the processing, scanning, indexing, and mailing of member documents and business records to ensure accuracy, timeliness, and quality of all documents received. Work requires a thorough knowledge of document management systems, document capture software, document entry processes, document codes, related equipment, standards, procedures, and quality control. Incumbents must exercise initiative and independent judgment within defined LACERA and Document Processing Center policies and procedures. Incumbents must have a knowledge of the principles of supervision, supervisory policies, and practices, and be proficient in prioritizing a high volume of requests to complete work within time standards, provides general lead direction, plans, assigns, and trains staff responsible for document scanning/imaging and indexing and mail services duties. Incumbents work independently and require a thorough knowledge of scanning and imaging systems and equipment, standards, policies and procedures, quality control relating to the scanning and imaging of documents, and all aspects of mail service procedures and policies. Positions must exercise sound judgment and resolve problems related to document imaging/scanning duties and mail services, which include policy and procedural changes.

EXAMPLES OF ESSENTIAL JOB FUNCTIONS:

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Plans, delegates, oversees, prioritizes, organizes, supervises, train, and reviews the work of document processing staff; trains staff in work procedures; recommends rotation of staff between assignments; evaluates staff performance; counsels staff and effectively recommends initial disciplinary action; assists in selection and promotion.

Provides on-the-job and formalized training to assigned staff regarding how to prepare, analyze, scan, and index member documents and business records, and how to properly utilize office equipment and software applications; develops training plans; implements training procedures and standards; maintains training records; provides feedback to management regarding each trainee's job performance.

Participates in the development of goals, objectives, policies, and procedures for assigned services and programs; recommends and implements policies and procedures including standard operating procedures for assigned operations.

Monitors activities of the document processing unit; identifies opportunities for improving service delivery and streamlining procedures; provides recommendations concerning process changes; reviews recommendations with appropriate management staff; implements improvements.

Processes daily bank deposits; receives, processes, and verifies dollar amount of checks received from vendors, members, trustees, government agencies, and other third parties; identifies proper endorsements and signatures; codes checks as appropriate; ensures allocation to correct accounts; coordinates with other departments for special handling of checks; maintains appropriate records; calculates deposit balances; ensures balances match total deposits.

<u>Verifies and processes daily LACERA warrants for mailings in accordance with established security procedures; uses specialized software to verify, process, and maintain check database; sorts, assembles, and prepares checks for mailing.</u>

Performs quality assurance by effectively determining document quality and completeness by using specialized computer software to ensure accuracy, quality of image, and document type; corrects and documents errors for training and procedural improvements; ensures all documents received are legible and are processed and indexed accurately and in a timely fashion.

Runs summary reports, verifies accuracy, and provides additional analysis as necessary.

Answers and responds to phone calls and email requests from members as necessary.

May be required to perform other related duties as assigned.

Provides general lead direction, plans, assigns, trains, and determines work priorities for staff responsible for document scanning/imaging of member records, and the incoming and outgoing mail processes.

Performs routine quality assurance audits of imaging/scanning operations and mail services procedures.

Monitors and reviews the work of staff to ensure compliance with processing guidelines and deadlines.

Develops, revises, and instructs staff on procedures, policies, and quality control standards.

Prepares statistical reports related to workload and workflow processes.

Peforms related work as required.

REQUIREMENTS:

TRAINING AND EXPERIENCE:

OPTION 1:

Three (3) year's responsible experience at the level of Document Processing Specialist, LACERA.

OPTION 2:

Completion of twelve (12) semester units in business administration, public administration, or related coursework from an accredited college or university -and- two (2) years of responsible experience in researching records, processing documents, and scanning and indexing documents. in document processing and mail services, one year of experience that must have been operating imaging and scanning equipment

LICENSE:

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

PHYSICAL CLASS II – Light: Light physical effort with light lifting to 10 pounds, some bending, stooping or squatting, and considerable walking.

Last Update: 11/22/2022

CLASSIFICATION TITLE: Document Processing Supervisor, LACERA

ITEM NO: 0472

DEFINITION:

Supervises the activities of staff engaged in the processing and imaging of member documents and business records; and ensures standard procedures and performance expectations are met for the Los Angeles County Employees Retirement Association (LACERA).

POSITION INFORMATION:

Positions allocable to this classification, under the supervision of a Supervising Administrative Assistant II, LACERA, are assigned in LACERA's Document Processing Center. This is the full supervisory-level classification in the Document Processing series that exercises independent judgment on diverse and specialized document processing, scanning, and indexing functions with accountability and ongoing decision-making responsibilities associated with the work.

Document Processing Supervisors plan, delegate, oversee, organize, prioritize, supervise, train, and evaluate the work of staff engaged in the processing, scanning, indexing, and mailing of member documents and business records to ensure accuracy, timeliness, and quality of all documents received. Work requires a thorough knowledge of document management systems, document capture software, document entry processes, document codes, related equipment, standards, procedures, and quality control. Incumbents must exercise initiative and independent judgment within defined LACERA and Document Processing Center policies and procedures. Incumbents must have a knowledge of the principles of supervision, supervisory policies, and practices, and be proficient in prioritizing a high volume of requests to complete work within time standards.

EXAMPLES OF ESSENTIAL JOB FUNCTIONS:

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Plans, delegates, oversees, prioritizes, organizes, supervises, train, and reviews the work of document processing staff; trains staff in work procedures; recommends rotation of staff between assignments; evaluates staff performance; counsels staff and effectively recommends initial disciplinary action; assists in selection and promotion.

Provides on-the-job and formalized training to assigned staff regarding how to prepare, analyze, scan, and index member documents and business records, and how to properly utilize office equipment and software applications; develops training plans; implements training procedures and standards; maintains training records; provides feedback to management regarding each trainee's job performance.

Participates in the development of goals, objectives, policies, and procedures for assigned services and programs; recommends and implements policies and procedures including standard operating procedures for assigned operations.

Monitors activities of the document processing unit; identifies opportunities for improving service delivery and streamlining procedures; provides recommendations concerning process changes; reviews recommendations with appropriate management staff; implements improvements.

Processes daily bank deposits; receives, processes, and verifies dollar amount of checks received from vendors, members, trustees, government agencies, and other third parties; identifies proper endorsements and signatures; codes checks as appropriate; ensures allocation to correct accounts; coordinates with other departments for special handling of checks; maintains appropriate records; calculates deposit balances; ensures balances match total deposits.

Verifies and processes daily LACERA warrants for mailings in accordance with established security procedures; uses specialized software to verify, process, and maintain check database; sorts, assembles, and prepares checks for mailing.

Performs quality assurance by effectively determining document quality and completeness by using specialized computer software to ensure accuracy, quality of image, and document type; corrects and documents errors for training and procedural improvements; ensures all documents received are legible and are processed and indexed accurately and in a timely fashion.

Runs summary reports, verifies accuracy, and provides additional analysis as necessary.

Answers and responds to phone calls and email requests from members as necessary.

May be required to perform other related duties as assigned.

REQUIREMENTS:

TRAINING AND EXPERIENCE:

OPTION 1:

Three (3) years responsible experience at the level of Document Processing Specialist, LACERA.

OPTION 2:

Completion of twelve (12) semester units in business administration, public administration, or related coursework from an accredited college or university -and- two (2) years of responsible experience in researching records, processing documents, and scanning and indexing documents.

LICENSE:

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

PHYSICAL CLASS II – Light: Light physical effort with light lifting to 10 pounds, some bending, stooping or squatting, and considerable walking.

LAST UPDATE: 11/22/2022

CLASSIFICATION TITLE: Document Processing Assistant Specialist, LACERA

ITEM NO: 0471

DEFINITION:

Provides administrative support with responsibility for the electronic imaging of member and business records; processes incoming mail; sorts, categorizes, creates, scans, and indexes batches of documents; reviews documents and images to ensure quality; and assembles and prepares system-generated letters and member correspondence for mailing Performs document scanning/imaging and indexing of member retirement documents for the Los Angeles County Employee Retirement Association (LACERA).

POSITION INFORMATION:

Positions allocable to this class, under the general supervision of a Document Processing Supervisor, are assigned to LACERA's Document Processing Center. This is a fully qualified journey-level classification in the Document Processing series which is responsible for independently performing specialized duties in support of division operations. Positions at this level are distinguished by the performance of the full range of duties as assigned, working independently, and exercising judgment and initiative within defined LACERA and Document Processing Center policies and procedures. Incumbents receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit. This class is distinguished from the Document Processing Supervisor in that the latter is the full supervisory-level class in the series responsible for organizing, assigning, supervising, and reviewing the work of assigned staff involved in document processing operations.

Document Processing Specialists prepare, analyze, scan, and index all incoming documents from members, survivors, dependents, beneficiaries, legal counsel, third parties, and other LACERA divisions. This includes assigning relevant document coding and analyzing documents to ensure type, accuracy, and authenticity. Incumbents may assist in providing on the job training to less experienced staff. Work requires a thorough knowledge of document management systems, document entry processes, document codes, related equipment, standards, procedures, and quality control. Incumbents rely on experience and judgement to accurately identify documents, assign appropriate coding, and scan and index records and must be proficient in prioritizing a high volume of requests to complete work within time standards. Positions allocable to this classification perform document imaging/scanning and indexing duties under the general lead of a Document Processing Coordinator, LACERA. Incumbents work independently and must have a thorough knowledge of scanning and imaging systems, document codes, equipment, standards, procedures, and quality control. Positions must exercise sound judgment and resolve problems related to the scanning and indexing of documents.

EXAMPLES OF ESSENTIAL JOB FUNCTIONS:

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Prepares batches of member documents received from members, survivors, dependents, beneficiaries, legal counsel, third parties, and other LACERA divisions; reviews documents to ensure appropriate information is present; determines which action needs to be taken for each document; queries document management system to verify member information and imaging procedures to verify appropriate stamps and codes to be utilized; assigns appropriate document stamps and bar codes to each document; mails pertinent records back to sender after processing; prepares documents for scanning, scans documents into specialized computer system, and assists with the quality control of documents.

Scans documents into specialized document management system; ensures documents align to a specific member; determines document quality and completeness by using specialized document capture software to ensure accuracy, quality of image, and document type; sets up, calibrates, adjusts, operates, and performs routine cleaning and maintenance of scanning/imaging equipment; operates multiple scanning machines simultaneously as needed.

Reviews and indexes electronic, imaged member documents and business records to ensure document quality, scanning accuracy, and indexing conformance to accepted standards through the utilization of document capture software; checks dates received and scanned of each document and revises electronic records as needed; ensures proper codes and stamps were used during document preparation phase; uploads indexed documents to centralized document management system; routes documents to other departments when additional action is required.

computerized, imagined documents to ensure accuracy and conformance to accepted standards—through—the—utilization—of—specialized—computer—software. Runs summary reports for indexing and batching control purposes; verifies accuracy and provides additional analysis as necessary; provides information and makes suggestions regarding the development of standards and procedures for processing, scanning, and indexing of documents and records.

Queries centralized document management system to access and retrieve member records and files.

Receives, sorts, categorizes, processes, and distributes incoming mail; prepares correspondence for batch mailing; makes copies of documents; assembles and prepares system-generated member correspondence for mailing.

Sets up, adjusts, operates, and performs routine cleaning and maintenance of scanning/imaging equipment.

Provides information in the development of standards and procedures relating to the batching, scanning, and indexing of documents and records.

Operates other office equipment, computer, photocopier, and facsimile.

May retrieve and access file records as requested. Transports boxes containing member documents, copy center and mailroom supplies.

May assist in <u>providing on-the-job</u> training <u>to less experienced</u> staff and provide assistance in mail services operations.

May be required to process daily bank deposits; verify deposit amounts for checks made payable to LACERA; identify proper endorsements and signatures; calculate deposit balances; and ensure balances match total deposits.

May participate in testing new software applications and systems.

May pPerforms other related duties as required.

REQUIREMENTS:

TRAINING AND EXPERIENCE:

OPTION 1:

Six months' experience utilizing computer applications -AND-One (1)one year of experience as an Intermediate Clerk, LACERA or higher operating scanning/imaging equipment.operating scanning/imaging equipment in a production business or public entity -OR-

OPTION 2:

Eighteen (18) months clerical experience, with a least six twelve (12) months of responsible experience operating scanning/imaging equipment.

LICENSE:

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

PHYSICAL CLASS III - Moderate: Standing or walking most of the time, with bending, stooping, squatting, twisting, reaching, working on irregular surfaces, occasional lifting over 25 pounds, and frequent lifting of 10-25 pounds.

LAST UPDATE: 11/22/2022

CLASSIFICATION TITLE: Document Processing Specialist, LACERA

ITEM NO: 0471

DEFINITION:

Provides administrative support with responsibility for the electronic imaging of member and business records; processes incoming mail; sorts, categorizes, creates, scans, and indexes batches of documents; reviews documents and images to ensure quality; and assembles and prepares system-generated letters and member correspondence for mailing for the Los Angeles County Employee Retirement Association (LACERA).

POSITION INFORMATION:

Positions allocable to this class, under the general supervision of a Document Processing Supervisor, are assigned to LACERA's Document Processing Center. This is a fully qualified journey-level classification in the Document Processing series which is responsible for independently performing specialized duties in support of division operations. Positions at this level are distinguished by the performance of the full range of duties as assigned, working independently, and exercising judgment and initiative within defined LACERA and Document Processing Center policies and procedures. Incumbents receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit. This class is distinguished from the Document Processing Supervisor in that the latter is the full supervisory-level class in the series responsible for organizing, assigning, supervising, and reviewing the work of assigned staff involved in document processing operations.

Document Processing Specialists prepare, analyze, scan, and index all incoming documents from members, survivors, dependents, beneficiaries, legal counsel, third parties, and other LACERA divisions. This includes assigning relevant document coding and analyzing documents to ensure type, accuracy, and authenticity. Incumbents may assist in providing on the job training to less experienced staff. Work requires a thorough knowledge of document management systems, document entry processes, document codes, related equipment, standards, procedures, and quality control. Incumbents rely on experience and judgement to accurately identify documents, assign appropriate coding, and scan and index records and must be proficient in prioritizing a high volume of requests to complete work within time standards.

EXAMPLES OF ESSENTIAL JOB FUNCTIONS:

The following examples are intended to describe the general nature and level of work performed by persons assigned to each classification. Depending on the assignment, duties may include, but are not limited to the following:

Prepares batches of documents received from members, survivors, dependents, beneficiaries, legal counsel, third parties, and other LACERA divisions; reviews documents to ensure appropriate information is present; determines which action needs to be taken for each document; queries document management system to verify member information and imaging procedures to verify appropriate stamps and codes to be utilized; assigns appropriate document

stamps and bar codes to each document; mails pertinent records back to sender after processing; prepares documents for scanning.

Scans documents into specialized document management system; ensures documents align to a specific member; determines document quality and completeness by using specialized document capture software to ensure accuracy, quality of image, and document type; sets up, calibrates, adjusts, operates, and performs routine cleaning and maintenance of scanning/imaging equipment; operates multiple scanning machines simultaneously as needed.

Reviews and indexes electronic, imaged member documents and business records to ensure document quality, scanning accuracy, and indexing conformance to accepted standards through the utilization of document capture software; checks dates received and scanned of each document and revises electronic records as needed; ensures proper codes and stamps were used during document preparation phase; uploads indexed documents to centralized document management system; routes documents to other departments when additional action is required.

Runs summary reports for indexing and batching control purposes; verifies accuracy and provides additional analysis as necessary; provides information and makes suggestions regarding the development of standards and procedures for processing, scanning, and indexing of documents and records.

Queries centralized document management system to access and retrieve member records and files.

Receives, sorts, categorizes, processes, and distributes incoming mail; prepares correspondence for batch mailing; makes copies of documents; assembles and prepares system-generated member correspondence for mailing.

Transports boxes containing member documents, copy center and mailroom supplies.

May assist in providing on-the-job training to less experienced staff.

May be required to process daily bank deposits; verify deposit amounts for checks made payable to LACERA; identify proper endorsements and signatures; calculate deposit balances; and ensure balances match total deposits.

May participate in testing new software applications and systems.

May perform other related duties as required.

REQUIREMENTS:

TRAINING AND EXPERIENCE:

OPTION 1:

One (1) year of experience as an Intermediate Clerk, LACERA or higher operating scanning/imaging equipment.

OPTION 2:

Eighteen (18) months clerical experience, with a least twelve (12) months of responsible experience operating scanning/imaging equipment.

LICENSE:

A valid California Class C Driver License or the ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

PHYSICAL CLASS III – Moderate: Standing or walking most of the time, with bending, stooping, squatting, twisting, reaching, working on irregular surfaces, occasional lifting over 25 pounds, and frequent lifting of 10-25 pounds.





Los Angeles County Employees Retirement System

Classification & Compensation Study for Document Processing Staff

Agenda

- Introduction
- Classification Study
- Compensation Study
- Questions?





Introduction

- Koff & Associates (a Gallagher company) is a Human Resources consulting firm specializing in classification and compensation studies for public agencies in California.
- In May 2019, LACERA entered an agreement with K&A to conduct a Classification and Compensation Study for LACERA's Document Processing Staff.
- These Studies began in June 2019 and concluded in January 2020.
- K&A conducted a "refresher" salary survey in July 2023.
- Purpose of the Classification Study was to review & update classifications and job descriptions and ensure relevance and accuracy.
- Purpose of the Compensation Study was to ensure competitiveness when recruiting and recognize external and internal value of jobs.





Classification Study Methodology

Initial Meetings with Project Team Orientation Meetings with Employees Position Description Questionnaire Completion and Review Employee & Supervisor Interviews Desk Audits for Document Processing Staff Draft Classification Concepts & Class Descriptions Employee and Supervisor Review of Consultant Recommendations

Classification Study KOFF Recommendations

	# of Incumb-	
Current Classification Title	ents	Proposed Classification Title
Document Processing Assistant	O	Document Processing Specialist I
Document Processing Assistant	5	Document Processing Specialist II
Document Processing Assistant	2	Senior Document Processing Specialist
Document Processing Coordinator	2	Document Processing Supervisor
Staff Assistant II	5	Disability Retirement Support Specialist I
Staff Assistant II	2	Senior Typist Clerk
Staff Assistant I	2	Staff Assistant I (No Change)

Classification Study LACERA Recommendations

- LACERA management approved moving forward with the following recommendations:
 - Upgrade of the Document Processing Coordinator classification to a Document Processing Supervisor, responsible for providing full administrative and technical supervision
 - Title change for the Document Processing Assistant to Document Processing Specialist (Equivalent to the Document Processing Specialist II)
 - Reclassification of recommended Staff Assistant II positions to the revised Disability Retirement Support Specialist based on duties performed
 - No title changes for the Staff Assistant I or II classifications.

Classification Study Recommendations Not Utilized by LACERA

- Create a Document Processing Specialist I classification to serve as a trainee. Intermediate Typist-Clerks were determined to be an appropriate feeder for the DPC.
- Reclass two (2) Staff Assistant II positions found performing at the level of Senior Typist-Clerk.

Classification Study Recommendations Not Utilized by LACERA

- Create a Senior Document Processing Specialist classification.
 - DPC has a need for bona-fide supervisors to perform full-administrative and technical supervision. The Document Processing Supervisor is a working supervisor, technical expert, and responsible for administrative and technical supervision including providing formal training.
 - There are insufficient subordinate staff to support a lead level position. Currently, there are three (3) budgeted Document Processing Coordinators being reclassed to Supervisor, with a total of eleven (11) subordinate Document Processing Assistants less than a 4:1 ratio.
 - Assisting with training is already included in the existing Document Processing
 Assistant class specification and in the proposed Document Processing
 Specialist.

Classification Study Budgeted Position Title Map

Current Classification Title	# of Positions	Proposed Budgeted Position
Document Processing Assistant	0	Intermediate Typist-Clerk
Document Processing Assistant	11	Document Processing Specialist
Document Processing Coordinator	3	Document Processing Supervisor
Staff Assistant II	6	Disability Retirement Support Specialist I
Staff Assistant II	2	No Change
Staff Assistant I	2	No Change





COMPARATOR AGENCIES



BENCHMARK CLASSIFICATIONS Base
Salary
Survey
Survey
Elements



LACERA Survey Comparator Agencies

- California Public Employees' Retirement System
- 2. California State Teachers' Retirement System
- 3. City of Pasadena
- 4. County of Los Angeles
- 5. Economic Research Institute (database)
- 6. Los Angeles City Employees' Retirement System
- 7. Los Angeles Fire and Police Pensions
- 8. Metropolitan Water District of Southern California

- Orange County Employees' Retirement System
- 10.San Bernardino County Employees' Retirement Association
- 11.San Diego County Employees Retirement Association
- 12.San Francisco Employees' Retirement System
- 13. State Compensation Insurance Fund

LACERA Benchmark Classifications included in Salary Survey

- Disability Retirement Support Specialist
- Document Processing Specialist
- Document Processing Supervisor
- Staff Assistant I
- Staff Assistant II

Data Collection

Job/class descriptions MOU's (Labor Agreements) Organizational charts Salary information Description-to-description 70% match Follow-up

All analyses completed in-house

No questionnaires



2019 Market Findings - Overall

- Overall, LACERA's Base Salaries in 2020 for these surveyed classifications were an average of 8.1% above the market average
- Overall, LACERA's Base Salaries for these surveyed classifications were an average of 10.5% above the market median
- Overall, LACERA's Base Salaries for these surveyed classifications were an average of -7.1% below the 75th percentile in the market

2019 Market Findings for Average

Classification Title	# of Matches	Current Max Salary	Average Max Salary	Top Monthly Salary % Above or Below Average
Disability Retirement Support Specialist	8	\$ 6,790	\$ 5,445	19.8%
Document Processing Specialist (DPA)	9	\$ 4,761	\$ 4,505	5.4%
Document Processing Supervisor (DPC)	6	\$ 5,165	\$ 5,369	-3.9%
Staff Assistant I	13	\$ 5,426	\$ 4,939	9.0%
Staff Assistant II	10	\$ 6,560	\$ 5,887	10.3%
AVERAGE				+8.1%

2019 Market Findings for Median

Classification Title	# of Matches	Current Max Salary	Median Max Salary	Top Monthly Salary % Above or Below Median
Disability Retirement Support Specialist	8	\$ 6,790	\$ 5,418	20.2%
Document Processing Specialist (DPA)	9	\$ 4,761	\$ 4,709	1.1%
Document Processing Supervisor (DPC)	6	\$ 5,165	\$ 4,762	7.8%
Staff Assistant I	13	\$ 5,426	\$ 4,713	13.1%
Staff Assistant II	10	\$ 6,560	\$ 5,896	10.1%
AVERAGE				+10.5%

2019 Market Findings for 75th Percentile

Classification Title	# of Matches	Current Max Salary	75 th Percentile Salary	Top Monthly Salary % Above or Below 75 th Percentile
Disability Retirement Support Specialist	8	\$ 6,790	\$ 6,744	0.7%
Document Processing Specialist (DPA)	9	\$ 4,761	\$ 4,716	0.9%
Document Processing Supervisor (DPC)	6	\$ 5,165	\$ 6,943	-34.4%
Staff Assistant I	13	\$ 5,426	\$ 5,497	-1.3%
Staff Assistant II	10	\$ 6,560	\$ 6,640	-1.2%
AVERAGE				-7.1%

2022 Compensation Study LACERA Recommendations

- Effective January 1, 2021, all studied classifications received a 2.75% half-step increase to their salary range in addition to a 2.5% cost of living adjustment (COLA).
- All market-data was aged based on LACERA's negotiated COLAs; however, the half-step pushed all studied classifications except for the Document Processing Supervisor above the target 75th percentile.
- As a result, no upward salary adjustments were proposed in 2022 except for the Document Processing Supervisor, which was recommended a standard 15% supervisor: subordinate salary differential.
- A salary adjustment to the Disability Retirement Support Specialist was recommended to align with the Staff Assistant II so there will be no reduction negatively impacting positions identified for reclassification.

2022 LACERA Recommendations Union Concurrence

- On December 22, 2022, SEIU provided verbal concurrence on classification and compensation changes proposed for Disability Retirement Support Specialist I, Document Processing Coordinator, Staff Assistant I, and Staff Assistant II, and deletion of the Disability Retirement Support Specialist II. SEIU did not provide concurrence for Document Processing Assistant.
- On January 30, 2023, SEIU proposed a 10% salary increase for Document Processing Assistant. On April 3, 2023, SEIU proposed a 5% salary increase for Document Processing Assistant. LACERA did not agree to the proposals as the MOU did not have a reopener and the increase was not supported by market-data.
- On April 14, 2023, SEIU provided a written concurrence for the classification and compensation changes for the Document Processing Supervisor and the Disability Retirement Support Specialist I. Written concurrence is not required to revised the class specifications for Staff Assistant I and II, or Document Processing Assistant as there was no change in terms of employment or salary proposed.

April 27, 2023 JOG-C Meeting

- Classification and Compensation Recommendations were presented to the Board Trustees for approval and implementation.
- Based on concerns presented by the Document Processing Assistants, the Executive Office was directed to meet with staff, refresh the market data, and reassess the compensation study recommendations.

2023 Compensation Study Other Considerations

- On May 3, 2023, the Executive Office met with the Document Processing Assistants to discuss the compensation study recommendations provided by K&A.
- Staff compared duties performed by:
 - Office and Administrative Specialists at Minnesota Public Employees Retirement Association (MNPERA)
 - Intermediate Typist-Clerks and Ownership Clerks at the LA County Office of the Assessor, which use the same document processing equipment as LACERA
- It was found that although both agencies perform scanning and indexing of member documents and/or business records, they were not comparable due to specialized knowledge and responsibilities related to processing of retirement and refund applications or real property assessments.
- Updated July 2023 Market Data collected by K&A is in the next slides.

July 2023 Market Findings - Overall

- Overall, LACERA's Base Salaries in 2023 for these surveyed classifications were an average of 9.1% above the market average
- Overall, LACERA's Base Salaries for these surveyed classifications were an average of 10.8% above the market median
- Overall, LACERA's Base Salaries for these surveyed classifications were an average of -1.8% below the 75th percentile in the market
- The next slides reflect the survey results these are sorted by classifications which are furthest above the median to those that are furthest below the median

July 2023 Market Findings for Average

Classification Title	# of Matches	Current Max Salary	Average Max Salary	Top Monthly Salary % Above or Below Average
Disability Retirement Support Specialist (SA II)	8	\$7,402	\$6,029	18.5%
Document Processing Specialist (DPA)	8	\$5,372	\$5,027	6.4%
Document Processing Supervisor (DPC)	6	\$5,828	\$6,016	-3.2%
Staff Assistant I	13	\$6,122	\$5,420	11.5%
Staff Assistant II	10	\$7,402	\$6,491	12.3%
AVERAGE				9.1%

July 2023 Market Findings for Median

Classification Title	# of Matches	Current Max Salary	Median Max Salary	Top Monthly Salary % Above or Below Median
Disability Retirement Support Specialist (SA II)	8	\$7,402	\$6,126	17.2%
Document Processing Specialist (DPA)	8	\$5,372	\$5,041	6.2%
Document Processing Supervisor (DPC)	6	\$5,828	\$5,458	6.3%
Staff Assistant I	13	\$6,122	\$5,288	13.6%
Staff Assistant II	10	\$7,402	\$6,607	10.7%
AVERAGE				10.8%

July 2023 Market Findings for 75th Percentile

Classification Title	# of Matches	Current Max Salary	75 th Percentile Salary	Top Monthly Salary % Above or Below 75 th Percentile
Disability Retirement Support Specialist (SA II)	8	\$7,402	\$7,191	2.9%
Document Processing Specialist (DPA)	8	\$5,372	\$5,281	1.7%
Document Processing Supervisor (DPC)	6	\$5,828	\$7,188	-23.3%
Staff Assistant I	13	\$6,122	\$5,943	2.9%
Staff Assistant II	10	\$7,402	\$6,907	6.7%
AVERAGE				-1.8%

2023 Compensation Study LACERA Update

- A salary adjustment to the Disability Retirement Support Specialist was recommended and approved to align with the Staff Assistant II so there will be no reduction negatively impacting positions identified for reclassification.
- All studied classifications except the Document Processing Supervisor are above the 75th percentile.
- LACERA conferred with SEIU on potential impacts.
- A 2.5% salary adjustment to the Document Processing Specialist is recommended.
- These changes are necessary to further LACERA's Mission to produce, protect, and provide the promised benefits and the Boards' paramount fiduciary duty to the fund's members and beneficiaries



Questions and Comments

Thank you!







November 28, 2023

TO: Trustees, Board of Retirement

FOR: Board of Retirement Meeting on December 6, 2023

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.

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

NAME	<u>DEPARTMENT</u>	RETIRED	SERVICE
VINCENT A. AMPARAN	LA COUNTY FIRE DEPT Dept.#FR	12-28-2023	34 YRS 10 MOS
CHARLES W. DUNCAN IV	SHERIFF Dept.#SH	10-30-2023	16 YRS 05 MOS
CARL N. FLORES	L A COUNTY FIRE DEPT Dept.#FR	12-01-2023	43 YRS 06½ MOS
DEAN P. GALARNEAU	SHERIFF Dept.#SH	12-31-2023	32 YRS 09½ MOS
JEFFREY S. IVASK	SHERIFF Dept.#SH	11-30-2023	28 YRS 10 MOS
MICHAEL B. KAUFMAN	SHERIFF Dept.#SH	01-21-2024	34 YRS 02 MOS
WENDY L. LOFTON	DISTRICT ATTORNEY Dept.#DA	12-31-2023	23 YRS 05½ MOS
CONSUELLA M. LOFTON	SHERIFF Dept.#SH	12-31-2023	28 YRS 11½ MOS
JOHN A. QUIROZ	LA COUNTY FIRE DEPT Dept.#FR	10-31-2023	39 YRS 10½ MOS

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

NAME	<u>DEPARTMENT</u>	RETIRED	SERVICE
PETER RADOVIC	DISTRICT ATTORNEY Dept.#DA	12-31-2023	35 YRS 11½ MOS
MICHAEL E. ROBINSON	DISTRICT ATTORNEY Dept.#DA	01-31-2024	34 YRS 03 MOS
JEFFREY A. SKOGEN	L A COUNTY FIRE DEPT Dept.#FR	12-31-2023	33 YRS 02 MOS
MARY K. STEPHENS	DISTRICT ATTORNEY Dept.#DA	12-30-2023	24 YRS 09 MOS
COREY P. WALKER	SHERIFF Dept.#SH	11-25-2023	36 YRS 11 MOS
RENE C. WILSON-HALL	LA COUNTY FIRE DEPT Dept.#FR	11-30-2023	33 YRS 11 MOS
JOHN A. YACOVONE	DISTRICT ATTORNEY Dept.#DA	01-02-2024	32 YRS 04½ MOS
DANIEL D. ZIMARDO	SHERIFF Dept.#SH	11-16-2023	16 YRS 03 MOS

BENEFIT APPROVAL LIST

NAME	DEPARTMENT	RETIRED	SERVICE
MARY LOU ALARCON	MENTAL HEALTH Dept.#MH	12-30-2023	21 YRS 10 MOS
ROBERT C. ALEXANDER	SHERIFF Dept.#SH	10-25-2023	28 YRS 01 MOS
MYRNA ALVEY-MARK	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-15-2023	16 YRS 08½ MOS
BERSABE M. AMADOR	SHERIFF Dept.#SH	11-18-2023	14 YRS 06 MOS
ZENAIDA C. ARANA	CORRECTIONAL HEALTH Dept.#HC	12-30-2023	19 YRS 09 MOS
SANDRA ARAUZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-25-2023	18 YRS 00 MOS
DEBORAH L. AVNET	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-27-2023	20 YRS 01 MOS
AUDREY M. BAILEY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-20-2023	29 YRS 01 MOS
VERLEEN BAKER	CHILDREN & FAMILY SERVICES Dept.#CH	10-23-2023	12 YRS 10 MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	<u>SERVICE</u>
VICKIE BARNETT	CHILDREN & FAMILY SERVICES Dept.#CH	11-30-2023	15 YRS 02 MOS
SHIRLEY A. BERMUDEZ	HEALTH SERVICES ADMINISTRATION Dept.#HS	12-29-2023	09 YRS 00 MOS
DONALD L. BISHOP JR	PROBATION DEPARTMENT Dept.#PB	12-27-2023	28 YRS 04 MOS
DOLLISHA M. BROWN	SHERIFF Dept.#SH	11-14-2023	31 YRS 07½ MOS
MISTY M. CANTERO	CHILD SUPPORT SERVICES Dept.#CD	12-30-2023	22 YRS 04½ MOS
GLADYS J. CARDENAS BON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-30-2023	12 YRS 00 MOS
DOREEN V. CARRILLO	INTERNAL SERVICES Dept.#IS	11-30-2023	43 YRS 04 MOS
VIVIAN A. CASTILLO	CHILD SUPPORT SERVICES Dept.#CD	12-31-2023	25 YRS 04½ MOS
LISA A. CENTENO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	28 YRS 07½ MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
ZOILA E. CEREN	PROBATION DEPARTMENT Dept.#PB	12-31-2023	32 YRS 03 MOS
BRIAN R. CHAFFEE	PROBATION DEPARTMENT Dept.#PB	12-30-2023	34 YRS 00 MOS
VALENTE CORTEZ	SHERIFF Dept.#SH	12-30-2023	24 YRS 00 MOS
KATHRYN L. CRAIN	MENTAL HEALTH Dept.#MH	12-30-2023	24 YRS 04 MOS
MARIOCHITO A. CUASAY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-28-2023	20 YRS 06 MOS
THOMAS CZOVEK	L A COUNTY FIRE DEPT Dept.#FR	11-25-2023	27 YRS 02 MOS
MARINA D'SOUZA	MENTAL HEALTH Dept.#MH	12-01-2023	20 YRS 10½ MOS
TERESA T. DARDEN	REG-RECORDER/COUNTY CLERK Dept.#RR	10-31-2023	25 YRS ½ MOS
RHONDA M. DE PASS BROO	CHILDREN & FAMILY SERVICES Dept.#CH	11-29-2023	32 YRS 02 MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
SHIREEN Z. DUONG	CHILDREN & FAMILY SERVICES Dept.#CH	12-31-2023	16 YRS 06½ MOS
TAMMY DUONG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-05-2024	30 YRS ½ MOS
CYNTHIA D. EVANS	SHERIFF Dept.#SH	12-19-2023	43 YRS 01 MOS
BLANCA FIERRO-DUART	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-30-2023	30 YRS 06 MOS
ETHEL FUQUA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-13-2023	34 YRS 05 MOS
MERY A. GAMBOA	CHILDREN & FAMILY SERVICES Dept.#CH	11-16-2023	34 YRS 03 MOS
CHERYL A. GARRETT	SHERIFF Dept.#SH	12-30-2023	36 YRS 11 MOS
KWON Y. GOH	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	12-29-2023	25 YRS 10 MOS
ARTHUR B. GOMEZ	MENTAL HEALTH Dept.#MH	12-31-2023	15 YRS 08½ MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
REBECCA GONZALES	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-19-2023	38 YRS 01 MOS
GINA H. GONZALEZ-NUN	MENTAL HEALTH Dept.#MH	11-30-2023	39 YRS 06 MOS
VIRGINIA E. GRAHAM	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-02-2024	35 YRS 03½ MOS
RANDY E. GRANDBERRY	PROBATION DEPARTMENT Dept.#PB	11-13-2023	25 YRS 05 MOS
HELIA GUERRA	CORRECTIONAL HEALTH Dept.#HC	11-30-2023	30 YRS 10 MOS
JEFFREY M. HARKAVY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-04-2024	36 YRS 04 MOS
BETTY J. HARRIS	REG-RECORDER/COUNTY CLERK Dept.#RR	10-31-2023	19 YRS 11 MOS
THOMAS L. HERNANDEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-31-2023	35 YRS 01 MOS
LINDA HERNANDEZ	CHILD SUPPORT SERVICES Dept.#CD	11-25-2023	21 YRS ½ MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	DEPARTMENT	RETIRED	SERVICE
JEFF C. HOWARD	PUBLIC WORKS Dept.#PW	11-30-2023	38 YRS 10 MOS
SHANSI HUANG	CHILD SUPPORT SERVICES Dept.#CD	12-30-2023	26 YRS 02 MOS
RHONDA A. JENKINS	PARKS AND RECREATION Dept.#PK	10-30-2023	15 YRS 11 MOS
JOSE J. JIMENEZ	PROBATION DEPARTMENT Dept.#PB	01-05-2024	40 YRS 07½ MOS
CURTIS JONES	PUBLIC WORKS Dept.#PW	10-28-2023	58 YRS 03½ MOS
STEPHANIE S. JORDAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-30-2023	36 YRS 01 MOS
JACQUELINE JOYA	CHILDREN & FAMILY SERVICES Dept.#CH	11-30-2023	27 YRS 07½ MOS
BRIAN A. KEYS	PARKS AND RECREATION Dept.#PK	11-15-2023	08 YRS 01½ MOS
ERICA KIM	JUVENILE COURT HEALTH SERVICES Dept.#HJ	11-30-2023	11 YRS 02 MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
MICHELLE KIM	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	23 YRS 00 MOS
ANNETTE C. LANIER	PROBATION DEPARTMENT Dept.#PB	12-30-2023	24 YRS 07 MOS
MARILYN O. LAPAIX	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-15-2023	05 YRS 00 MOS
KWOK O. LAU	PROBATION DEPARTMENT Dept.#PB	12-30-2023	38 YRS 03 MOS
CHRISTINE H. LEE	AUDITOR - CONTROLLER Dept.#AU	12-30-2023	22 YRS 08 MOS
FRANCISCO P. LOZANO	PROBATION DEPARTMENT Dept.#PB	10-31-2023	22 YRS 03½ MOS
ROSALVA LUGO	PROBATION DEPARTMENT Dept.#PB	10-24-2023	25 YRS 10 MOS
ARMIDA MAC PHERSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-31-2023	30 YRS 04½ MOS
WAYNE E. MACK	DISTRICT ATTORNEY Dept.#DA	10-28-2023	31 YRS 11 MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	<u>SERVICE</u>
PORTIA T. MAGLAYA	MENTAL HEALTH Dept.#MH	10-01-2023	04 YRS 06½ MOS
BEVERLY V. MANTOCK	AMBULATORY CARE NETWORK Dept.#HN	11-27-2023	25 YRS 06 MOS
DEBRA J. MARTIN	LACERA Dept.#NL	11-01-2023	29 YRS 05½ MOS
MARTHA M. MARTINEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	12-30-2023	38 YRS 05 MOS
ROANNE L. MAUTER	AUDITOR - CONTROLLER Dept.#AU	01-31-2024	33 YRS 03 MOS
ELVIRA MEDESTOMAS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-30-2023	20 YRS 07 MOS
MARK S. MEEKER	MENTAL HEALTH Dept.#MH	10-25-2023	09 YRS 04 MOS
YANIRA C. MELENDEZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-30-2023	22 YRS 01 MOS
RICHARD N. MERENBACH	ALTERNATE PUBLIC DEFENDER Dept.#AD	12-31-2023	33 YRS 04½ MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
SOLOMON S. MIRANDA	PARKS AND RECREATION Dept.#PK	12-30-2023	46 YRS 10½ MOS
MARTIN MORENO	PUBLIC WORKS Dept.#PW	10-27-2023	36 YRS 04 MOS
ESPERANZA P. NASTOS	CHILD SUPPORT SERVICES Dept.#CD	12-29-2023	37 YRS 08½ MOS
EDUARDO OQUENDO	CHILDREN & FAMILY SERVICES Dept.#CH	10-13-2023	31 YRS 07 MOS
ROSSANA E. ORTIZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	12-30-2023	22 YRS 06½ MOS
JAHMAL A. PEGUES	PROBATION DEPARTMENT Dept.#PB	10-24-2023	22 YRS 02 MOS
ELEANOR PLUMA	SHERIFF Dept.#SH	12-30-2023	33 YRS 05 MOS
NORMA V. POTTER	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-30-2023	29 YRS 04½ MOS
HOWARD B. PROPKER	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-03-2024	20 YRS 05½ MOS

BENEFIT APPROVAL LIST

NAME	<u>DEPARTMENT</u>	RETIRED	SERVICE
DELLA RAMOS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	11-30-2023	23 YRS 08 MOS
JEANETTA RICHARD	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-15-2023	42 YRS 11½ MOS
HECTOR RUIZ	AMBULATORY CARE NETWORK Dept.#HN	10-20-2023	36 YRS 02½ MOS
RACHEL SALES	PUBLIC HEALTH PROGRAM Dept.#PH	12-01-2023	28 YRS 10½ MOS
CRISELDA S. SALINAS	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	12-29-2023	22 YRS 06 MOS
GRACIELA M. SANCHEZ-Y	SHERIFF Dept.#SH	11-30-2023	28 YRS 00 MOS
NORMA SAUCEDO	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	11-01-2023	35 YRS 05½ MOS
KELLY J. SCHREINER	CHILDREN & FAMILY SERVICES Dept.#CH	12-30-2023	30 YRS 11 MOS
JAMES C. SCOTT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	12-30-2023	21 YRS 06 MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	DEPARTMENT	RETIRED	SERVICE
THOMAS L. SCOTT	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-25-2023	29 YRS 08½ MOS
MARIA E. SHERAFATIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-30-2023	37 YRS 02 MOS
BURHMAN D. SMITH	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-29-2023	30 YRS 04 MOS
DONNA L. SNELL-CURRY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	10-31-2023	42 YRS 05½ MOS
OTTO SOLORZANO	JUSTICE, CARE & OPPORTUNITIES Dept.#JC	01-27-2024	33 YRS 06 MOS
GRACIELA F. SPENCER	PUBLIC HEALTH PROGRAM Dept.#PH	01-26-2024	33 YRS 09 MOS
MELODIE SUBAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	11-30-2023	32 YRS 02 MOS
LOUIS F. SUNCIN JR	MENTAL HEALTH Dept.#MH	11-25-2023	35 YRS 06 MOS
SHAWN M. THOMPSON	PROBATION DEPARTMENT Dept.#PB	10-24-2023	18 YRS 09 MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
LIZA T. TOM	DISTRICT ATTORNEY Dept.#DA	12-30-2023	17 YRS 02½ MOS
CAROLYN T. TRAVIS-DANIE	REG-RECORDER/COUNTY CLERK Dept.#RR	12-31-2023	25 YRS 06½ MOS
ERIN A. TRUJILLO	SHERIFF Dept.#SH	11-30-2023	40 YRS 06½ MOS
BRUCE D. VAN ARSDALE	PUBLIC DEFENDER Dept.#PD	11-25-2023	09 YRS 06 MOS
HERLAINE VICKERS	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-31-2023	31 YRS 03½ MOS
LISA A. VILLA	PROBATION DEPARTMENT Dept.#PB	10-20-2023	33 YRS 04½ MOS
AUDREY C. WEN	HEALTH SERVICES ADMINISTRATION Dept.#HS	12-31-2023	25 YRS 1/2 MOS
PAUL E. WILSON JR	PARKS AND RECREATION Dept.#PK	11-30-2023	35 YRS 04 MOS
VIRGINIA G. WINSTON	CHILDREN & FAMILY SERVICES Dept.#CH	12-30-2023	34 YRS 07 MOS

BENEFIT APPROVAL LIST

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
KEVIN WOODS	PROBATION DEPARTMENT Dept.#PB	11-01-2023	35 YRS 09½ MOS
PAMELA N. WOODS	SHERIFF Dept.#SH	11-30-2023	34 YRS 01 MOS
FRANK E. WU	PUBLIC WORKS Dept.#PW	12-29-2023	25 YRS 00 MOS

BENEFIT APPROVAL LIST

GENERAL SURVIVOR APPLICATIONS

NAME		<u>DEPARTMENT</u>	RETIRED	<u>SERVICE</u>
SHET	A B. ARA	PUBLIC WORKS Dept.#PW	09-10-2023	30 YRS 04½ MOS
	of ABU S YUSUF on 09-09-2023, Sect. #31781.1			
NOEN	II T. CABUNGCAL	DISTRICT ATTORNEY Dept.#DA	08-20-2023	15 YRS 01 MOS
	ISE of ERNESTO I CALUAG JR on 08-19-2023, Sect. #31781.3			
ARNU	ILFO INDA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	12-19-2022	11 YRS 08 MOS
IJEON	//A A. NWAGBO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-20-2023	07 YRS 03 MOS
	of BONIFACE C NWAGBO on 03-19-2023, Sect. #31781.3			

BENEFIT APPROVAL LIST

SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
ROBERT J. ACEVES JR	SHERIFF Dept.#SH	10-27-2023	07 YRS 07 MOS
MARIO G. ASTORGA	SHERIFF Dept.#SH	11-08-2023	22 YRS 01½ MOS

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
LEALA L. CABUAY	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	10-13-2023	43 YRS 04½ MOS
BLANCA E. CISNEROS-FRA	CHILDREN & FAMILY SERVICES Dept.#CH	10-17-2023	23 YRS 02 MOS
LISA S. COEN	DISTRICT ATTORNEY Dept.#DA	11-01-2023	16 YRS 01 MOS
BRENCE K. CULP	CHIEF EXECUTIVE OFFICE Dept.#AO	11-01-2023	14 YRS 01½ MOS
MARY GAMBOA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-13-2023	13 YRS 00 MOS
ANGIE GARCIA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	10-19-2023	12 YRS 00 MOS
JOHN GIORDANO	PARKS AND RECREATION Dept.#PK	10-13-2023	16 YRS 00 MOS
ROBERT M. GONZALES	HEALTH SERVICES ADMINISTRATION Dept.#HS	10-06-2023	29 YRS 03½ MOS
LISA R. HILL	PUBLIC HEALTH PROGRAM Dept.#PH	11-03-2023	05 YRS ½ MOS

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
LAINE M. KONTOS	PUBLIC DEFENDER Dept.#PD	10-20-2023	08 YRS 05 MOS
IRENE J. KUBERT	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-25-2023	17 YRS 03 MOS
NINA R. MATIENZO	PUBLIC HEALTH PROGRAM Dept.#PH	08-17-2023	01 YRS 11 MOS
JAMES A. MENDEZ	DISTRICT ATTORNEY Dept.#DA	10-29-2023	10 YRS 01 MOS
MARIANA C. MOUALEM	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	11-28-2023	10 YRS 05 MOS
ROSALIND D. NATIONS	WORKFORCE DEV AGING & COMM SVC Dept.#CS	10-07-2023	11 YRS 01 MOS
AMY M. PELLMAN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	10-27-2023	03 YRS 04 MOS
KITSA K. POLLATOS	MENTAL HEALTH Dept.#MH	10-31-2023	15 YRS 07 MOS
TERESA A. TODD	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	09-20-2023	25 YRS 02 MOS

BENEFIT APPROVAL LIST

GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	RETIRED	SERVICE
HERNAN I. VARGAS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	10-03-2023	11 YRS 03 MOS
RAYMOND WALIANY	CORRECTIONAL HEALTH Dept.#HC	10-18-2023	15 YRS 07½ MOS
PATRICIA L. YOUMAN	SHERIFF Dept.#SH	09-11-2023	25 YRS 07 MOS

BOARD OF RETIREMENT MEETING OF DECEMBER 6, 2023 RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST APPROVED ON NOVEMBER 1, 2023

NAME	DEPARTMENT	UPDATE
CHERLYN BOLIN	AUDITOR - CONTROLLER	CHANGE OF DATE TO October 31, 2023
GLORIA D ABIOG	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO December 30, 2023
ELIZABETH CAMPANA	NORTHEAST CLUSTER (LAC+USC)	RESCINDED RETIREMENT
DIANNE T TSE	MENTAL HEALTH	CHANGE OF DATE TO January 16, 2024
OITEI L AKAHORI	NORTHEAST CLUSTER (LAC+USC)	RESCINDED RETIREMENT
ANNETTE P LAROSE	COASTAL CLUSTER-HARBOR/UCLA MC	CHANGE OF DATE TO November 30, 2023
SILVIA HERNANDEZ	SHERIFF	CHANGE OF DATE TO November 1, 2023
JEFF C HOWARD	PUBLIC WORKS	RESCINDED RETIREMENT
LYRIC NASH	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO November 16, 2023
VU THANH PHAN	CHILD SUPPORT SERVICES	CHANGE OF DATE TO December 30, 2023
ANA D ALVARENGA	DEPT OF PUBLIC SOCIAL SERVICES	RESCINDED RETIREMENT
ROBERT E SENTNER	SFV CLUSTER-OLIVE VIEW/UCLA MC	CHANGE OF DATE TO October 31, 2023
JEANTINE NAZAR	REGIONAL PLANNING	CHANGE OF DATE TO November 1, 2023
SYLVIA SALAZAR	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO September 26, 2023
LITA L COOK	DEPT OF PUBLIC SOCIAL SERVICES	CHANGE OF DATE TO January 26, 2024
MARY L STOLL	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO December 9, 2023
BERTA I MENDOZA	AMBULATORY CARE NETWORK	CHANGE OF DATE TO December 30, 2023
CHANGMII BAE	PARKS AND RECREATION	CHANGE OF DATE TO December 2, 2023
EVGENIA TER-KARAPETOVA	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO December 15, 2023



November 21, 2023

TO: Each Trustee

Board of Retirement

FROM: Tamara Caldwell, Division Manager

Disability Retirement Services

SUBJECT: APPEAL(S) FOR THE BOARD OF RETIREMENT'S MEETING

OF DECEMBER 6, 2023

IT IS RECOMMENDED that the Board of Retirement grant the appeal(s) and request(s) for administrative hearing received from the following member(s), and direct the Disability Retirement Services Manager to refer each case to a referee:

Grant SCD (Without the 2600C La'Keyta Parker In Pro Per Option of an Earlier Effective Data)

Effective Date)

TC:kw



November 19, 2023

TO: Each Trustee

Board of Retirement

FROM: Tamara Caldwell, Division Manager,

Disability Retirement Services

FOR: December 6, 2023, Board of Retirement meeting

SUBJECT: SERVICE PROVIDER INVOICE APPROVAL REQUEST

On January 1, 2015, the Board of Retirement adopted a policy whereby staff is authorized to approve and pay vendor invoices up to a cumulative amount of \$15,000.00 per vendor. Invoices from vendors exceeding \$15,000.00 per case shall be submitted to the Board of Retirement for approval prior to payment.

Dr. Mark Ganjianpour has completed his initial report and record review for the application of Basha Odette and is requesting approval for payment of the attached invoice. This was an extensive case with 35 hours of record review. The total outstanding balance is \$18,083.86.

IT IS THEREFORE RECOMMENDED THAT the Board approve the service provider invoice for Mark Ganjianpour, M.D.

TC:mb

Attachment





November 28, 2023

TO: Each Trustee,

Board of Retirement Board of Investments

FROM: Santos H. Kreimann

Chief Executive Officer

FOR: Board of Retirement Meeting on December 6, 2023

Board of Investments Meeting on December 13, 2023

SUBJECT: BOARD OF RETIREMENT AND BOARD OF INVESTMENTS 2024

MEETING CALENDAR

RECOMMENDATION

It is recommended the Boards review the 2024 meeting and education calendar and consider rescheduling meeting dates that conflict with a holiday and/or the potential of a lack of quorum.

DISCUSSION

Regular meetings of the Board of Retirement shall be held on the first Wednesday of each month. Regular meetings of the Board of Investments shall be held on the second Wednesday of each month. It is encouraged to focus on rescheduling meeting dates that conflict with other events that may result in a lack of quorum.

A copy of the 2024 meeting and educational calendar is attached for your reference.

SHK:bn

Attachment

	SUN	MON	TUE	WED	THU	FRI	SAT
	31	1	2	3	4	5	6
		New Year's Day		BOR & Committees			
2	7	8	9	10	11	12	13
January				BOI			
u E	14	15	16	17	18	19	20
J.		Martin Luther King Day					
	21	22	23	24	25	26	27
		NCPERS L	egislative Conferd January 2	ence – Washington, DC 2 -24			
	28	29	30	31	1	2	3
2024		IFEBP Health	Benefits Conferer January 2	nce – Clearwater Beach, 29-31	FL		

	SUN	MON	TUE	WED	THU	FRI	SAT
	28	29	30	31	1	2	3
February	4	5	6	7 BOR & Committees	8	9	IFEBP Trustees Institute (Level II) - Orlando, FL February 10-11
Febr	IFEBP Trustees Institute (Level II) - Orlando, FL February 10-11	12 IFEBP New Trus	13 stees Institute (Level February 12	Valentine's Day BOI & Committees I, Advanced) – Orlando	15	16	17
	18	19 Presidents' Day	20	21	22	23	24
	25	26	27	28	29	1	2
2024				ard Offsite tative)			

	SUN	MON	TUE	WED	THU	FRI	SAT
	25	26	27	28	29	1	2
							CALAPRS General Assembly – Rancho Mirage – March 2 - 5
	3	4	5	6	7	8	9
		al Assembly – Rancho M March 2 - 5	1irage	BOR & Committees IFEBP Investments Institut March 6-7		A -	
<u></u>		CII Spring Co	nference – Washin	gton, DC - March 4 –6	PPI Winter Roundtal	ble – Napa, CA Mar	ch 6-8
S	10	11	12	13	14	15	16
March		_		BOI & Committees			
Š		Α	HIP Medicare, Med	dicaid, Duals Forum – Ba	altimore, MD – March	12-14	
	17	18	19	20	21	22	23
					PREA Spring Co – N	nference – Nashville Iarch 21-22	e, TN
					ducation in Private Ed Rey – March 20 - 21	quity	
	24	25	26	27	28	29	30
		Cesar Chavez Day				Good Friday	
	31	1	2	3	4	5	6
2024	Easter Sunday						

	SUN	MON	TUE	WED	THU	FRI	SAT
	31	1	2	3	4	5	6
				BOR & Committees	IFEBP Hea Conference	althcare Management – Rancho Mirage, CA April 4-5	
	7	8	9	10	11	12	13
April				BOI & Committees			
4	14	15	16	17	18	19	20
		Wharton Inv	estment Strategies	and Portfolio Managemer	nt – Philadelphia, P <i>i</i>	4 – April 15 - 19	
	21	22	23	24	25	26	27
	28	29	30	1	2	3	4
2024							

	SUN	MON	TUE	WED	THU	FRI	SAT
	28	29	30	1	2	3	4
				BOR & Committees			
	5	6	7	8	9	10	11
>		- Washi	n Legislative Update ngton, DC y 6-7	BOI & Committees			
W.			SACR	RS Spring Conference -	- Santa Barbara, CA -	- May 7 - 10	
May	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
			onference – Seattle, \ y 19-22	WA			
	26	27	28	29	30	31	1
2024		Memorial Day		Congress (forr Congress)	e Healthcare Innovati nerly World Healthca – Washington, DC lay 29-30		

June
7

SUN	MON	TUE	WED	THU	FRI	SAT
26	27	28	29	30	31	1
2	3	4	5 BOR & Committees	6	7	8
9	10 NASP Co	11 onference – Atlanta. (12 BOI & Commit GA - June 10-12	13 tees	14	15
		AHIP Co	onference – Las Vega	s. NV - June 11-13		
16	17	18	19	20	21	22
			Juneteenth			
23	24	25	26	27	28	29
	IFEBP Trustee Ins	titute (Level I, II, Adv June 24-26	anced) – Las Vegas, N	NV		
30	1	2	3	4	5	6

	SUN	MON	TUE	WED	THU	FRI	SAT
	30	1	2	3	4	5	6
				BOR & Committees	Independence Day		
>	7	8	9	10 BOI & Committees	11	12	13
				PPI Roundtable -	- Amsterdam, The Nethe	rlands – July 10 - 12	
July	14	15	16	17	18	19	20
		ICGN 2	2024 Annual Confe July 15 - 17				
	21	22	23	24	25	26	27
	28	29	30	31	1	2	3
2024							

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SUN	MON	TUE	WED	THU	FRI	SAT
28	29	30	31	1	2	3
4	5	6	7	8	9	10
			BOR & Committees			
11	12	13	14	15	16	17
			BOI & Committees			
18	19	20	21	22	23	24
NCPERS Publ	lic Pension Funding F August 18-20	orum – Boston, MA				
25	26	27	28	29	30	31

	SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6	7
<u>_</u>		Labor Day		BOR & Committees			
P	8	9	10 BOI Offsite	11	12	13	14
				BOI Offsite			
		CII Fall Conference	e – Brooklyn, NY	- September 9 – 11			
September	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30	1	2	3	4	5
2024							

	SUN	MON	TUE	WED	THU	FRI	SAT	
	29	30	1	2	3	4	5	
				BOR & Committees				
er	6	7	8	9 BOI & Committee	10 es	11	12	
0	NACD Directors Summit – Washington, DC October 6-9					Yom Kippur		
October	13	14 Indigenous People's Day	15	16	17	18	19	
		Investment Strategies & Portfolio Management – Pennsylvania October 14-18						
	20	21	22	23	24	25	26	
				PREA Annual Investor Conference – Washington, DO October 23-25				
				PPI Asia Roundtable – Hong Kong – October 23 - 25				
	27	28	29	30	31	1	2	
2024	NCF	PERS Public Safety Co Octob	nference – Palm Sp er 27-30	rings, CA				

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	SUN	MON	TUE	WED	THU	FRI	SAT
	27	28	29	30	31	1	2
November	3	4	5	6 BOR & Committees	7	8	9
o ve	10	11 Veteran's Da	12	13 BOI & Committees	14	15	16
Ž	IFEBP Annual Employee Benefits Conference – San Diego, CA November 10-13						
	17	18	19	20	21	22	23
	24	25	26	27	28	29	30
2024					Thanksgiving Day	Thanksgiving Break	

	SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6	7
				BOR & Committees			
6	8	9	10	11	12	13	14
E				BOI & Committees			
December	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	Christmas Day						
	29	30	31	1	2	3	4
2024							





November 17, 2023

TO: Each Trustee

Board of Retirement Board of Investments

FROM: Joint Organizational Governance Committee

Herman B. Santos (BOI) Chair David Green (BOI) Vice Chair

Gina Sanchez (BOI) Onyx Jones (BOI) Shawn Kehoe (BOR) Alan Bernstein (BOR)

Elizabeth Greenwood (BOR)

Ronald Okum (BOR)

FOR: Board of Retirement Meeting of December 6, 2023

Board of Investments Meeting of December 13, 2023

SUBJECT: Information Systems Acceptable Use and Mobile Device Policies for Trustees

RECOMMENDATION

It is recommended that the Board of Retirement and Board of Investments approve the Acceptable Use Bring Your Own Device (BYOD) Policy.

BACKGROUND

In August 2020, LACERA established an Information Security Office, separate from the Systems Division. The Information Security Office's primary responsibility is to establish policies and procedures within LACERA that follow industry recognized security standards. The Security Office selected the National Institute of Standards and Technology (NIST) framework on Security and Privacy Controls for Information Systems and Organizations¹ as LACERA's standard. This framework provides a common language so that LACERA staff members and Trustees have a shared understanding of our cybersecurity risks. The framework also addresses how our association can reduce these risks and respond to and recover from a cybersecurity attack or unintentional data breach.

With the business need to mobilize the workforce with a Cloud based approach and to secure our resources, LACERA enhanced our device security to allow further control of devices accessing LACERA data, including the LACERA email system. In a cloud-based environment, it is critical to add controls to ensure the confidentiality and integrity of the data. High-profile individuals (such as Trustees and executives) are more likely to be targets of cyber-attacks and phishing campaigns due to their positions, thus requiring stricter adherence to controls.

1 The specific standard selected is NIST Special Publication (SP) 800-53 Rev. 5, Security and Privacy Controls for Information Systems and Organizations.

Following the selection of NIST framework to manage our Information security program, the

RE: Closed Session/Information Systems Acceptable Use and Mobile Device Policies for Trustees
Page 2

Security Office used the framework to compose Information Security and Technology policies for LACERA staff members. These policies protect the security of LACERA staff members, the security of LACERA applications, and the privacy of LACERA member data. The security framework became paramount given the need to transition from on-site servers to cloud-based servers and applications required to facilitate remote access to critical business systems by staff.

LACERA has implemented an "Acceptable Use and Mobile Device" policy for LACERA Staff members. All LACERA employees are required to use LACERA email addresses to conduct LACERA business; since July 2022 all LACERA employees have been required to use LACERA issued and managed computers to connect to LACERA resources; and in the next two months, all LACERA employees will be required to use a LACERA issued and managed phone or a managed, personal phone to connect to Microsoft Outlook and Teams.

Now that the LACERA staff member policies have been approved by the CEO and are being implemented, it is important that we consider policies for LACERA Trustees. These policies will further protect the privacy and security of our Trustees, the privacy and personal information entrusted to LACERA by our retired and active members and other confidential and sensitive LACERA information.

During the August 17, 2023, JOGC meeting, the Information Security Office was directed by the Trustees to submit a draft of an BYOD acceptable use policy addressing all concerns and collaborating towards its formulation. The Information Security Office has taken the feedback from that meeting and has developed the attached policy proposal for the Trustees to review.

There are a few critical issues that were taken into consideration when drafting the BYOD Acceptable Use Policy:

- 1. Using private/Trustees business email or data storage to conduct LACERA business:
 - The use of such email accounts or data storage to conduct LACERA business can create privacy issues. These accounts can hold email that have member data that holds PII and PHI, questions that may come up are:
 - If the Trustee were to retire or is no longer a member of the BOR or BOI, how do we ensure the archiving or destruction of this data on these systems?
 - How do we ensure this data is not viewed by any other person other than the Trustee?
 - Email and data sit on servers that are not subject to the same security and governance policies enforced at LACERA.
 - How do we get notified by the organization the Trustee works at if the Trustee's email and storage is a subject of eDiscovery?
 - If the Trustee is involved in a lawsuit not pertaining to LACERA business and is subject to discovery of their email it would be incumbent on the Trustee to notify LACERA so that necessary steps may be taken to safeguard LACERA data.
 - These servers fall outside the control of the LACERA IT security framework and can

RE: Closed Session/Information Systems Acceptable Use and Mobile Device Policies for Trustees
Page 3

be scanned and compromised without user knowledge or proper disclosure, risking the leakage of confidential information.

o If the trustee were to lose data from the account due to the organization holding this account having faced a cyber incident, who is liable for this loss?

A few court cases of note:

- i. While the California Supreme Court has stated that LACERA can legally rely on Trustees to search their own devices in response to Public Records Act requests (*City of San Jose v. Superior Court* (2017) 2 Cal.5th 608), this does not resolve the issue of the fiduciary duty that LACERA has to its members to ensure the safe handling of data housed at LACERA because there is still a risk of data loss for information not under the control of LACERA through a managed device.
- In a California case decided in federal court, Matthew Enterprise, Inc. v. Chrysler Group LLC (N.D. CA 2015) 2015 WL 8482256, Chrysler sought to compel Matthew Enterprises to produce emails from the personal accounts of Matthew Enterprises' employees and from its customer communications data base. The court recognized that many of Matthew Enterprises' employees used their personal accounts for business purposes. Yet it also recognized that Matthew Enterprises did not control these accounts, because it lacked the legal right to obtain them upon demand. Therefore, the accounts were beyond the scope of discovery. However, Matthew Enterprises controlled its customer communications database. Consequently, the court ruled that these communications were subject to discovery. This case points out a different risk not resolved by the San Jose case, which only addressed the Public Records Act. Specifically, material evidence in personal unmanaged personal accounts (including the personal accounts of former personnel) needed in disputes may be beyond discovery absent the cumbersome issuance of subpoenas to personnel. The need for such a process could delay access to and production of information needed by LACERA in litigation,
- iii. In a recent Florida case, text messages between individual employees were considered applicable evidence in a lawsuit against their company, which generated a motion for sanctions when certain texts were not produced. *Living Color Enterprises*, *Inc. v. New Era Aquaculture*, Ltd. (S.D. Fl. 2016) 2016 WL 1105297.
- iv. In Small v. Univ. Med. Center of S. Nevada, the university's medical center failed to issue any litigation hold addressing BYOD devices despite the fact that several key employees confirmed that they used their personal mobile devices for work-related purposes. This led to numerous court hearings before a special master and the court. The (e-discovery) special master declared the defendant's conduct a "mockery of the orderly administration of justice," and recommended that the court enter an order of default judgment. In other words, failing to issue litigation holds on BYOD devices could land employers in hot water.

These cases demonstrate that the Trustees have the burden of deciding if they are willing to mingle their personal and work with LACERA email accounts thus risking of subjecting Trustees' personal emails to discovery. Discovery of Trustees' personal emails, in turn, may lead to other risks. For instance, HIPAA and other privacy laws could be violated. Also,

RE: Closed Session/Information Systems Acceptable Use and Mobile Device Policies for Trustees
Page 4

against LACERA for spoliation of evidence. Finally, and perhaps most importantly, there is risk to LACERA under the Public Records Act and discovery rules in litigation, not to mention damage to the business needs of the organization if electronic information on personal devices is not managed and accessible to the organization when needed.

- 2. Using improperly secured BYOD to conduct LACERA business:
 - The use of an unmanaged BYOD to conduct LACERA business can lead to accidental data loss and exposure.
 - BYOD allows transmitting and receiving sensitive data for business purposes.
 - If an unmanaged, BYOD is lost or stolen, LACERA cannot remotely erase and/or contain the sensitive data.
 - The use of an unmanaged BYOD to conduct LACERA business can lead to unintentional data loss.
 - BYOD's will have varied storage, retention, and deletion practices, threatening not only data security but loss of organizational information and records. BYOD also allows downloading or forwarding sensitive data without a record of the action.
 - Legal issues defending against legal challenges will be very costly for the Trustees and LACERA.

Although Trustees are not LACERA employees, they are fiduciaries with a paramount fiduciary duty of prudence and loyalty, under Article XVI, Section 17 of the California Constitution and California Government Code Section 31595 of the County Employees Retirement Law of 1937 (CERL), to protect the interests of members and their beneficiaries. Maintaining sound information security practices with respect to LACERA business, all of which affect the interests of members and beneficiaries, is consistent with the expectations of prudent fiduciaries. Such practices are also consistent with Government Code Section 31532 of CERL ("Sworn statements and individual records of members shall be confidential and shall not be disclosed to anyone except insofar as may be necessary for the administration of this chapter or upon order of a court of competent jurisdiction, or upon written authorization by the member). Numerous exemptions to the Public Records Act (California Government Code Section 7920.000 et seq.) and provisions of the Brown Act (California Government Code Section 54950 et seq.) also protect many categories of LACERA information, including, by way of only a few examples, personnel information, attorney-client communications, investment due diligence and other investment information, and closed session memos.

CONCLUSION

LACERA established an Information Security Office to increase awareness of LACERA's cybersecurity risks, protect LACERA applications, protect Trustee privacy, and protect member privacy. Creating cybersecurity policies is an essential role of the Information Security Office.

Attachment



Non-LACERA Managed Devices (Bring Your Own Device (BYOD))

Acceptable Use Policy (Applicable to LACERA Trustees)

PENDING APPROVAL



Non-LACERA Managed Devices (Bring Your Own Device) Acceptable Use Policy (Applicable to LACERA Trustees)

Authorizing Manager: Chaitanya Errande, Information Security Officer

Effective Date: PENDING APPROVAL Last Updated: November 2023

Mandatory Review: November 2024 (Every Year)

Approval Level: Board of Retirement and Board of Investments

I. Purpose

The purpose of this policy is to promulgate standards for the use of technological accounts and devices that are not owned or managed by LACERA that are used by Trustees to conduct LACERA business.

II. Scope / Applicability

LACERA does not require Trustees to use their own personal accounts and devices to conduct LACERA business. LACERA accounts and devices are available to all Trustees. This Policy applies to LACERA Trustees ("Trustees") who wish to Bring Your Own Device and use their own accounts (BYOD). BYOD allows authorized Trustees to conduct LACERA business using their own personal technological accounts and devices.

LACERA strongly encourages Trustees, to use LACERA issued accounts and devices to conduct LACERA business given the risks associated with the use of BYOD and to protect LACERA's member and business information as well as their own; nonetheless, if Trustees opt not to do so and to continue the use of BYOD, they must follow the standard procedures and protocols set forth in this Policy.

III. Legal Authority

This Policy is based on the paramount fiduciary duty of Trustees and the Boards under Article XVI, Section 17 of the California Constitution, and other authority, to administer the fund consistent with the duty of loyalty to members and their beneficiaries and consistent with the duty of prudence to "discharge their duties with respect to the system with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with these matters would use in the conduct of an enterprise of a like character and with like aims." This Policy is based on best and prudent practices for the use of your own personal technological devices to conduct LACERA business.

Both the Board of Investments (BOI) and the Board of Retirement (BOR) may promulgate policies, procedures, and charters, including policies regulating the use by Trustees of LACERA devices and personal devices used for LACERA business, as needed for the purpose of LACERA administration to further their fiduciary duty under Article XVI,



III. Legal Authority (Continued)

Section 17 of the California Constitution, the County Employees Retirement Law of 1937 (CERL), the California Public Employees' Pension Reform Act of 2013 (PEPRA), and other governing laws, regulations, and case authority.

IV. Definitions

For the purpose of this Policy, the terms below are defined as follows:

Acceptable Use: The application of best practices that ensure LACERA resources, including information, accounts, and devices, are protected, and the use is limited to conducting authorized LACERA business by Trustees.

Authorized User(s): A Trustee authorized to use a BYOD by the Board of Retirement or Board of Investments, who must certify periodically that they are adhering to the Policy.

BYOD (Bring Your Own Device): A non-LACERA managed personal computing platform, mobile device, communication, accounts, or storage system. (Examples of communications include, but are not limited to, email, SMS, social media).

LACERA Communication Systems and Resources: Any data, services, account, or device owned by LACERA. (Examples of LACERA resources include but are not limited to LACERA email, LACERA issued mobile devices such as phones, tablets, laptops, Internet of Things (IOT), LACERA data and applications).

Security Incident: An occurrence that actually or potentially jeopardizes the confidentiality, integrity, or availability of a BYOD or the information the BYOD system processes, stores, or transmits or that constitutes a violation or imminent threat of violation of security policies, security procedures, or acceptable use.

LACERA Trustees/Trustees: Members of the Board of Retirement and/or Board of Investments.

V. Policy

LACERA recognizes that Trustees may wish to use their BYOD to use, transmit and receive LACERA data, e-mails, and resources. This Policy provides standards and guidance for Acceptable Use of BYOD to access LACERA resources and services.

- 1) LACERA Trustees shall employ reasonable physical security measures to prevent a BYOD from being lost or stolen, and to prevent unauthorized access and use, including having a passcode on their BYODs.
- 2) Trustees shall exercise due care with members' Personally Identifiable Information (PII), Personal Health-related Information (PHI) and any other sensitive information, including emails and disability claim information, located in



VI. Policy (Continued)

- a BYOD device or account. Such sensitive information shall not be stored on any BYOD beyond the date of the business need.
- 3) LACERA Trustees shall only use a BYOD in accordance with Acceptable Use.
- 4) Any BYOD must be password or biometric protected. Password complexity must adhere to a minimum of 12 characters including at least 1 Capital letter, 1 number, and 1 special character (@,#, \$, * ...) on data encryption and logins and at least 8-digit pins where number pins are required for login.
- 5) Screen locking and screen timeout should be enabled on any BYOD to be no more than 15 minutes.
- 6) LACERA will leverage various device control tools to manage and monitor access from a BYOD to protect the security and prevent the misuse of LACERA resources. Actions that may be taken include but are not limited to:
 - a. Deleting or remotely wiping LACERA data and LACERA applications from personally owned devices due to:
 - i. Lost or stolen devices.
 - ii. Change in Trustee status.
 - iii. Violation of, or changes to LACERA policies and procedures.
 - iv. Any other circumstances that may put LACERA resources and member data at risk.
 - b. Tracking of connections to and usage of LACERA resources.
 - c. Investigating potential breaches and/or misuse of all LACERA related communications, information, or other collected data.
- 7) LACERA will only exercise control over LACERA resources on the BYOD. Personal email and member communications of all types in the personal email are out of scope to the extent obtained in a capacity other than that of a LACERA Trustee.
- 8) BYOD should be updated with the most current operating system by the Trustee by following recommended updates by the software manufacturer of all installed software and the device manufacturer.
- 9) BYOD may not be used to store or access LACERA information on unauthorized resources. Examples include but are not limited to cloud drive, USB stick, etc..
- 10) LACERA Trustees shall immediately report any known security incidents involving their BYOD to the Board Chair and LACERA's CEO, Legal, and LIRT and shall cooperate with LACERA on any investigations that follow.
- 11) Trustees shall comply with requests where a BYOD is subject to search according to criteria provided by the Legal Office and produce LACERA records on such devices when needed in response to Public Records Act requests, subpoenas, or litigation discovery.
- 12) LACERA is not liable for the loss, theft, or damage of any BYOD.
- 13) LACERA will be promptly notified if a BYOD is subject to any litigation or a Public Records Act request.
- 14) LACERA resources on a BYOD must be completely removed before Trustees decide to terminate ownership of their devices.



V. Policy (Continued)

- 15) Trustees should treat all LACERA Business related communications and information of any and every kind sent or received through a BYOD as confidential. "Confidential Information" includes any information not publicly available that belongs to LACERA or is related to LACERA business operations. LACERA manages use and release of its own information, including public information.
- 16) Trustees will certify at the start of a new term that they will comply with the BYOD Policy.

Non-Compliance

If an authorized Trustee fails to follow the standards enunciated in this Policy, LACERA CEO in consultation with Chair or Vice Chair if it is regarding the Chair have the right to rescind the Trustees authorization to use BYOD and that Trustee will be issued a LACERA device to conduct LACERA business. Trustees will at all times be timely provided with all information needed to perform their duties and will never be deprived of information, although LACERA controls the format of that information.

VI. References

These references are intended to help explain this Policy and are not an all-inclusive list of policies, procedures, laws, and requirements. The following information complements and supplements this Policy:

Related Policies:

- LACERA Privacy and Confidentiality Policy
- LACERA End-User Security Policies & Standards Manual

NIST (National Institute of Standards and Technology) SP 1800-22, BYOD for standards and framework to be followed.

VII. Version History

Policy Issue Date: Pending Board Approval

Policy Effective Date: Pending Board Approval

VIII. Policy Reviews /Approval

This Policy is a Board approved Policy and shall be reviewed one year after the original effective date and each year thereafter.

Review Level: Board of Retirement and Board of Investments

Periodic Review Timeframe: 1 year

ACKNOWLEDGEMENT AND COMMITMENT TO ABIDE BY THE NON-LACERA MANAGED DEVICES (BRING YOUR OWN DEVICE) ACCEPTABLE USE POLICY (APPLICABLE TO LACERA TRUSTEES)

I, Trustee of the Board of LACERA,
hereby acknowledge, certify, represent, warrant, and agree as follows:
1. I have received a copy of the Non-LACERA Managed Devices (Bring Your Own Device) Acceptable Use Policy (Applicable to LACERA Trustees) ("Policy").
2. I have read and understand the information contained in the Policy.
3.1 will abide by: (i) all rules, restrictions in the policy and any procedures described in the Manual (as amended from time to time); and (ii) all laws, rules and regulations applicable to me (as amended from time to time), in connection with my activities on behalf of the LACERA.
4.1 have complied with the Policy and procedures since the last date on which I signed and delivered this Acknowledgement and Agreement (or its predecessor form) to LACERA.
5. I understand that any violation of the Policy and procedures may result in revocation of the use of a Bring Your Own Device.
Signed: Date:
Printed Name:

CONFIDENTIAL - INTERNAL USE ONLY





December 1, 2023

TO: Each Trustee

Board of Retirement Board of Investments

FROM: Shawn Kehoe, Chair

Board of Retirement

Gina Sanchez, Chair Board of Investments

FOR: December 6, 2023, Board of Retirement Meeting

December 13, 2023, Board of Investments Meeting

SUBJECT: Chief Executive Officer Compensation

RECOMMENDATIONS

The Board of Retirement and the Board of Investments discuss salary adjustment for the Chief Executive Officer, Santos H. Kreimann, effective October 1, 2023.

The Board of Retirement and the Board of Investments discuss a 3% cost of living adjustment (COLA) for the Chief Executive Officer, Santos H. Kreimann, effective January 1, 2024.

LEGAL AUTHORITY

Los Angeles County Salary Ordinance Section 6.127.030 B

2. <u>Salary Adjustment</u>. Notwithstanding Section 6.08.330 E, adjustments to the base salary of a person designated to act as retirement administrator pursuant to Section 6.127.020 of this code may be made by the boards of retirement and investments and shall take effect when designated by the boards. Such adjustments need not fall within the designated person's Salary Range.

The Brown Act provides in Government Code Section 54953(c) (3) that action on senior executive compensation must be taken in open session and that a summary of the terms of the compensation, including benefits, must be orally announced before final action is taken.

DISCUSSION

2023 Salary Adjustment – S. Kreimann December 1, 2023 Page 2

The discussions regarding the performance evaluation for Santos H. Kreimann, Chief Executive Officer, occur at the December 6, 2023 Board of Retirement and December 13, 2023 Board of Investments meetings in closed session. Mr. Kreimann has provided his self-evaluation to the Trustees of both Boards.

Given Mr. Kreimann's performance during the evaluation period a merit increase may be appropriate. LACERA's Tier I MAPP Participants whose performance exceeded standards received a merit increase. Historically, the Boards have approved a merit increase for the Chief Executive Officer to mirror the increase provided to staff.

Similarly, all LACERA staff will receive a 3.0% cost of living adjustment effective January 1, 2024. The Board Chairs consider it equitable that Mr. Kreimann also receive this salary adjustment.

This, in addition to Mr. Kreimann's leadership and service, is the foundation of our recommendations.

Compensation survey data is attached.

The CEO's performance evaluation and salary adjustment are both being brought to the Boards at their December meetings so that they are addressed by the same Trustees given the change in Board composition that will take place in January.

Attachment

cc: Carly Ntoya, Ph.D.

Compensation Survey Information

External Analysis

LACERA gathered executive compensation survey data from the following organizations:

1937 Act Employee Retirement Systems Salary Comparison Information as of July 2023:

_ '37 Act Retirement System	Annual CEO Base Salary	Annualized Car Allowance Available	Other Pay Incentives (Bonuses)	Last Increase
LACERA	\$447,976	\$8,700	None	Jan-23
San Bernardino	\$387,982	\$14,600	\$7,158.53	Dec-22
San Diego Co	\$349,939	None	None	Sep-23
Alameda*	\$331,011	\$13,236	None	Unknown
Orange	\$350,000	None	Optional \$4,500 benefit payment	Dec-22
Contra Costa*	\$297,880	None	Longevity Pay (10+ years = 2.5%-5%)	Jul-22
San Mateo*	\$315,172	12,012	Longevity Pay (1%-6%)	Oct-22
Ventura*	\$335,126	14,950	None	Unknown
Marin*	\$301,971	\$9,600	None	Jul-23
Sacramento	\$309,918	\$2,700	3.35% Management Differential	Jun-23
Sonoma*	\$258,677	\$5,160	None	Nov-22
Santa Barbara*	\$254,824	\$6,812	None	Jul-23
San Joaquin*	\$244,234	\$7,020	None	Jul-23
Kern	\$220,484	\$7,164	None	Jul-23
Fresno	\$204,412	\$7,800	None	Sep-22

Data from July 2023 CALAPRS Survey.

1937 ACT EMPLOYEE RETIREMENT SYSTEMS MANAGEMENT COMPLEXITY COMPARISON

37 Act Retirement Association	Fund Assets (\$ Billion)	Rank by Fund Size	Membership Size (Active and Retired)	Rank by Membership Size	# Budgeted Positions	Rank by Staff Size	# Investment Staff	Rank by Invest. Staff Size	# Benefit Tiers	Rank by # of Benefit Tiers Administered	Administer Ret. Medical and Dental	457
Los Angeles Co ERA	72.7	1	179,425	1	530	1	33	1	9	6	Y	N
Orange Co ERS	20.7	2	50,625	2	127	2	11	2	2	17	N	N
San Diego Co ERA	15.6	3	48,744	3	63	7	3	8	9	8	Υ	N
San Bernardino Co ERA	13.3	4	43,285	4	91	3	8	4	2	18	N	N
Sacramento Co ERS	11.8	5	30,815	5	76	6	5	6	9	7	N	N
Contra Costa Co ERA	10.3	7	22,610	7	87	5	7	5	14	3	N	N
Alameda Co ERA	10.3	6	23,433	6	87	4	9	3	4	13	Υ	Υ
Ventura Co ERA	7.3	8	20,896	9	34.5	10	1	14	5	12	N	N
Fresno Co ERA	6.1	9	20,465	10	36	9	1	13	9	9	N	N
San Mateo Co ERA	5.7	10	13,252	12	23	12	3	9	18	2	N	N
Kern Co ERA	5.4	11	22,106	8	38	8	4	7	8	10	N	N
Santa Barbara ERS	4	12	11,138	13	28	11	2	10	14	4	Υ	N
San Joaquin Co ERA	3.9	13	15,370	11	21	13	1	15	2	20	N	N
Sonoma Co ERA	3.3	14	10,752	14	15	16	2	11	2	19	N	N
Marin Co ERA	3	15	7,205	17	20	14	1	16	45	1	Υ	N
Stanislaus Co ERA	2.2	16	8,898	15	17	15	1.5	12	5	11	N	N
Tulare Co ERA	1.67	17	8,013	16	14	17	0	18	4	14	N	N
Merced Co ERA	1.4	18	5,080	18	8	19	0	20	4	15	N	N
Imperial Co ERS	1.1	19	4,298	19	9	18	0	19	3	16	Υ	Υ
Mendocino Co ERA	0.6	20	3,512	20	6	20	1	17	10	5	N	N

^{*}CALAPRS Survey Data as of July 2023

Other California public retirement systems – Data Retrieved as of July 2023

Chief Executive Officer Salary Comparison - Within Los Angeles Area

Los Angeles Area Public Pensions	Membership Size (Active/Retired)	Fund Assets (\$ Billion)	CEO Annual Salary	Pay Bonus	No. of Employees
Los Angeles City ERS	43,135	\$22	\$343,455	No	195
Los Angeles City F & P	24,074	\$28	\$300,505	No	114
LACERA	189,893	\$73.6	\$491,686	No	530

Chief Executive Officer Salary Comparison - Other California Public Systems

Other Public Retirement Associations - California	Membership Size (Active/Retired)	Fund Assets (\$ Billion)	CEO Annual Salary	Pay Bonus	No. of Employees
CalSTRS	1,002,049	\$315.6	\$430,008	\$407,885	1,370
CalPERS	1,554,819	\$462.8	\$550,730	See Note*	2,843
LACERA	189,893	\$73.6	\$491,686	No	530

*Note: Bonus dollar amount pending September 2023 Board meeting. Annual Incentive Award Range (0 - 150%; Target 100%), Long-Term Incentive Award Range (0 - 150%; Target 100%)

MOST COMPARABLE CALIFORNIA BASED PUBLIC PENSION AGENCIES

Data Retrieved as of July 2023

Public Pension Agency	CEO Annual Base Salary	Other Pay Incentives	Fund Assets (\$ Billion)	Membership Size	Number of Budgeted Positions
LACERA	\$491,686	None	73.6	189,893	530
San Bernardino Co ERA	\$387,982	None	13.3	43,285	91
San Diego Co ERA	\$349,939	None	15.9	49,297	63
Los Angeles City ERS	\$343,455	None	22	43,135	195
Los Angeles Fire & Police	\$300,505	None	28	24,074	129
Orange Co ERS	\$350,000	None	21	42,731	127

Base Salary Mean (Aver.)	\$370,595
Base Salary Median	\$349,970
Base Salary 75 th Percentile	\$378,487

COUNTY OF LOS ANGELES - Data retrieved as of July 26, 2023

Aging and Disabilities Laura Trejo \$289,973 Agricultural Comm/Dir Weights & Measures Kurt Floren \$274,442 Alternate Public Defender Erika Anzoategui \$387,504 Animal Care and Control Marcia E. Mayeda \$312,563 Arts and Culture Kristin Sakoda \$268,661 Assessor Jeffrey Prang \$257,889 1 Auditor-Controller Oscar Valdez \$329,390 Beaches and Harbors Gary D. Jones \$299,138 Chief Executive Office Fesia Davenport \$559,115 Chief Medical Examiner-Coroner Dr. Odey Ukpo \$439,460 Child Support Services Vander "Terrie" Hardy \$314,356 Children & Family Services Brandon Nichols \$383,656 Consumer and Business Affairs Rafael Carbajal \$267,316 County Counsel Dawyn Harrison \$440,000 District Attorney George Gascón \$402,379 1 Executive Office, Board of Supervisors Celia Zavala \$324,055 Fire Anthony Marrone \$447,793 1 <th>Department Title</th> <th>Incumbent</th> <th>Annual Salary</th> <th>*</th>	Department Title	Incumbent	Annual Salary	*
Alternate Public Defender Erika Anzoategui \$387,504 Animal Care and Control Marcia E. Mayeda \$312,563 Arts and Culture Kristin Sakoda \$268,661 Assessor Jeffrey Prang \$257,889 1 Auditor-Controller Oscar Valdez \$329,390 Beaches and Harbors Gary D. Jones \$299,138 Chief Executive Office Fesia Davenport \$559,115 Chief Executive Office Fesia Davenport \$559,115 Chief Medical Examiner-Coroner Dr. Odey Ukpo \$439,460 Child Support Services Vander "Terrie" Hardy \$314,356 Child Support Services Brandon Nichols \$383,656 Consumer and Business Affairs Rafael Carbajal \$267,316 Consumer and Business Affairs Rafael Carbajal \$267,316 County Counsel Dawyn Harrison \$440,000 District Attorney George Gascón \$402,379 1 Economic Opportunity Kelly LoBianco \$251,808 Executive Office, Board of Supervisors Celia Zavala \$324,055	Aging and Disabilities	Laura Trejo		
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Auditor-Controller Oscar Valdez \$329,390 Beaches and Harbors Gary D. Jones \$299,138 Chief Executive Office Fesia Davenport \$559,115 Chief Medical Examiner-Coroner Dr. Odey Ukpo \$439,460 Child Support Services Vander "Terrie" Hardy \$314,356 Children & Family Services Brandon Nichols \$383,656 Consumer and Business Affairs Rafael Carbajal \$267,316 County Counsel Dawyn Harrison \$440,000 District Attorney George Gascón \$440,379 1 Economic Opportunity Kelly LoBianco \$251,808 Executive Office, Board of Supervisors Celia Zavala \$324,055 Fire Anthony Marrone \$441,793 Health Services Dr. Christina Ghaly \$524,844 Human Resources Lisa M. Garrett \$366,155 Internal Services Selwyn Hollins \$350,000 Justice, Care and Opportunities Songhai Armstead \$341,771 LA County Development Authority Emilio Salas \$301,041 2	Arts and Culture	Kristin Sakoda	\$268,661	
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District Attorney George Gascón \$402,379 1 Economic Opportunity Kelly LoBianco \$251,808 Executive Office, Board of Supervisors Celia Zavala \$324,055 Fire Anthony Marrone \$441,793 Health Services Dr. Christina Ghaly \$524,844 Human Resources Lisa M. Garrett \$366,155 Internal Services Selwyn Hollins \$350,000 Justice, Care and Opportunities Songhai Armstead \$341,771 LA County Development Authority Emilio Salas \$301,041 2 LA County Library Skye Patrick \$340,835 Mental Health Dr. Lisa H. Wong \$505,220 Military and Veterans Affairs James Zenner \$185,678 Museum of Art Michael J. Govan \$268,085 Museum of Natural History Lori Bettison-Varga \$231,025 Parks and Recreation Norma Garcia \$314,176 Probation Guillermo Viera Rosa (Interim) \$337,600 Public Defender Ricardo Garcia \$414,474 Public Social Serv	Consumer and Business Affairs	Rafael Carbajal	\$267,316	
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LA County Development Authority LA County Library Skye Patrick \$340,835 Mental Health Dr. Lisa H. Wong \$505,220 Military and Veterans Affairs James Zenner Michael J. Govan Museum of Art Michael J. Govan Parks and Recreation Norma Garcia Probation Public Defender Public Health Dr. Barbara Ferrer \$520,862 Public Social Services Public Works Mark Pestrella Regional Planning Registrar-Recorder/County Clerk Robert G. Luna Skye Patrick \$340,835 Any Bodek \$340,835 Lori Bettison-Varga \$20,085 Public Bettison-Varga \$231,025 Parks and Recreation Norma Garcia \$314,176 Guillermo Viera Rosa (Interim) \$337,600 Public Defender Ricardo Garcia \$414,474 Public Social Services Jackie Contreras \$383,656 Public Works Amy Bodek \$323,616 Registrar-Recorder/County Clerk Dean C. Logan \$398,206 Sheriff Robert G. Luna \$383,903 1 Treasurer and Tax Collector	Internal Services	Selwyn Hollins	\$350,000	
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Mental HealthDr. Lisa H. Wong\$505,220Military and Veterans AffairsJames Zenner\$185,678Museum of ArtMichael J. Govan\$268,085Museum of Natural HistoryLori Bettison-Varga\$231,025Parks and RecreationNorma Garcia\$314,176ProbationGuillermo Viera Rosa (Interim)\$337,600Public DefenderRicardo Garcia\$414,474Public HealthDr. Barbara Ferrer\$520,862Public Social ServicesJackie Contreras\$383,656Public WorksMark Pestrella\$413,213Regional PlanningAmy Bodek\$323,616Registrar-Recorder/County ClerkDean C. Logan\$398,206SheriffRobert G. Luna\$383,9031Treasurer and Tax CollectorKeith Knox\$328,500	LA County Development Authority		\$301,041	2
Military and Veterans AffairsJames Zenner\$185,678Museum of ArtMichael J. Govan\$268,085Museum of Natural HistoryLori Bettison-Varga\$231,025Parks and RecreationNorma Garcia\$314,176ProbationGuillermo Viera Rosa (Interim)\$337,600Public DefenderRicardo Garcia\$414,474Public HealthDr. Barbara Ferrer\$520,862Public Social ServicesJackie Contreras\$383,656Public WorksMark Pestrella\$413,213Regional PlanningAmy Bodek\$323,616Registrar-Recorder/County ClerkDean C. Logan\$398,206SheriffRobert G. Luna\$383,9031Treasurer and Tax CollectorKeith Knox\$328,500	LA County Library	Skye Patrick	\$340,835	
Museum of ArtMichael J. Govan\$268,085Museum of Natural HistoryLori Bettison-Varga\$231,025Parks and RecreationNorma Garcia\$314,176ProbationGuillermo Viera Rosa (Interim)\$337,600Public DefenderRicardo Garcia\$414,474Public HealthDr. Barbara Ferrer\$520,862Public Social ServicesJackie Contreras\$383,656Public WorksMark Pestrella\$413,213Regional PlanningAmy Bodek\$323,616Registrar-Recorder/County ClerkDean C. Logan\$398,206SheriffRobert G. Luna\$383,9031Treasurer and Tax CollectorKeith Knox\$328,500	Mental Health	Dr. Lisa H. Wong	\$505,220	
Museum of Natural HistoryLori Bettison-Varga\$231,025Parks and RecreationNorma Garcia\$314,176ProbationGuillermo Viera Rosa (Interim)\$337,600Public DefenderRicardo Garcia\$414,474Public HealthDr. Barbara Ferrer\$520,862Public Social ServicesJackie Contreras\$383,656Public WorksMark Pestrella\$413,213Regional PlanningAmy Bodek\$323,616Registrar-Recorder/County ClerkDean C. Logan\$398,206SheriffRobert G. Luna\$383,9031Treasurer and Tax CollectorKeith Knox\$328,500	Military and Veterans Affairs	James Zenner	\$185,678	
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Public HealthDr. Barbara Ferrer\$520,862Public Social ServicesJackie Contreras\$383,656Public WorksMark Pestrella\$413,213Regional PlanningAmy Bodek\$323,616Registrar-Recorder/County ClerkDean C. Logan\$398,206SheriffRobert G. Luna\$383,9031Treasurer and Tax CollectorKeith Knox\$328,500	Probation	Guillermo Viera Rosa (Interim)	\$337,600	
Public Social ServicesJackie Contreras\$383,656Public WorksMark Pestrella\$413,213Regional PlanningAmy Bodek\$323,616Registrar-Recorder/County ClerkDean C. Logan\$398,206SheriffRobert G. Luna\$383,9031Treasurer and Tax CollectorKeith Knox\$328,500	Public Defender	Ricardo Garcia	\$414,474	
Public Social ServicesJackie Contreras\$383,656Public WorksMark Pestrella\$413,213Regional PlanningAmy Bodek\$323,616Registrar-Recorder/County ClerkDean C. Logan\$398,206SheriffRobert G. Luna\$383,9031Treasurer and Tax CollectorKeith Knox\$328,500	Public Health	Dr. Barbara Ferrer	\$520,862	
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Treasurer and Tax Collector Keith Knox \$328,500				1
	Treasurer and Tax Collector	Keith Knox		
		David J. Carroll		

*FOOTNOTES:

- ¹ Elected Official
- Salary set by Board of Supervisors sitting as Board of Commissioners, Community Development Commission.

EXTERNAL MARKET – BASE SALARY COMPARISONS

BASE PAY

Job Title	Geography	25%	50%	75%
Chief Executive	United States	\$825,839	\$1,063,834	\$1,280,516
Officer	California - Los Angeles	\$927,169	\$1,194,366	\$1,437,636

Data Source: Salary.com – August 23, 2023

INTERNAL ANALYSIS

Top-Salaried LACERA MAPP Positions

(As of August 2023 - Does not include October 2023 Merit Increases)

Position	cumbent's Annual ase Salary	MAPP Pay Range
Chief Investment Officer, LACERA	\$ 797,394	LR28
Principal Investment Officer, LACERA	\$ 529,306**	LR23
Deputy, Chief Investment Officer, LACERA	\$ 486,000**	LR24
Chief Executive Officer	\$ 484,486*	
Principal Investment Officer, LACERA	\$ 448,633	LR23
Principal Investment Officer, LACERA	\$ 445,533**	LR23
Principal Investment Officer, LACERA	\$ 396,760	LR23
Senior Investment Officer, LACERA	\$ 360,463***	LR20
Chief Counsel, LACERA	\$ 340,758	LS19
Chief Counsel, Disability Litigation	\$ 316,985	LS18
Finance Analyst III, LACERA	\$ 316,411	LR16
Finance Analyst III, LACERA	\$ 316,333**	LR16
Senior Investment Officer, LACERA	\$ 304,756**	LR20
Deputy, Chief Executive Officer, LACERA	\$ 276,354	LR18
Senior Staff Counsel, LACERA	\$ 274,297	LS16
Senior Staff Counsel, LACERA	\$ 274,297	LS16
Senior Staff Counsel, LACERA	\$ 274,297	LS16
Senior Staff Counsel, LACERA	\$ 270,243	LS16

Notes

^{*}Position is not assigned to a MAPP Range. Compensation is determined by LACERA Boards.

^{**}Does not include 5.5% Certification Bonus

^{***}Does not include temporary Additional Responsibilities Bonus





November 28, 2023

TO: Each Trustee,

Board of Retirement Board of Investments

FROM: Jessica C. Rivas, JR

Staff Counsel

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: Presentation on FPPC Form 700 e-Filling for Trustees

At the December Board meetings, Staff Counsel Jessica Rivas will present an overview of LACERA's upcoming move to electronic filing of Fair Political Practices Commission (FPPC) Form 700 Statement of Economic Interests for Trustees.

Reviewed and Approved:

trong 8. Priz

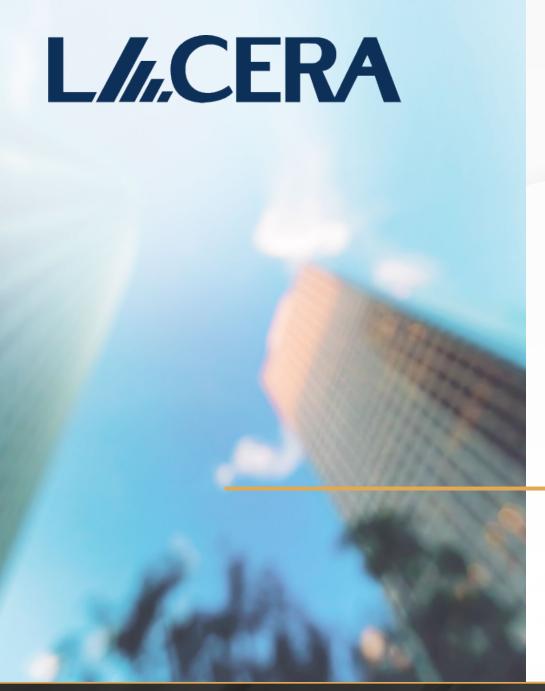
Steven P. Rice

Chief Counsel

Attachment

cc: Santos H. Kreimann Jonathan Grabel Luis A. Lugo JJ Popowich

Laura Guglielmo Carly Ntoya, Ph.D. Richard Bendall



Form 700 E-Filing for Trustees

Jessica Rivas, Staff Counsel

Background – Past Process



Filing Requirement

- Board of Retirement based on LACERA's Conflicts of Interest Code
- Board of Investments based on Gov. Code § 87200

Filing Methods

- Paper
- E-Filing

Place of Filing

- County Trustees
- LACERA Staff

Changes



- Filing Requirement
 - Board of Retirement no change
 - Board of Investments no change
- Filing Methods
 - Paper available if necessary
 - E-Filing strongly preferred



- Place of Filing
 - County Trustees (However, see slide 8 regarding multiple positions)
 - LACERA Trustees + Staff

Timeline



	Staff	Trustees
Pre-2023	Paper Filing with LACERA	Paper Filing or E-Filing with County
2023	E-Filing with LACERA	Paper Filing or E-Filing with County
2024 Onwards	E-Filing with LACERA	E-Filing with LACERA

What to Expect



On or about March 1, 2024, you will receive two e-mails:

- Account login information for eDiscosure website
- Notice re: annual statement filing requirement and deadline

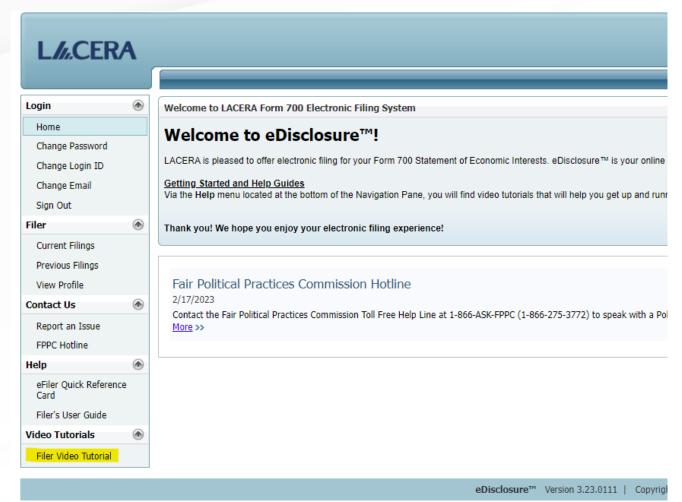
Deadline is April 1, 2024.

If you would like to work on your statement before March 1, 2024, please let Legal Services know.

What to Expect



Training video available upon login:

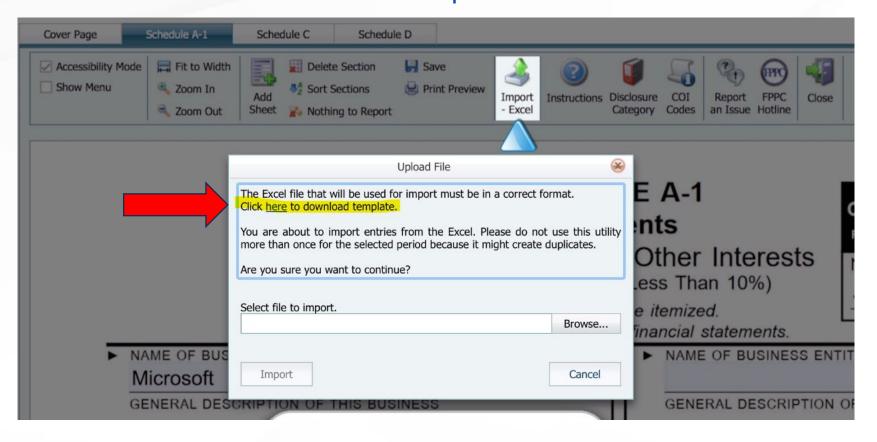




What to Expect



Have a lot of data? Spreadsheets are available on the eDisclosure website and can be provided in advance:



Multiple Positions



Per FPPC regulation 18723.1, filers with multiple filing positions can:

- 1. File separate statements with each agency, or
- 2. File an **Expanded Statement** with the agency at which they hold their **primary position** and submit a copy to the other agency or agencies.

Legal Services will work directly with each Trustee who has multiple positions to confirm their plan and assist with Expanded Statements as needed.

Thank You!

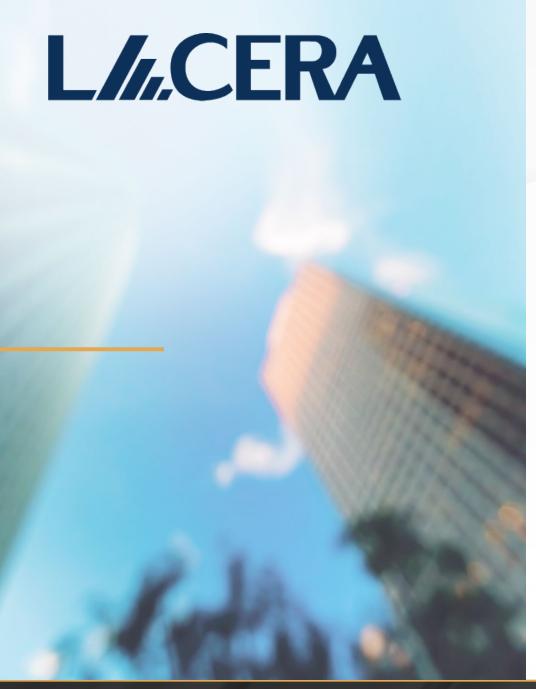


Legal Services

Questions?

Jessica Rivas, Staff Counsel

jrivas@lacera.com



AB 1020 PRESUMPTIONS

Frank Boyd, Sr. Staff Counsel



AB 1020 Overview

- The bill takes effect on January 1, 2024.
- It expands the types of injuries that are presumed to arise out of and in the course of a member's employment.
- It extends certain disability presumptions up to 60 months after the last day worked.

AB 1020 Overview



New Presumptions:

- Post-traumatic Stress Disorder
- Duty Belt/Lower-back Impairments
- Tuberculosis
- Meningitis
- Skin cancer
- Lyme Disease
- Hernia or pneumonia

Heart Presumption is extended up to 60 months after the last day of work.

Service Connection





Without a Presumption

After proving permanent incapacity, service connection will be established only if the member's incapacity arose out of and in the course of the member's employment, and such employment substantially contributed to the incapacity. (Gov. Code section 31720)

Service Connection in Retirement Cases

Burden of Proof in Non-Presumption Cases



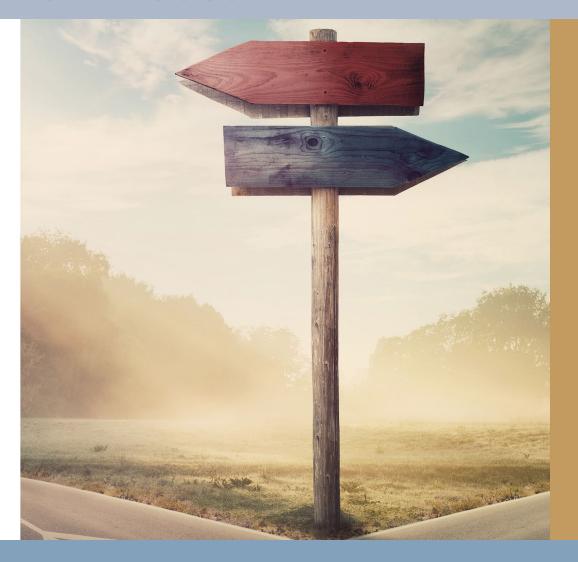
Preponderance of evidence.



Physician(s) describe the mechanism by which the job was a causal factor in the incapacity.



The Board weighs competing opinion(s) then determines whether members have met their burden of proof.



What is a Presumption?

DEFINITION:

It is an assumption of fact the law requires to be drawn from one or more other facts already established in the action.

Evidence Code section 600.

Rebuttable Presumption:

Establishes the existence of a fact unless evidence is introduced which would support a finding that the presumed fact does not exist.

Evidence Code sections 604 and 606.

Conclusive Presumption:

A finding of fact that the law requires to be made once prerequisite facts are established, even if there is evidence that would establish that the presumed fact is not true.

Evidence Code Section 620 et seq.



1

Service Connection in Retirement Cases

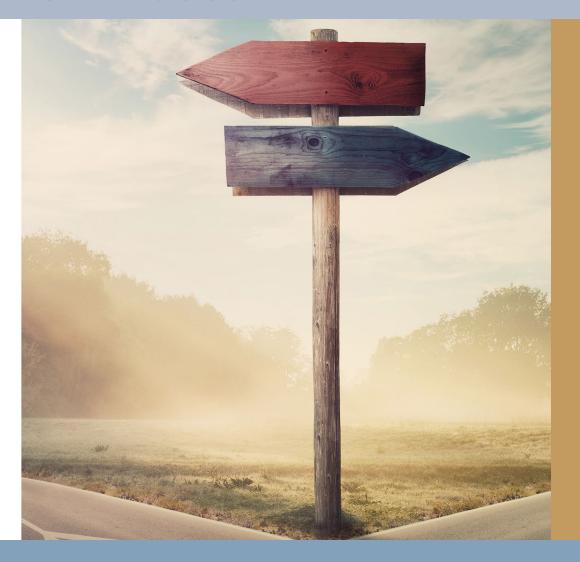
Burden of Proof in Presumption Cases

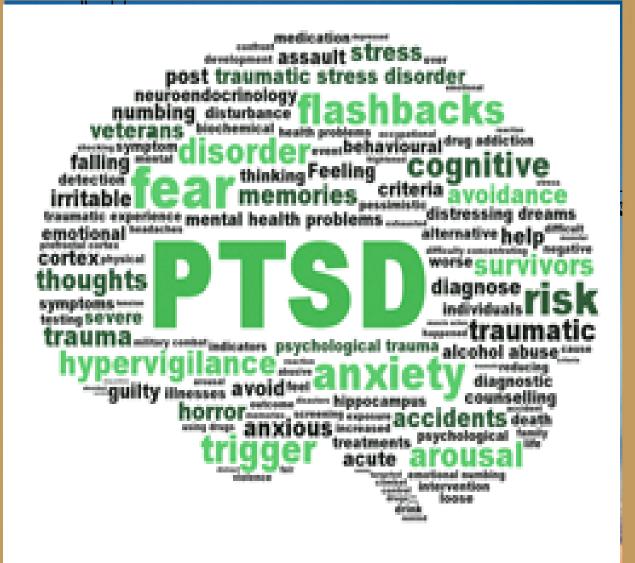


When a presumption is rebuttable, the burden of proving that the incapacity did not arise out of and in the course of employment and/or that the employment did not substantially contribute to the incapacity switches from the applicant to LACERA.



When the presumption is not rebuttable, the connection between the incapacity and employment is conclusive.





Post-Traumatic Stress Presumption

(Gov. Code § 31720.91)

Post-traumatic Stress Disorder Presumption



Gov. Code Sec. 31720.91

- Applies to Active Firefighting Members and Peace Officers (Labor Code Sec. 3212.15)
- Incapacity based on PTSD diagnosis under the most recent DSM (Currently DSM-5)
- Presumption is Rebuttable
- Law sunsets on January 1, 2025

Duty Belt/Lower Back Presumption Gov. Code Sec. 31720.96

- Applies to Deputy Sheriffs "employed for at least five years of service on a regular, fulltime salary and has been required to wear a duty belt as a condition of employment." (Lab. Code Sec. 3213.2)
- Duty Belt: "for purposes of holding a gun, handcuffs, and other items related to law enforcement. (Lab. Code Sec. 3213.2)
- Incapacity from lower back impairment which develops and manifests while in service.

Presumption is rebuttable.



Belt/Lower Back Presumption

nsion Up to 5 Years

g termination of service for a period of dar months for each full year of the e service, but shall not exceed 60 ... commencing with the last date the actually worked in the classified n]."



Tuberculosis

Gov. Code Section 31720.92

es to:

puty Sheriff, Custody Assistant, tive Law Enforcement

5. Code Sec. 3212.6)

Investigator (Lab. Code Sec. 3212.6)

tive Fire Fighting Members who ties require active firefighting d first-aid response services

5. Code Sec. 3212.6)

Presumption is rebuttable



Tuberculosis (Cont.)

erculosis must develop or manifest from the member is in service.

presumption applies to a member wing termination of service for a od of 3 calendar months for each year of the requisite service, but I not exceed 60 months . . . mencing with the last date the ber actually worked in the sified [position].



Meningitis

Gov. Code Sec. 31720.93

s to:

outy Sheriff/Active Law orcement (Lab. Code Sec. 3212.9)

Investigator (Lab. Code Sec. 3212.9)

ive Fire Fighting Members
. Code Sec. 3212.9)

nption is rebuttable



Meningitis (Cont.)

ingitis must develop or manifest for the member is in service.

presumption applies to a member wing termination of service for a od of 3 calendar months for each year of the requisite service, but I not exceed 60 months . . . mencing with the last date the ber actually worked in the sified [position].



Skin Cancer

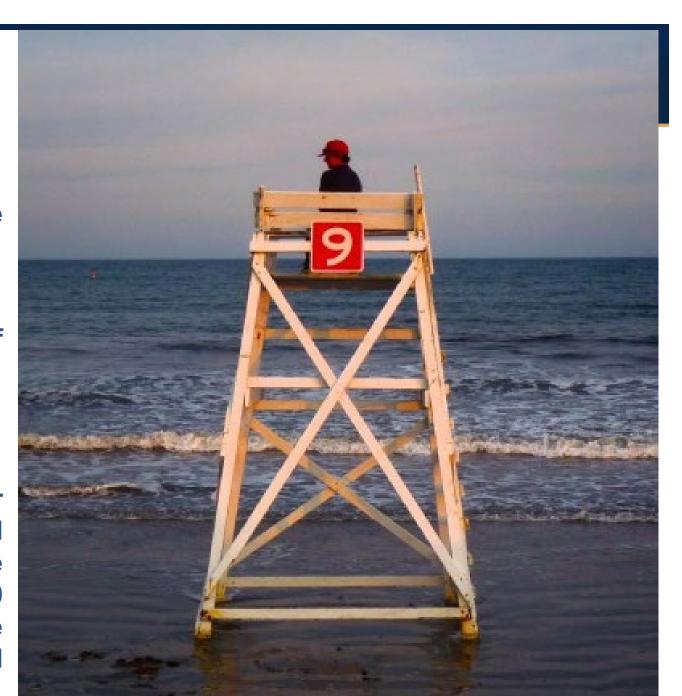
Gov. Code Section 31720.94

to active Lifeguards employed three tive months in a calendar year. de Sec. 3212.11)

ncer must develop or manifest itself e member is in service.

sumption is rebuttable.

esumption applies to a member g termination of service for a period endar months for each full year of the service, but shall not exceed 60 ... commencing with the last date the actually worked in the classified



Lyme Disease

Gov. Code Section 31720.95

to Peace Officers. e Sec. 3212.12)

isease must develop or manifest itself e member is in service.

sumption is rebuttable.

resumption applies to a member of termination of service for a period endar months for each full year of the e service, but shall not exceed 60 ... commencing with the last date the actually worked in the classified n].



Hernia or Pneumonia

Gov. Code Section 31720.97

ies to:

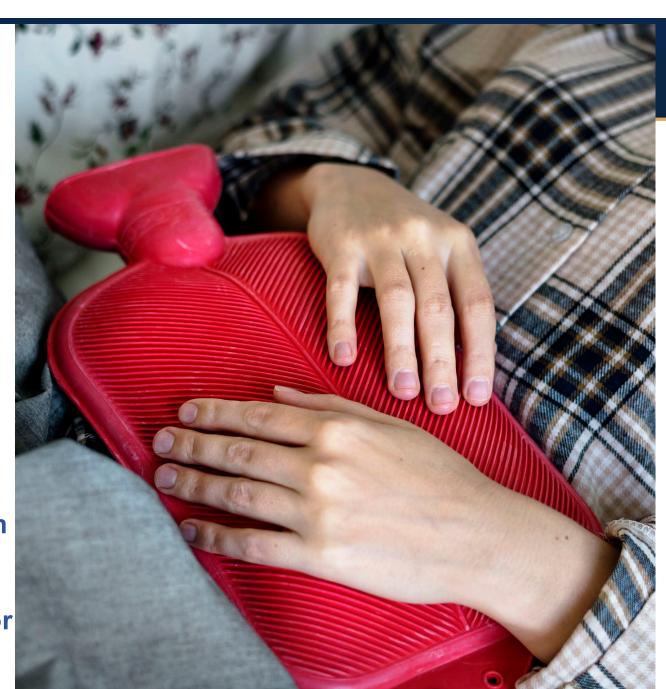
uty Sheriff/Active Law Enforcement Code Sec. 3212)

rict Attorney Investigator Code Sec. 3212)

ve Fire Fighter
Code Sec. 3212)

ia develops or manifests itself while in

eumonia <u>and</u> heart trouble" develops or sts itself while in service.

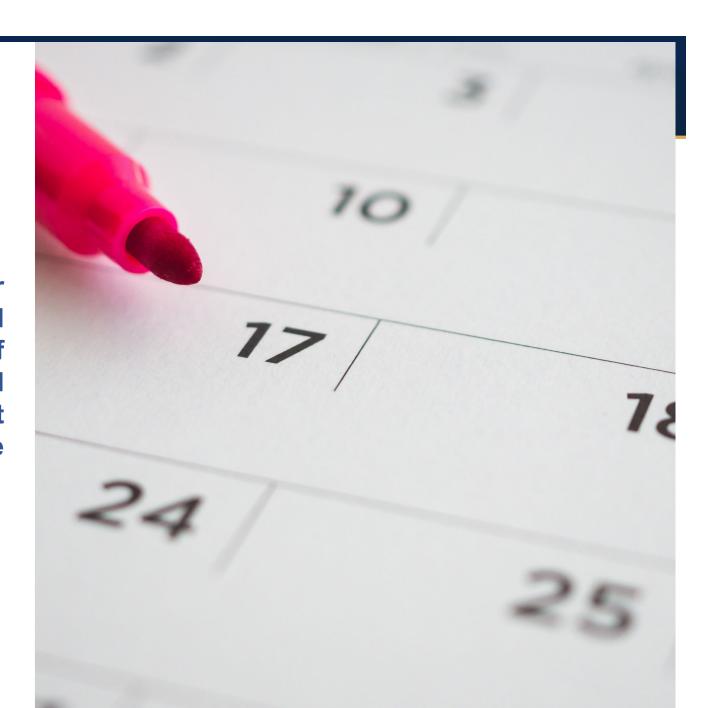


Iernia or Pneumonia

Gov. Code Section 31720.97

presumption is rebuttable.

presumption applies to a member ing termination of service for a period alendar months for each full year of juisite service, but shall not exceed on the last member actually worked in the led [position].



Heart Presumption

Gov. Code Section 31720.5 ies to:

y Members
bers who perform Active Fire
ression
bers who perform Active Law
rcement

have 5 years of Service

. develops heart trouble, that heart developing <u>or</u> manifesting itself in ases shall be presumed to arise out of the course of employment."

Ittable, but can't be attributed to pre-

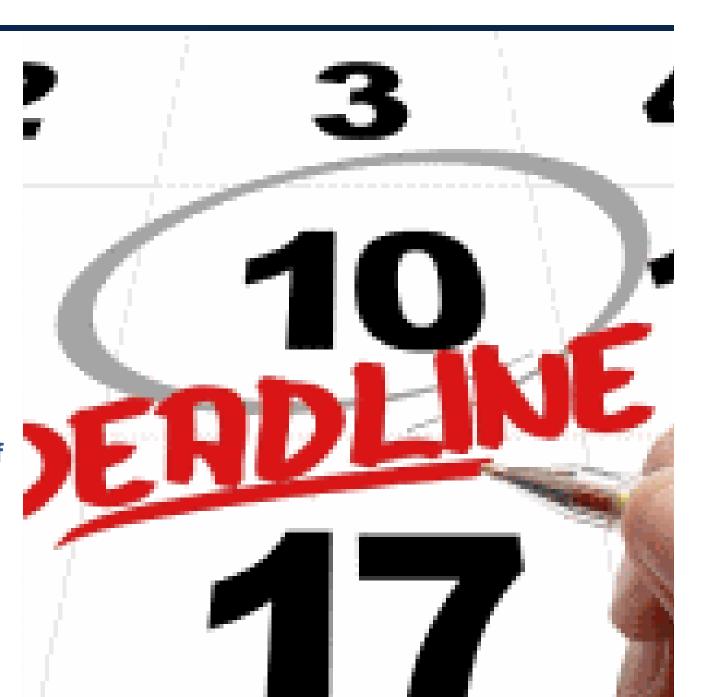


Heart Presumption

(Cont.)

NEW LANGUAGE

resumption described . . . Shall hally apply to a firefighter member or r in active law enforcement following tion of service for a period of 3 ar months for each full year of the se service, but shall not exceed 60 regardless of the member's length of commencing with the last date that mber actually worked as a firefighter r or member in active law ement.



application Timeliness

ment Code Section 31722:

plication shall be made while the er is in service,

four months after his or her tinuance of service,

four months after the expiration of any during which a presumption is ed beyond his or her discontinuance ice, or

trom the date of discontinuance of to the time of the application, he or continuously physically or mentally citated to perform his or her duties.



QUESTIONS?





FOR INFORMATION ONLY

November 16, 2023

TO: Each Trustee

Board of Retirement Board of Investments

FROM: Joint Organizational Governance Committee

Herman B. Santos (BOI) Chair David Green (BOI) Vice Chair

Gina Sanchez (BOI) Onyx Jones (BOI) Shawn Kehoe (BOR) Alan Bernstein (BOR)

Elizabeth Greenwood (BOR)

Ronald Okum (BOR)

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: FY 2023-24 MID-YEAR BUDGET ADJUSTMENTS

LACERA staff and management have the responsibility to monitor and forecast expenditures to ensure resources are being used as intended to meet the organization's needs. To support this responsibility, LACERA's Budget Policy, attached, calls for a midyear budget review process where the Boards may address any enterprise critical, unforeseen, and emergency resources not included in that current fiscal year's budget. The mid-year budget review shall be presented to the JOGC for information or action if required. Staff has completed its FY 2023-24 mid-year budget review and presented it to the JOGC on November 16, 2023. Because no additional appropriations, staffing, or adjustments outside of the Chief Executive Officer's (CEO's) authority are needed, no Board action is required. This memo is provided to the Board of Retirement and the Board of Investments as information only and supports LACERA's values of transparency and accountability.

ADMINISTRATIVE BUDGET

In June, the Boards adopted LACERA's FY 2023-24 Administrative Budget totaling \$135,747,974. The Administrative Budget includes two major account categories, Salaries and Employee Benefits (S&EB) with an adopted budget of approximately \$103.2 million and Services and Supplies (S&S) with an adopted budget of approximately \$32.6 million. Utilizing LACERA's new budget software, Questica Budget, staff and management have reviewed the current and projected expenditures as compared to the adopted administrative budget. No additional funding is required, and no new positions are recommended. However, staff has recommended, and the CEO has authorized, the

Re: FY 2023-24 Mid-Year Budget Adjustments

Page 2

reallocation of \$692,500 between various accounts as detailed below:

Administrative Budget	FY 2023-24 Approved Budget	Mid-Year Adjustment Amount	Proposed Amended Budget	% Change
Salaries & Employee				
Benefits	\$103,263,874	(\$92,000)	\$103,071,874	(0.1%)
Services & Supplies	\$32,584,100	\$92,000	32,676,100	0.3%
Operating Budget Total	\$135,747,974	\$0	\$135,747,974	0.0%

A more detailed breakdown by Division is provided below:

Administrative Services Division: At staff's recommendation, the CEO has authorized the reallocation of \$119,000 within the Administrative Services Division as follows:

FROM:

GL Account No Name	Reason for Reallocation	Amount
9390 – Cyber Liability Insurance	Actual premiums were \$165,000 below budgeted levels due to improvements to LACERA's information security program and protocols.	(\$119,000)
	Total	(\$119,000)

TO:

GL Account No Name	Reason for Reallocation	Amount
9106 - Special Order Automobile	The mailroom automobile required replacement earlier than planned for safety reasons. The cost of the new vehicle was partially offset by the salvage sale of the previous vehicle.	\$22,000
9201 - Postage Meter	Increases in USPS rates and volume greater than anticipated.	\$50,000
9384 – Earthquake/Flood Insurance	Actual rates were higher than anticipated based on general market risks.	\$12,000
9553 – Archive/Offsite Storage	Increased costs for records storage and retrieval services due to fuel surcharges and higher volume than anticipated.	\$15,000
9677 – Shredding Services	Increased costs for shredding services due to fuel surcharges and higher volume than anticipated.	\$20,000
	Total	\$119,000

Re: FY 2023-24 Mid-Year Budget Adjustments

Page 3

Board of Investments: At staff's recommendation, CEO has approved the reallocation of \$61,000 within the Board of Investment's (BOI's) budget as follows:

FROM:

GL Account No Name	Reason for Reallocation	Amount
9961 - Memberships	Funds are available due the BOI's decision	(\$54,000)
	not to renew its membership in Milken.	
9983 – Off-site Board	Savings are available due to the BOI's	(\$7,000)
Meeting Expense	decision to hold its 2023 off-site meeting	
	on-site.	
	Total	(\$61,000)

TO:

GL Account No Name	Reason for Reallocation	Amount
9962 – Trustee	Required for four new appointed and	\$54,000
Registration Fee	elected Trustees to attend the Wharton	
	Program in April.	
9984 – Food and	Increased costs due to inflation and	\$7,000
Beverages	participation from staff and Trustees.	
	Total	\$61,000

Executive Office – The CEO has approved the reallocation of \$7,200 from within the Executive Office's budget as follows:

FROM:

GL Account No Name	Reason for Reallocation	Amount
9023 – Gross Salaries	Savings are anticipated due to delays in	(\$7,200)
	hiring.	
	Total	(\$7,200)

TO:

GL Account No Name	Reason for Reallocation	Amount
9012 – Transportation	Rather than purchase a new vehicle, the	\$7,200
Allowance	DCEO opted for a monthly transportation	
	allowance.	
	Total	\$7,200

Legal Office – In support of the establishment of an Ethics and Compliance Unit within the Legal office, resources are required to fund the efforts of Legal Office staff and the staff Ethics and Compliance Committee in conducting the foundational work necessary for the development of LACERA's ethics and compliance program and the compliance and enterprise risk management pillar of the 2023 Board of Retirement's Strategic Plan.

Re: FY 2023-24 Mid-Year Budget Adjustments

Page 4

To support this activity, staff recommended, and the CEO authorized a new set of accounts for the Ethics and Compliance Unit to ensure proper allocation and reporting of compliance expenses from the other general expenses of the Legal Office. Staff further recommended and the CEO has approved reallocating \$182,700 from the Legal Office's administrative budget to the newly created Ethics and Compliance Unit as follows in order to ensure independence and segregation of its expenses associated with the ethics and compliance function from the other expenses of the Legal Office:

FROM: LEGAL OFFICE (Organization Code 59307)

GL Account No Name	Reason for Reallocation	Amount
9023 – Gross Salaries	Salary savings are available to support the	(\$182,700)
	foundational work necessary to establish a	
	new Compliance Unit with the Legal Office.	
	Total	(\$182,700)

TO: ETHICS AND COMPLIANCE UNIT (Organization Code 59319)

GL Account No Name	Reason for Reallocation	Amount
9023 – Gross Salaries	Partial year funding for the vacant Chief	\$90,700
	Ethics and Compliance Officer position	
	previously allocated to the Legal Division.	
9181 – Auto Mileage/	Transportation expenses related to travel	\$3,500
Transportation	to educational conferences.	
9182 – Travel	Educational conferences.	\$8,000
9772 – Outside Legal	Compliance consultant (Kaplan & Walker	\$20,000
Counsel	LLP).	
9961 – Memberships	Society of Corporate Compliance and	\$8,000
	Ethics (SCCE) and Ethics and Compliance	
	Initiative (ECI).	
9962 – Registration Fees	Educational conferences.	\$7,500
9963 – Educational	PLI subscription, Gartner subscription for	\$45,000
Materials	the Ethics and Compliance Committee,	
	and other material.	
	Total	\$182,700

Additional information about the Ethics and Compliance Program will be presented at the December 2023 Audit Committee Meeting at which an informational presentation, a proposed Ethics and Compliance Charter, and proposed revisions to the Audit Committee Charter, seeking to rename it as the Audit, Compliance, Risk, and Ethics (ACRE) Committee will be presented.

Member Services - At staff's recommendation, the CEO has approved a reallocation of \$72,600 within the Member Services Division's budget as follows:

Re: FY 2023-24 Mid-Year Budget Adjustments

Page 5

FROM:

GL Account No Name	Reason for Reallocation	Amount
9023 – Gross Salaries	Savings are anticipated due to the internal	(\$72,600)
	transfer of a Sr. Administrative Assistant to	
	another division.	
	Total	(\$72,600)

TO:

GL Account No Name	Reason for Reallocation	Amount
9004 – Agency Temp	Funding is required to backfill the Senior Administrative Assistant position with an Agency Temporary employee until an exam can be promulgated.	\$72,600
	exam can be promulgated.	
	Total	\$72,600

Systems Division - At staff's recommendation, the CEO has approved a reallocation of \$250,000 within the Systems Division's budget as follows:

FROM:

GL Account No Name	Reason for Reallocation	Amount
9574 – Knowledge &	Due to delays in implementation, it is	(\$200,000)
Document Management	anticipated that the full budget for this	
	project will not be required in FY 2023-24.	
9843- LAN Network	Savings have been identified to prioritize	(\$50,000)
Hardware	equipment in support of the hybrid remote	
	workforce.	
	Total	(\$250,000)

TO:

GL Account No Name	Reason for Reallocation	Amount
9831 – LAN Software &	The new Information Security Officer has	\$200,000
Licenses - New	identified the need for an ITGRC Platform	
	(\$60,000); Automated Directory audit tool	
	(\$40,000); and an eDiscovery tool	
	(\$100,000). These costs are estimates and	
	solutions will be procured in accordance	
	with LACERA's contracting and	
	procurement policy and procedures.	
9354 – Remote Workforce	Funding is required to provide appropriate	\$50,000
Equipment	and updated equipment for staff working	

Re: FY 2023-24 Mid-Year Budget Adjustments

Page 6

remotely in support of LACERA's hybrid work environment.	
	\$250,000

RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) BUDGET

In June, the Boards also adopted the RHCBP Budget totaling \$12,685,439. The RHCBP Budget is structured like the Administrative Budget and includes approximately \$5.7M for S&EB and \$6.9M for S&S. Staff and management have reviewed the current and projected expenditures as compared to the adopted budget and the CEO has authorized a reallocation of \$165,200 from within the S&EB account category as follows:

FROM:

GL Account No Name	Reason for Reallocation		Amount
9023 – Gross Salaries	Savings resulting from two vacant positions (Senior Typist Clerk and Retirement Benefits Specialist III)		(\$133,200)
9079 – Health Insurance - Temps	Savings resulting from two vacant positions (Senior Typist Clerk and Retirement Benefits Specialist III)		(\$32,000)
		Total	(\$165,200)

TO:

GL Account No Name	Reason for Reallocation	Amount
9004 – Agency Temp	Funding will allow for temporary staff to	\$165,000
	support service to members.	
	Total	\$165,000

In addition, staff is monitoring outside legal expenditures associated with a potential Tier III currently being discussed and negotiated between the plan sponsor and labor representatives. Los Angeles County shall be responsible for all such legal expenditures as well as any other costs to LACERA to implement and administer the proposed new benefit.

BUDGET TO ACTUAL

As part of its review and assessment of the FY 2023-24 Budget, Management reviewed actual expenditures through the first quarter of the fiscal year compared to the budget.

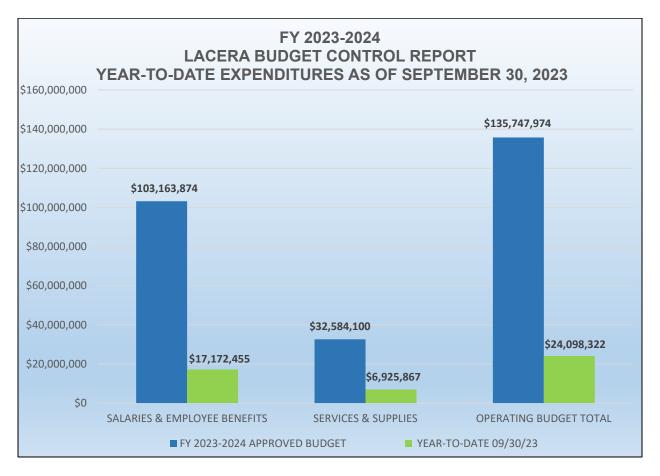
LACERA ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	YEAR-TO-DATE 09/30/23	OVER/(UNDER) BUDGET	% VARIANCE
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Re: FY 2023-24 Mid-Year Budget Adjustments

Page 7

SALARIES & EMPLOYEE BENEFITS	\$103,163,874	\$17,172,455	(\$85,991,419)	(83.4%)
SERVICES & SUPPLIES	\$32,584,100	\$6,925,867	(\$25,658,233)	(78.7%)
OPERATING BUDGET TOTAL	\$135,747,974	\$24,098,322	(\$111,649,652)	(82.2%)

^{*} All amounts rounded to the nearest dollar.

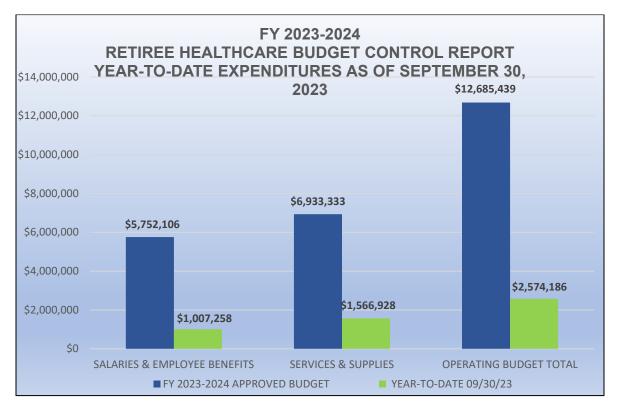


RETIREE HEALTHCARE ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	YEAR-TO- DATE 09/30/23	OVER/(UNDER) BUDGET	% VARIANCE
SALARIES & EMPLOYEE BENEFITS	\$5,752,106	\$1,007,258	(\$4,744,848)	(82.5%)
SERVICES & SUPPLIES	\$6,933,333	\$1,566,928	(\$5,366,405)	(77.4%)
OPERATING BUDGET TOTAL	\$12,685,439	\$2,574,186	(\$10,111,253)	(79.7%)

^{*} All amounts rounded to the nearest dollar.

Re: FY 2023-24 Mid-Year Budget Adjustments

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QUESTICA BUDGET TOOL

Staff is excited to share that staff and management used our new automated budget software tool, Questica Budget, to complete our analysis as well as to document and record our mid-year budget adjustments. This new system, which will be demonstrated to the Operations Oversight Committee in January, allows managers to see their budget to actual expenditures in near real time, with salaries delayed by one pay period and expenses from the day before. Managers were able to record their requests to reallocate funding using the system and staff was able to make necessary adjustments to reflect the CEO's final decisions. Although no new appropriations or positions were required at this time, the system makes adjustments by the JOGC or the Boards easy for staff to implement.

Attachments

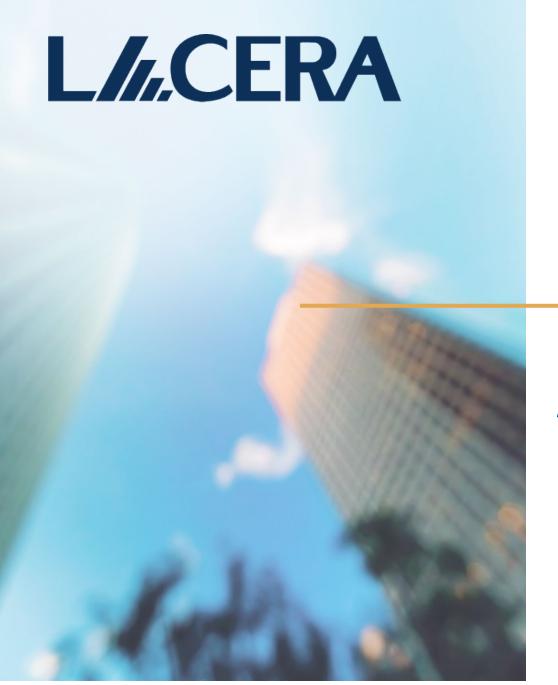
CC: Santos H. Kreimann Luis Lugo

JJ Popowich Steven P. Rice Ted Granger

Roberta Van Nortrick

Budget Unit

SHK:LL:LKG



FY 2023-24 Mid Year Budget Review

Laura Guglielmo

AGENDA

- Review of Budget Policy
- Administrative Budget Reallocations
- Retiree Healthcare Budget Reallocations
- FY 2023/24 Budget to Actual Summary 1st Quarter



Budget Policy

LACERA's Budget Policy (rev. 2023) requires annual review and anticipates the need for adjustments

CEO Authority

Transfers of up to \$1M across major accounts (between S&EB and S&S)

JOGC Role

Review & recommend action for BOR/BOI if required

BOR/BOI Role

- Must approve any transfers outside of CEO authority
- Must approve any position changes
- Must approve any additional appropriation within CERL limit





Administrative Budget Mid-Year Reallocations

Presented as information only as all actions fall within the CEO's authority



FY 2023-24 Administrative Budget Proposed Mid-Year Adjustment Summary

Administrative Budget	FY 2023-24 Approved Budget	Mid-Year Adjustment Amount	Proposed Amended Budget	% Change
Salaries & Employee Benefits	\$103,263,874	(\$92,000)	\$103,071,874	(0.1%)
Services & Supplies	\$32,584,100	\$92,000	32,676,100	0.3%
Operating Budget Total	\$135,747,974	\$0	\$135,747,974	0.0%

Summary of Reallocations



Establishment of a New Account Structure for a Compliance Unit

In support of the establishment of an Ethics and Compliance Unit within the Legal office, resources are required to fund the efforts of Legal Office staff and the staff Ethics and Compliance Committee in conducting the foundational work necessary for the development of LACERA's ethics and compliance program and the compliance and enterprise risk management pillar of the 2023 Board of Retirement's Strategic Plan. To support this activity, staff recommended, and the CEO authorized a new set of accounts for the Ethics and Compliance Unit to ensure proper allocation and reporting of compliance expenses from the other general expenses of the Legal Office. Staff further recommended and the CEO has approved reallocating \$182,700 from the Legal Office's administrative budget to the newly created Ethics and Compliance Unit as follows in order to ensure independence and segregation of its expenses associated with the ethics and compliance function from the other expenses of the Legal Office:

•	Gross Salaries	\$90,700	 Mileage/Transportation 	\$3,500
•	Travel	\$8,000	Outside Legal Counsel	\$20,000
•	Memberships	\$8,000	 Registration Fees 	\$7,500
•	Educational Materials	\$45,000		

Summary of Reallocations



Administrative Services

• Savings in Cyber Liability Insurance (\$119,000) are reallocated as follows to reflect projected actual expenditures:

Special Order Auto

\$22,000

Postage Meter

\$50,000

Earthquake/Flood Insurance \$12,000

,000 • Offsite Storage

\$15,000

Shredding Service

\$20,000

Board of Investments

- Funds totaling \$54,000 are reallocated from Memberships (savings from Milken) to Trustee Registration Fees (Wharton Program) to allow for new Trustee education
- Funds totaling \$7,000 are reallocated from Off-site Board Meeting Expense to Food and Beverages to align with actual projected expenditures

Summary of Reallocations



Executive Office

Funds totaling \$7,200 are reallocated from Gross Salaries to Transportation
 Allowance for the DCEO, eliminating the need to purchase a replacement vehicle

Member Services

• Funds totaling \$72,600 are reallocated from Gross Salaries to Agency Temp to backfill the Senior Administrative Assistant position until an exam can be promulgated.

Systems Division

- Funds totaling \$200,000 are reallocated from Knowledge & Document Management to Lan Software Licenses, New to support the recommendations of the Information Security Officer to address specific operational risks.
- Funds totaling \$50,000 are reallocated from LAN Network Hardware to Remote Workforce
 Equipment to better support the organizations hybrid work environment





Retiree Healthcare Benefits Program Budget – Mid-Year Reallocations

Presented as information only as all actions fall within the CEO's authority





Retiree Healthcare Benefits Program

Funds totaling \$165,000 are reallocated from Gross Salaries (\$133,200) and Health Insurance – Temps (\$32,000) to Agency Temp to allow for the use of temporary staff to backfill two vacant positions until eligibility lists can be promulgated





Budget to Actual Data First Quarter Year to Date



FY 2023-24 Budget to First Quarter Actual Administrative Budget

ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	YEAR-TO-DATE 09/30/23	OVER/(UNDER) BUDGET	% VARIANCE
SALARIES & EMPLOYEE BENEFITS	\$103,163,874	\$17,172,455	(\$85,991,419)	(83.4%)
SERVICES & SUPPLIES	\$32,584,100	\$6,925,867	(\$25,658,233)	(78.7%)
OPERATING BUDGET TOTAL	\$135,747,974	\$24,098,322	(\$111,649,652)	(82.2%)





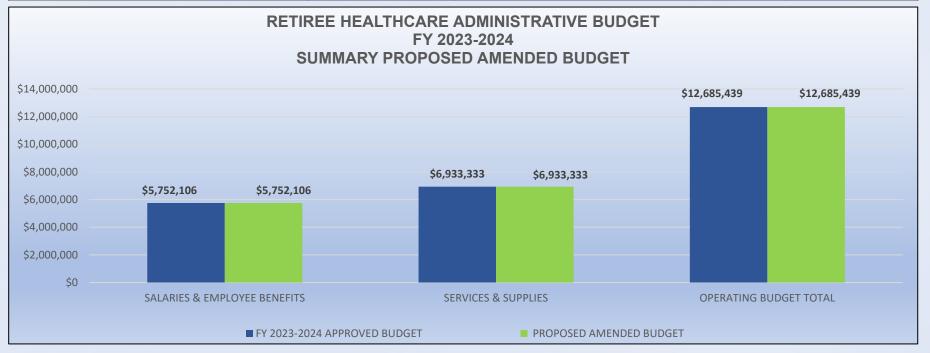
FY 2023-24 Budget to First Quarter Actual Administrative Budget – Summary by Division

DIVISION	FY 2023-2024 APPROVED BUDGET	YEAR-TO-DATE 09/30/23	OVER/(UNDER) BUDGET	% VARIANCE
Administrative Services	\$16,108,407	\$3,990,466	(\$12,117,941)	(75.2%)
Benefits	12,449,402	2,444,200	(10,005,202)	(80.4%)
Board of Retirement	303,500	20,287	(283,213)	(93.3%)
Board of Investments	551,000	128,179	(422,821)	(76.7%)
Communications	4,117,688	647,923	(3,469,765)	(84.3%)
Disability Litigation	2,561,141	472,311	(2,088,830)	(81.6%)
Disability Retirement	11,797,093	1,921,960	(9,875,133)	(83.7%)
Executive Office	5,276,415	918,941	(4,357,474)	(82.6%)
Financial & Accounting Services	5,688,740	1,017,021	(4,671,719)	(82.1%)
Human Resources	6,743,591	865,178	(5,878,413)	(87.2%)
Internal Audit	3,613,148	577,442	(3,035,706)	(84.0%)
Investment Office	18,223,967	3,000,269	(15,223,698)	(83.5%)
Legal Services	9,997,732	1,361,424	(8,636,308)	(86.4%)
Member Services	11,063,296	1,976,772	(9,086,524)	(82.1%)
Quality Assurance	3,383,332	545,515	(2,837,817)	(83.9%)
Systems	23,869,522	4,210,435	(19,659,087)	(82.4%)
TOTAL	\$135,747,974	\$24,098,322	(\$111,649,652)	(82.2%)



FY 2023-24 Budget to First Quarter Actual Retiree Healthcare Budget

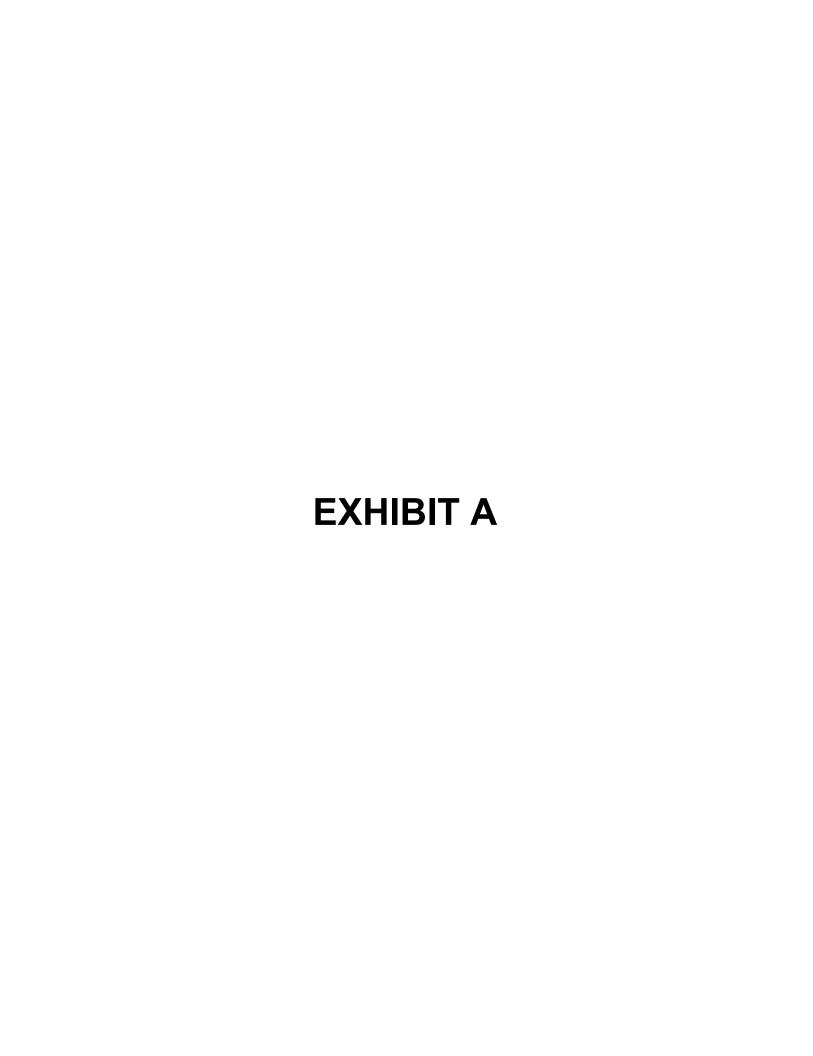
RETIREE HEALTHCARE ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
SALARIES & EMPLOYEE BENEFITS	\$5,752,106	\$0	\$5,752,106	0.0%
SERVICES & SUPPLIES	\$6,933,333	\$0	\$6,933,333	0.0%
OPERATING BUDGET TOTAL	\$12,685,439	\$0	\$12,685,439	0.0%





THANK YOU!

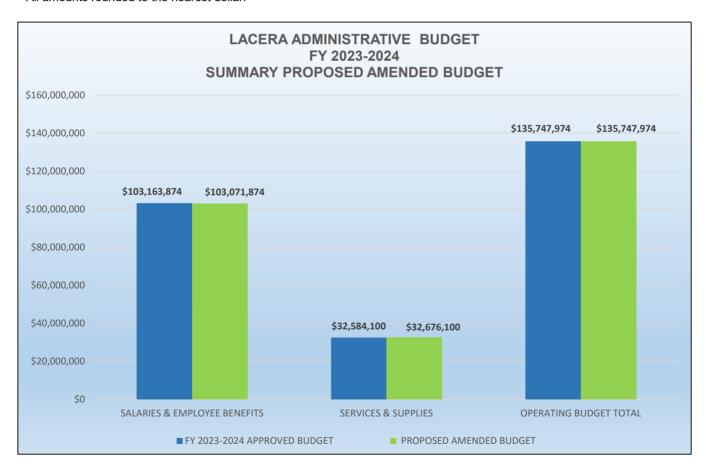




FY 2023-2024
LACERA PROPOSED MID-YEAR BUDGET AMENDMENT
FINANCIAL SUMMARIES

ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
SALARIES & EMPLOYEE BENEFITS	\$103,163,874	(\$92,000)	\$103,071,874	-0.1%
SERVICES & SUPPLIES	\$32,584,100	\$92,000	\$32,676,100	0.3%
OPERATING BUDGET TOTAL	\$135,747,974	\$0	\$135,747,974	0.0%

^{*} All amounts rounded to the nearest dollar.



LACERA PROPOSED AMENDED BUDGET BY DIVISION

DIVISION	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
Administrative Services	\$16,108,407	\$0	\$16,108,407	0.0%
Benefits	12,449,402	0	12,449,402	0.0%
Board of Retirement	303,500	0	303,500	0.0%
Board of Investments	551,000	0	551,000	0.0%
Communications	4,117,688	0	4,117,688	0.0%
Compliance Unit	0	182,700	182,700	0.0%
Disability Litigation	2,561,141	0	2,561,141	0.0%
Disability Retirement	11,797,093	0	11,797,093	0.0%
Executive Office	5,276,415	0	5,276,415	0.0%
Financial & Accounting Services	5,688,740	0	5,688,740	0.0%
Human Resources	6,743,591	0	6,743,591	0.0%
Internal Audit	3,613,148	0	3,613,148	0.0%
Investment Office	18,223,967	0	18,223,967	0.0%
Legal Services	9,997,732	(182,700)	9,815,031	-1.8%
Member Services	11,063,296	0	11,063,296	0.0%
Quality Assurance	3,383,332	0	3,383,332	0.0%
Systems	23,869,522	0	23,869,523	0.0%
TOTAL	\$135,747,974	\$0	\$135,747,974	0.0%

^{*} All amounts rounded to the nearest dollar.

LACERA PROPOSED AMENDED BUDGET BY S&EB CATEGORY

S&EB CATEGORY	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
SALARIES & OTHER PAY				
Permanent / County Temporary	\$55,994,827	(\$171,800)	\$55,823,027	-0.3%
Agency Temporary	5,611,100	72,600	5,683,700	1.3%
LACERA Intern Program	288,000	0	288,000	0.0%
Stipends	65,000	0	65,000	0.0%
Overtime	1,150,900	0	1,150,900	0.0%
Bilingual Bonus	22,800	0	22,800	0.0%
Transportation Allowance	21,600	7,200	28,800	33.3%
Rideshare Allowance	70,300	0	70,300	0.0%
Sickleave Buyback	68,800	0	68,800	0.0%
TOTAL SALARIES & OTHER PAY	\$63,293,327	(\$92,000)	\$63,201,327	-0.1%
VARIABLE BENEFITS				
Retirement	13,294,643	0	13,294,643	0.0%
FICA Contribution	1,060,984	0	1,060,984	0.0%
County Subsidy - Insurance	3,651,761	0	3,651,761	0.0%
Options Plan	4,515,725	0	4,515,725	0.0%
Life Insurance	22,003	0	22,003	0.0%
Health Insurance Temps	626,305	0	626,305	0.0%
Flexible Benefit Plan	18,805	0	18,805	0.0%
Thrift Plan / Horizons	2,251,401	0	2,251,401	0.0%
Savings Plan	1,527,203	0	1,527,203	0.0%
Pension Savings Plan	59,193	0	59,193	0.0%
Megaflex	7,264,514	0	7,264,514	0.0%
TOTAL VARIABLE BENEFITS	\$34,292,537	\$0	\$34,292,537	0.0%
OPEB CONTRIBUTION	\$1,989,009	\$0	\$1,989,009	0.0%
OTHER BENEFITS	\$3,589,000	\$0	\$3,589,000	0.0%
TOTAL EMPLOYEE BENEFITS	\$39,870,546	\$0	\$39,870,546	0.0%
TOTAL SALARIES & EMPLOYEE BENEFITS	\$103,163,874	(\$92,000)	\$103,071,874	-0.1%

^{*} All amounts rounded to the nearest dollar.

LACERA PROPOSED AMENDED BUDGET BY S&S CATEGORY

S&S CATEGORY	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
Auto Expenses	\$30,800	\$22,000	\$52,800	71.4%
Communications	570,000	0	570,000	0.0%
Transportation & Travel	807,200	11,500	818,700	1.4%
Postage	1,093,700	50,000	1,143,700	4.6%
Stationery & Forms	982,700	0	982,700	0.0%
Office Supplies & Equipment	1,053,900	50,000	1,103,900	4.7%
Insurance	1,481,700	(107,000)	1,374,700	-7.2%
Equipment Maintenance	733,300	0	733,300	0.0%
Equipment Rents & Leases	250,000	0	250,000	0.0%
Building Costs	7,800,000	0	7,800,000	0.0%
Parking Fees	482,000	0	482,000	0.0%
Professional & Specialized Services	4,665,600	(165,000)	4,500,600	-3.5%
Bank Services	200,000	0	200,000	0.0%
Legal Fees & Services	2,073,000	20,000	2,093,000	1.0%
Disability Fees & Services	3,090,300	0	3,090,300	0.0%
Computer Services & Support	5,129,600	150,000	5,279,600	2.9%
Educational Expenses	1,381,300	60,500	1,441,800	4.4%
Miscellaneous	759,000	0	759,000	0.0%
TOTAL	\$32,584,100	\$92,000	\$32,676,100	0.3%

^{*} All amounts rounded to the nearest dollar.



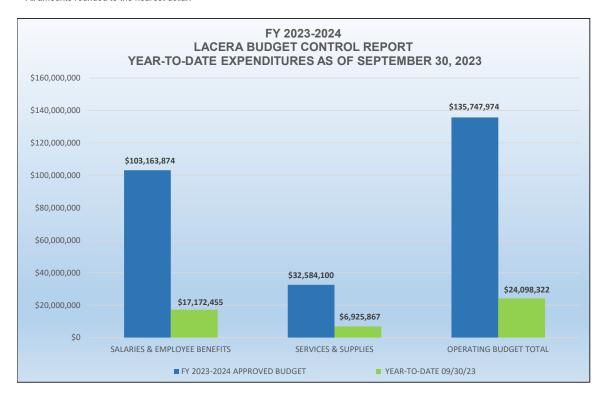
FY 2023-2024

LACERA BUDGET CONTROL REPORT

BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	YEAR-TO-DATE 09/30/23	OVER/(UNDER) BUDGET	% VARIANCE
SALARIES & EMPLOYEE BENEFITS	\$103,163,874	\$17,172,455	(\$85,991,419)	-83.4%
SERVICES & SUPPLIES	\$32,584,100	\$6,925,867	(\$25,658,233)	-78.7%
OPERATING BUDGET TOTAL	\$135,747,974	\$24,098,322	(\$111,649,652)	-82.2%

^{*} All amounts rounded to the nearest dollar.



FY 2023-2024

LACERA BUDGET CONTROL REPORT BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023 SUMMARY BY DIVISION

DIVISION	FY 2023-2024 APPROVED BUDGET	YEAR-TO- DATE 09/30/23	OVER/(UNDER) BUDGET	% VARIANCE
Administrative Services	\$16,108,407	\$3,990,466	(\$12,117,941)	-75.2%
Benefits	12,449,402	2,444,200	(10,005,202)	-80.4%
Board of Retirement	303,500	20,287	(283,213)	-93.3%
Board of Investments	551,000	128,179	(422,821)	-76.7%
Communications	4,117,688	647,923	(3,469,765)	-84.3%
Disability Litigation	2,561,141	472,311	(2,088,830)	-81.6%
Disability Retirement	11,797,093	1,921,960	(9,875,133)	-83.7%
Executive Office	5,276,415	918,941	(4,357,474)	-82.6%
Financial & Accounting Services	5,688,740	1,017,021	(4,671,719)	-82.1%
Human Resources	6,743,591	865,178	(5,878,413)	-87.2%
Internal Audit	3,613,148	577,442	(3,035,706)	-84.0%
Investment Office	18,223,967	3,000,269	(15,223,698)	-83.5%
Legal Services	9,997,732	1,361,424	(8,636,308)	-86.4%
Member Services	11,063,296	1,976,772	(9,086,524)	-82.1%
Quality Assurance	3,383,332	545,515	(2,837,817)	-83.9%
Systems	23,869,522	4,210,435	(19,659,087)	-82.4%
TOTAL	\$135,747,974	\$24,098,322	(\$111,649,652)	-82.2%

^{*} All amounts rounded to the nearest dollar.

LACERA BUDGET CONTROL REPORT

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK	\$55,994,827 5,611,100 288,000 65,000 1,150,900 22,800 21,600 70,300 68,800	\$9,778,811 1,181,177 6,016 6,663 380,414 2,750 7,500 850 43,400	(\$46,216,016) (4,429,923) (281,984) (58,337) (770,486) (20,050) (14,100) (69,450) (25,400)
TOTAL SALARIES & OTHER PAYS	\$63,293,327	\$11,407,581	(\$51,885,746)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	13,294,643 1,060,984 3,651,761 4,515,725 22,003 626,305 18,805 2,251,401 1,527,203 59,193 7,264,514 \$34,292,537	2,016,942 161,210 362,089 709,648 3,885 42,834 2,378 303,326 196,163 5,954 791,842 \$4,596,271	(11,277,701) (899,774) (3,289,672) (3,806,077) (18,118) (583,471) (16,427) (1,948,075) (1,331,040) (53,239) (6,472,672) (\$29,696,266)
OPEB CONTRIBUTION	1,989,009	518,980	(1,470,029)
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	3,589,000 \$39,870,546 \$103,163,874	649,622 \$5,764,873 \$17,172,455	(2,939,378) (\$34,105,673) (\$85,991,419)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

LACERA BUDGET CONTROL REPORT

SUMMARY OF SERVICES AND SUPPLIES BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

			OVER / (UNDER)
_	BUDGET	YTD ACTUAL	BUDGET
AUTO EXPENSES	\$30,800	\$23,409	(\$7,391)
COMMUNICATIONS	570,000	94,766	(475,234)
TRANSPORTATION & TRAVEL	807,200	67,781	(739,419)
POSTAGE	1,093,700	396,474	(697,226)
STATIONERY & FORMS	982,700	172,635	(810,065)
OFFICE SUPPLIES & EQUIPMENT	1,053,900	97,616	(956,284)
INSURANCE	1,481,700	1,216,432	(265,268)
EQUIPMENT MAINTENANCE	733,300	77,081	(656,219)
EQUIPMENT RENTS & LEASES	250,000	69,125	(180,875)
BUILDING COSTS	7,800,000	1,485,528	(6,314,472)
PARKING FEES	482,000	135,097	(346,903)
PROFESSIONAL & SPECIALIZED SERVICES	4,665,600	661,787	(4,003,813)
BANK SERVICES	200,000	48,757	(151,243)
LEGAL FEES & SERVICES	2,073,000	163,255	(1,909,745)
DISABILITY FEES & SERVICES	3,090,300	412,181	(2,678,119)
COMPUTER SERVICES & SUPPORT	5,129,600	1,473,513	(3,656,087)
EDUCATIONAL EXPENSES	1,381,300	149,028	(1,232,272)
MISCELLANEOUS	759,000	181,401	(577,599)
TOTAL	\$32,584,100	\$6,925,867	(\$25,658,233)

^{*} All amounts rounded to the nearest dollar.

BOARD OF RETIREMENT

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
				_
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$11,000	\$469	(\$10,531)
9182	TRAVEL	82,500	5,617	(76,883)
	TOTAL	93,500	6,086	(87,414)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	44,000	0	(44,000)
9962	REGISTRATION FEES	30,000	1,570	(28,430)
9963	EDUCATIONAL MATERIALS	12,000	1,324	(10,676)
	TOTAL	86,000	2,894	(83,106)
	MISCELLANEOUS			
9983	OFF-SITE BOARD MEETING EXPENSE	45,000	0	(45,000)
9984	FOOD/BEVERAGES	12,000	0	(12,000)
	TOTAL	57,000	0	(57,000)
	GRAND TOTAL	\$236,500	\$8,981	(\$227,519)

^{*} All amounts rounded to the nearest dollar.

BOARD OF INVESTMENTS

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$26,000	\$1,344	(\$24,656)
		. ,	. ,	, ,
9182	TRAVEL	220,000	30,426	(189,574)
	TOTAL	246,000	31,770	(214,230)
9961 9962 9963	EDUCATIONAL EXPENSES MEMBERSHIPS REGISTRATION FEES EDUCATIONAL MATERIALS TOTAL	135,000 60,000 5,000 200,000	14,499 10,560 911 25,970	(120,501) (49,440) (4,089) (174,030)
	MISCELLANEOUS			
9983	OFF-SITE BOARD MEETING EXPENSE	100,000	66,879	(33,121)
9984	FOOD/BEVERAGES	5,000	3,560	(1,440)
	TOTAL	105,000	70,439	(34,561)
	GRAND TOTAL	\$551,000	\$128,179	(\$422,821)

^{*}All amounts rounded to the nearest dollar.

ADMINISTRATIVE SERVICES DIVISION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY	\$2,813,145 457,800	\$394,309 54,360	(\$2,418,836) (403,440)
LACERA INTERN PROGRAM	0	0-1,000	0
STIPENDS	0	0	0
OVERTIME	35,700	1,354	(34,346)
BILINGUAL BONUS	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	6,900	850	(6,050)
SICKLEAVE BUYBACK	7,300	5,857	(1,443)
TOTAL SALARIES & OTHER PAYS	\$3,320,845	\$456,730	(\$2,864,115)
VARIABLE BENEFITS			
RETIREMENT	699,192	90,412	(608,780)
FICA CONTRIBUTION	49,858	6,301	(43,557)
COUNTY SUBSIDY - INSURANCE	171,387	8,984	(162,403)
OPTIONS PLAN	694,482	72,067	(622,415)
LIFE INSURANCE	1,614	284	(1,330)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	11,598	0	(11,598)
THRIFT PLAN / HORIZONS	109,078	12,242	(96,836)
SAVINGS PLAN	34,019	3,041	(30,978)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	139,998	15,934	(124,064)
TOTAL VARIABLE BENEFITS	\$1,911,226	\$209,265	(\$1,701,961)
OPEB CONTRIBUTION	99,927	26,072	(73,855)
OTHER BENEFITS	180,309	32,637	(147,672)
TOTAL EMPLOYEE BENEFITS	\$2,191,462	\$267,973	(\$1,923,489)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$5,512,307	\$724,704	(\$4,787,604)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

ADMINISTRATIVE SERVICES DIVISION

	_	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	AUTO EXPENSES			
9102	AUTO MAINTENANCE/REPAIR	\$10,000	(\$803)	(\$10,803)
9103	GAS	1,000	39	(961)
9105	LICENSE FEES	500	0	(500)
9106	SPECIAL ORDER - AUTOMOBILE	0	21,128	21,128
	TOTAL	11,500	20,364	8,864
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	2,300	0	(2,300)
9182	TRAVEL _	15,300	0	(15,300)
	TOTAL	17,600	0	(17,600)
	POSTAGE			
9201	POSTAGE METER	300,000	300,000	0
9204	CALLER BOX SERVICE ANNUAL FEE	1,500	1,670	170
	TOTAL	301,500	301,670	170
	STATIONERY AND FORMS			
9264	MISC STATIONERY & FORMS	1,000	0	(1,000)
0_0.	TOTAL	1,000	0	(1,000)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	27,000	1,271	(25,729)
9305	SAFETY AND HEALTH SUPPLIES	40,000	1,653	(38,347)
9306	COMPUTER SUPPLIES	60,000	7,618	(52,382)
9307	STANDARD STOCK	110,000	13,619	(96,381)
9337	OFFICE FURNISHINGS	60,000	1,352	(58,648)
9352	ERGONOMIC ITEMS	1,000	0	(1,000)
	TOTAL	298,000	25,512	(272,488)
	INSURANCE			
9381	FIDUCIARY INSURANCE	500,000	439,511	(60,489)
9382	UMBRELLA POLICY	27,000	16,592	(10,408)
9384	EARTHQUAKE/FLOOD	88,000	98,789	10,789
9386	CRIME INSURANCE POLICY	24,000	21,761	(2,239)
9387	BUSINESS PACKAGE	68,000	46,094	(21,906)
9388	EMPLOYMENT PRACTICE LIABILITY INSURANCE	245,000	222,111	(22,889)
9390	CYBER LIABILITY INSURANCE	520,000	363,280	(156,720)
9391	TERRORISM INSURANCE	9,700	8,293	(1,407)
	TOTAL	1,481,700	1,216,432	(265,268)

ADMINISTRATIVE SERVICES DIVISION

	_	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	EQUIPMENT MAINTENANCE			
9401	FAX MACHINES	\$1,000	\$0	(\$1,000)
9423	TIME CLOCK MAINTENANCE	300	0	(300)
9426	SECURITY SYSTEM (PANIC BUTTONS)	2,000	225	(1,775)
	TOTAL	3,300	225	(3,075)
	EQUIPMENT RENTS AND LEASES			
9452	MAILING EQUIPMENT	30,000	2,675	(27,325)
9463	PRODUCTION COPIERS - LEASES	220,000	66,449	(153,551)
	TOTAL	250,000	69,125	(180,875)
	BUILDING COSTS			
9476	BUILDING OPERATIONAL COSTS	6,490,000	1,431,144	(5,058,856)
9477	OVERTIME HVAC/LIGHTING	135,000	16,817	(118,183)
9480	FACILITIES MAINTENANCE	175,000	14,032	(160,968)
9481	RENOVATION PROJECTS	1,000,000	23,534	(976,466)
	TOTAL	7,800,000	1,485,528	(6,314,472)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9552	BUSINESS CONTINUITY SERVICES	75,000	5,700	(69,300)
9553	ARCHIVE/ OFF-SITE STORAGE	75,000	13,551	(61,449)
9677	SHREDDING SERVICE	30,000	12,083	(17,917)
9685	COURIER SERVICE	25,000	1,451	(23,549)
9686	FURNITURE OFF-SITE STORAGE	21,000	8,179	(12,821)
9688	UNIVERSAL MAIL DELIVERY SERVICE	8,000	2,099	(5,901)
9689	NEXT DAY MAIL DELIVERY SERVICE	50,000	7,372	(42,628)
9723	BROKERAGE SERVICES FEE	110,000	94,000	(16,000)
	TOTAL	394,000	144,435	(249,565)
0004	EDUCATIONAL EXPENSES	5.000	0.17	(4.050)
9961	MEMBERSHIPS	5,000	347	(4,653)
9962	REGISTRATION FEES	20,000	0	(20,000)
9963	EDUCATIONAL MATERIALS	500	0	(500)
	TOTAL	25,500	347	(25,153)
0000	MISCELLANEOUS	40.000	0.404	(7.070)
9986	MISCELLANEOUS	10,000	2,124	(7,876)
9990	RIDESHARE _ TOTAL	2,000	0 2,124	(2,000)
	GRAND TOTAL _	12,000 \$10,596,100	\$3,265,762	(9,876) (\$7,330,338)
	=	. , ,	. ,,	(. ,,)

^{*}All amounts rounded to the nearest dollar.

BENEFITS DIVISION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$6,799,486	\$1,422,052	(\$5,377,434)
AGENCY TEMPORARY	62,200	3,615	(58,585)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	426,400	174,194	(252,206)
BILINGUAL BONUS	3,600	750	(2,850)
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	16,300	0	(16,300)
SICKLEAVE BUYBACK	12,000	10,982	(1,018)
TOTAL SALARIES & OTHER PAYS	\$7,319,986	\$1,611,593	(\$5,708,393)
VARIABLE BENEFITS			
RETIREMENT	\$1,890,248	\$306,711	(\$1,583,537)
FICA CONTRIBUTION	141,814	24,471	(117,343)
COUNTY SUBSIDY - INSURANCE	164,832	15,913	(148,919)
OPTIONS PLAN	1,343,816	232,815	(1,111,001)
LIFE INSURANCE	8,132	1,373	(6,759)
HEALTH INSURANCE TEMPS	233,571	23,981	(209,590)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	297,861	45,639	(252,222)
SAVINGS PLAN	50,674	5,359	(45,315)
PENSION SAVINGS PLAN	27,320	2,922	(24,398)
MEGAFLEX	207,706	26,310	(181,396)
TOTAL VARIABLE BENEFITS	\$4,365,975	\$685,495	(\$3,680,480)
OPEB CONTRIBUTION	241,527	63,017	(178,510)
OTHER BENEFITS	435,814	78,884	(356,930)
TOTAL EMPLOYEE BENEFITS	\$5,043,315	\$827,396	(\$4,215,919)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$12,363,302	\$2,438,989	(\$9,924,313)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

BENEFITS DIVISION

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION AND TRAVEL TRANSPORTATION	#0.400	ΦO	(¢0.400)
		\$2,100	\$0	(\$2,100)
9182	TRAVEL	5,200	0	(5,200)
	TOTAL	7,300	0	(7,300)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	3,400	22	(3,378)
	TOTAL	3,400	22	(3,378)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9516	RECORD SEARCHES	1,000	0	(1,000)
9572	PENSION BENEFIT INFORMATION	15,000	400	(14,600)
9674	MEMBER VERIFICATION	25,000	4,790	(20,210)
	TOTAL	41,000	5,190	(35,810)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	2,400	0	(2,400)
9962	REGISTRATION FEES	31,000	0	(31,000)
9963	EDUCATIONAL MATERIALS	200	0	(200)
	TOTAL	33,600	0	(33,600)
	MISCELLANEOUS			
9986	MISCELLANEOUS	800	0	(800)
, , , ,	TOTAL	800	0	(800)
	GRAND TOTAL	\$86,100	\$5,212	(\$80,888)

^{*}All amounts rounded to the nearest dollar.

COMMUNICATIONS

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$1,263,940	\$210,923	(\$1,053,017)
AGENCY TEMPORARY LACERA INTERN PROGRAM	331,000	20,405	(310,595)
STIPENDS	0 0	0	0
OVERTIME	4,500	78	(4,422)
BILINGUAL BONUS	0	0	(4,422)
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	1,000	0	(1,000)
SICKLEAVE BUYBACK	3,500	0	(3,500)
TOTAL SALARIES & OTHER PAYS	1,603,940	231,406	(1,372,534)
VARIABLE BENEFITS			
RETIREMENT	337,557	47,546	(290,011)
FICA CONTRIBUTION	23,928	3,233	(20,695)
COUNTY SUBSIDY - INSURANCE	113,214	8,420	(104,794)
OPTIONS PLAN	172,914	20,829	(152,085)
LIFE INSURANCE	215	61	(154)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	40,245	3,586	(36,659)
SAVINGS PLAN PENSION SAVINGS PLAN	32,536	3,333	(29,203)
MEGAFLEX	0 149,730	0 13,686	(136.044)
TOTAL VARIABLE BENEFITS	870,339	100,693	(136,044)
TOTAL VARIABLE BENEFITS	870,339	100,693	(769,646)
OPEB CONTRIBUTION	44,897	11,714	(33,183)
OTHER BENEFITS	81,012	14,664	(66,348)
TOTAL EMPLOYEE BENEFITS	\$996,248	\$127,071	(\$869,177)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$2,600,188	\$358,477	(\$2,241,711)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

COMMUNICATIONS

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$700	\$0	(\$700)
9182	TRAVEL	16,900	0	(16,900)
	TOTAL	17,600	0	(17,600)
	POSTAGE			
9205	NEWSLETTER POSTAGE	215,000	56,664	(158,336)
9203	ANNUAL BENEFITS STATEMENT POSTAGE	97,200	18,640	(78,560)
9207	MISCELLANEOUS MAILINGS	30,000	19,500	, , , , , , , , , , , , , , , , , , , ,
9210	TOTAL	342,200	94,804	(10,500) (247,396)
	TOTAL	342,200	94,004	(247,390)
	STATIONERY AND FORMS			
9233	DISABILITY RETIREMENT APPEAL	7,500	0	(7,500)
9235	PLANS BROCHURES	80,000	23,681	(56,319)
9237	SURVIVOR - BROCHURES	2,000	0	(2,000)
9239	WITHDRAWAL/RECIPROCITY - BROCHURES	10,000	0	(10,000)
9240	ANNUAL REPORT	55,000	70	(54,930)
9242	ANNUAL BENEFITS STATEMENT	150,000	16,311	(133,689)
9246	FORMS	25,000	0	(25,000)
9249	LACERA CALENDARS	10,000	0	(10,000)
9253	NEW MEMBER WELCOME PACKAGE	10,000	0	(10,000)
9255	PRE-RET GUIDE	35,000	14,942	(20,058)
9256	POSTSCRIPT PRINTING	140,000	31,176	(108,824)
9259	RETIREES - INSERTS	3,500	0	(3,500)
9261	SPOTLIGHT PRINTING	120,000	57,614	(62,386)
9262	SURVEY	2,500	0	(2,500)
9263	UNANTICIPATED PROJECTS	36,000	6,948	(29,052)
9265	SPECIALIZED MAILINGS	60,000	692	(59,308)
9266	DIRECT DEPOSIT BROCHURES	3,000	0	(3,000)
9267	Q & A BROCHURES	8,000	0	(8,000)
9268	TRANSFER BROCHURES	5,000	0	(5,000)
9269	DISABILITY RETIREMENT PACKETS	15,000	0	(15,000)
9274	STATIONERY	50,000	18,980	(31,020)
9280	ANNUAL BENEFIT STATEMENT PDF/CD'S	16,000	2,222	(13,778)
9281	ESTIMATE PACKAGE	3,200	0	(3,200)
9282	NEW RETIREE PACKAGE	5,000	0	(5,000)
9283	POWER OF ATTORNEY	15,000	0	(15,000)
9285	RETIREMENT UNIVERSITY	85,000	0	(85,000)
9286	COMMUNITY PROPERTY GUIDE	5,000	0	(5,000)
9287	CASE MANAGEMENT	25,000	0	(25,000)
	TOTAL	981,700	172,635	(809,065)

COMMUNICATIONS

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	\$6,000	\$422	(\$5,578)
	TOTAL	6,000	422	(5,578)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9627	NEWSLETTER MAILINGS	35,000	0	(35,000)
9628	HR CONFERENCE/FORUM	2,000	0	(2,000)
9719	CAMPAIGNS	70,000	7,990	(62,010)
9726	WIRE SERVICE	3,000	0	(3,000)
9727	MISCELLANEOUS VIDEO PRODUCTION	30,000	11,667	(18,333)
	TOTAL	140,000	19,657	(120,343)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	400	0	(400)
9962	REGISTRATION FEES	25,000	1,928	(23,072)
9963	EDUCATIONAL MATERIALS	4,000	0	(4,000)
	TOTAL	29,400	1,928	(27,472)
	MISCELLANEOUS			
9986	MISCELLANEOUS	600	0	(600)
	TOTAL	600	0	(600)
	GRAND TOTAL	\$1,517,500	\$289,446	(\$1,228,054)

^{*}All amounts rounded to the nearest dollar.

DISABILITY LITIGATION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$1,461,729	\$293,275	(\$1,168,454)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	2,800	491	(2,309)
BILINGUAL BONUS	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	900	0	(900)
SICKLEAVE BUYBACK	0	0	0
TOTAL SALARIES & OTHER PAYS	\$1,465,429	\$293,766	(\$1,171,663)
VARIABLE BENEFITS			
RETIREMENT	360,153	64,118	(296,035)
FICA CONTRIBUTION	25,658	4,387	(21,271)
COUNTY SUBSIDY - INSURANCE	86,456	13,697	(72,759)
OPTIONS PLAN	0	0	0
LIFE INSURANCE	0	0	0
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	62,028	10,795	(51,233)
SAVINGS PLAN	80,119	11,945	(68,174)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	284,585	36,854	(247,731)
TOTAL VARIABLE BENEFITS	\$899,000	\$141,797	(\$757,203)
OPEB CONTRIBUTION	51,923	13,547	(38,376)
OTHER BENEFITS	93,690	16,958	(76,732)
TOTAL EMPLOYEE BENEFITS	\$1,044,612	\$172,302	(\$872,310)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$2,510,041	\$466,068	(\$2,043,973)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

DISABILITY LITIGATION

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	AUTO EXPENSES			
9102	AUTO MAINTENANCE/REPAIR	\$1,000	\$0	(\$1,000)
9103	GAS	800	159	(641)
9105	LICENSE FEES	600	568	(32)
	TOTAL	2,400	727	(1,673)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	1,000	0	(1,000)
9182	TRAVEL	6,100	0	(6,100)
	TOTAL	7,100	0	(7,100)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	1,800	0	(1,800)
	TOTAL	1,800	0	(1,800)
	LEGAL FEES AND SERVICES			
9772	OUTSIDE LEGAL COUNSEL	2,500	0	(2,500)
9777	LITIGATION SUPPORT	500	0	(500)
	TOTAL	3,000	0	(3,000)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	3,500	0	(3,500)
9962	REGISTRATION FEES	3,000	0	(3,000)
9963	EDUCATIONAL MATERIALS	30,000	5,515	(24,485)
	TOTAL	36,500	5,515	(30,985)
	MISCELLANEOUS			
9986	MISCELLANEOUS	300	0	(300)
	TOTAL	300	0	(300)
	GRAND TOTAL	\$51,100	\$6,242	(\$44,858)

^{*}All amounts rounded to the nearest dollar.

DISABILITY RETIREMENT

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$4,579,337	\$839,934	(\$3,739,403)
AGENCY TEMPORARY	138,100	40,449	(97,651)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	103,600	36,111	(67,489)
BILINGUAL BONUS	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	4,500	0	(4,500)
SICKLEAVE BUYBACK	6,000	1,881	(4,119)
TOTAL SALARIES & OTHER PAYS	\$4,831,537	\$918,375	(\$3,913,162)
VARIABLE BENEFITS			
RETIREMENT	1,301,041	194,965	(1,106,076)
FICA CONTRIBUTION	88,146	13,891	(74,255)
COUNTY SUBSIDY - INSURANCE	445,646	59,961	(385,685)
OPTIONS PLAN	283,139	42,153	(240,986)
LIFE INSURANCE	1,952	236	(1,716)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	178,848	26,352	(152,496)
SAVINGS PLAN	125,714	19,841	(105,873)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	715,890	91,079	(624,811)
TOTAL VARIABLE BENEFITS	\$3,140,378	\$448,478	(\$2,691,900)
OPEB CONTRIBUTION	162,664	42,441	(120,223)
OTHER BENEFITS	293,514	53,127	(240,387)
TOTAL EMPLOYEE BENEFITS	\$3,596,554	\$544,046	(\$3,052,508)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$8,428,093	\$1,462,421	(\$6,965,672)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

DISABILITY RETIREMENT

PROFESSIONAL AND SPECIALIZED SERVICES 9673 PHOTOCOPIES OF DOCUMENTS 215,000 38,064 (176,936 9695 JOB ANALYST 20,000 8,413 (11,588 TOTAL 235,000 46,476 (188,524) LEGAL FEES AND SERVICES 9772 OUTSIDE LEGAL COUNSEL 20,000 0 (20,000 TOTAL 20,000 0 (20,000) DISABILITY FEES AND SERVICES 9802 HEARING OFFICER FEES 120,000 5,060 (114,940) 9803 MEDICAL FEES 2,800,000 396,628 (2,403,372) 9804 COURT REPORTER 25,000 10,493 (14,507) 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000) 9806 DATABASE SEARCHES 300 0 (300) 9807 MEDICAL ADVISOR 125,000 0 (125,000) TOTAL 3,090,300 412,181 (2,678,119) EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (200 9963 EDUCATIONAL MATERIALS 500 0 (10,000) 9964 MISCELLANEOUS 300 630 330				BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
TRANSPORTATION \$1,500 \$0 \$1,500		TRANSPORTATION	AND TRAVEL			
TRAVEL	0101		AND TRAVEL	¢1 500	0.9	(¢1 500)
TOTAL 7,700 252 (7,448 7,448 7,700 252 (7,448 7,448 7,700 7,448 7,448 7,700 7,448						
SPECIAL ORDERS/MINOR EQUIPMENT 5,000 0 (5,000 TOTAL 5,000 38,064 (176,936 39695 JOB ANALYST 20,000 8,413 (11,588 20,000 46,476 (188,524 10,000 TOTAL 20,000 0 (20,000 TOTAL 20,000 0 (20,000 TOTAL 20,000 0 (20,000 TOTAL 20,000 0 (20,000 TOTAL 20,000 396,628 (2,403,372 4,507	3102	IIVAVLL	TOTAL			
SPECIAL ORDERS/MINOR EQUIP TOTAL 5,000 0 (5,000			TOTAL	1,100	202	(1,440)
PROFESSIONAL AND SPECIALIZED SERVICES		OFFICE SUPPLIES	AND EQUIPMENT			
PROFESSIONAL AND SPECIALIZED SERVICES 9673 PHOTOCOPIES OF DOCUMENTS 215,000 38,064 (176,936 9695 JOB ANALYST 20,000 8,413 (11,588 TOTAL 235,000 46,476 (188,524) LEGAL FEES AND SERVICES 9772 OUTSIDE LEGAL COUNSEL 20,000 0 (20,000 TOTAL 20,000 0 (20,000) DISABILITY FEES AND SERVICES 9802 HEARING OFFICER FEES 120,000 5,060 (114,940) 9803 MEDICAL FEES 2,800,000 396,628 (2,403,372) 9804 COURT REPORTER 25,000 10,493 (14,507) 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000) 9806 DATABASE SEARCHES 300 0 (300) 9807 MEDICAL ADVISOR 125,000 0 (125,000) TOTAL 3,090,300 412,181 (2,678,119) EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (200 9963 EDUCATIONAL MATERIALS 500 0 (10,000) 9964 MISCELLANEOUS 300 630 330	9302	SPECIAL ORDERS/N	MINOR EQUIP	5,000	0	(5,000)
9673 PHOTOCOPIES OF DOCUMENTS 215,000 38,064 (176,936 9695 JOB ANALYST 20,000 8,413 (11,588 TOTAL 235,000 46,476 (188,524 LEGAL FEES AND SERVICES 9772 OUTSIDE LEGAL COUNSEL TOTAL 20,000 0 (20,000) DISABILITY FEES AND SERVICES 9802 HEARING OFFICER FEES 120,000 5,060 (114,940) 9803 MEDICAL FEES 2,800,000 396,628 (2,403,372) 9804 COURT REPORTER 25,000 10,493 (14,507) 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000) 9806 DATABASE SEARCHES 300 0 (300) 9807 MEDICAL ADVISOR 125,000 0 (125,000) 9907 TOTAL 3,090,300 412,181 (2,678,119) EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (500) 9962 REGISTRATION FEES <td< td=""><td></td><td></td><td>TOTAL</td><td>5,000</td><td>0</td><td>(5,000)</td></td<>			TOTAL	5,000	0	(5,000)
9673 PHOTOCOPIES OF DOCUMENTS 215,000 38,064 (176,936 9695 JOB ANALYST 20,000 8,413 (11,588 TOTAL 235,000 46,476 (188,524 LEGAL FEES AND SERVICES 9772 OUTSIDE LEGAL COUNSEL TOTAL 20,000 0 (20,000) DISABILITY FEES AND SERVICES 9802 HEARING OFFICER FEES 120,000 5,060 (114,940) 9803 MEDICAL FEES 2,800,000 396,628 (2,403,372) 9804 COURT REPORTER 25,000 10,493 (14,507) 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000) 9806 DATABASE SEARCHES 300 0 (300) 9807 MEDICAL ADVISOR 125,000 0 (125,000) 9907 TOTAL 3,090,300 412,181 (2,678,119) EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (500) 9962 REGISTRATION FEES <td< td=""><td></td><td>DDOFFOOIONAL AND</td><td>ID ODEOLAL IZED OEDVIOEO</td><td></td><td></td><td></td></td<>		DDOFFOOIONAL AND	ID ODEOLAL IZED OEDVIOEO			
10	0670			245 000	20.064	(476.026)
TOTAL 235,000 46,476 (188,524			DOCUMENTS			,
Section Color Co	9095	JOB ANALYST	TOTAL			, ,
9772 OUTSIDE LEGAL COUNSEL TOTAL 20,000 0 (20,000 to 0) DISABILITY FEES AND SERVICES 9802 HEARING OFFICER FEES 120,000 5,060 (114,940 to 980 to 98,628 to			TOTAL	235,000	40,470	(100,324)
9772 OUTSIDE LEGAL COUNSEL TOTAL 20,000 0 (20,000 to 0) DISABILITY FEES AND SERVICES 9802 HEARING OFFICER FEES 120,000 5,060 (114,940 to 980 to 98,628 to		LEGAL FEES AND S	SERVICES			
DISABILITY FEES AND SERVICES	9772			20.000	0	(20.000)
9802 HEARING OFFICER FEES 120,000 5,060 (114,940 9803 MEDICAL FEES 2,800,000 396,628 (2,403,372 9804 COURT REPORTER 25,000 10,493 (14,507 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000 9806 DATABASE SEARCHES 300 0 (300 9807 MEDICAL ADVISOR 125,000 0 (125,000 TOTAL 3,090,300 412,181 (2,678,119 EDUCATIONAL EXPENSES 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS						(20,000)
9802 HEARING OFFICER FEES 120,000 5,060 (114,940 9803 MEDICAL FEES 2,800,000 396,628 (2,403,372 9804 COURT REPORTER 25,000 10,493 (14,507 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000 9806 DATABASE SEARCHES 300 0 (300 9807 MEDICAL ADVISOR 125,000 0 (125,000 TOTAL 3,090,300 412,181 (2,678,119 EDUCATIONAL EXPENSES 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS						,
9803 MEDICAL FEES 2,800,000 396,628 (2,403,372) 9804 COURT REPORTER 25,000 10,493 (14,507) 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000) 9806 DATABASE SEARCHES 300 0 (300) 9807 MEDICAL ADVISOR 125,000 0 (125,000) TOTAL 3,090,300 412,181 (2,678,119) EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200) 9962 REGISTRATION FEES 10,000 0 (10,000) 9963 EDUCATIONAL MATERIALS 500 0 (500) TOTAL 10,700 0 (10,700) MISCELLANEOUS		DISABILITY FEES AN	D SERVICES			
9804 COURT REPORTER 25,000 10,493 (14,507 9805 INVESTIGATIVE SERVICES 20,000 0 (20,000 9806 DATABASE SEARCHES 300 0 (300 9807 MEDICAL ADVISOR 125,000 0 (125,000 TOTAL 3,090,300 412,181 (2,678,119 EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330		HEARING OFFICER	FEES	•	•	(114,940)
9805 INVESTIGATIVE SERVICES 20,000 0 (20,000 9806 DATABASE SEARCHES 300 0 (300 9807 MEDICAL ADVISOR 125,000 0 (125,000 TOTAL 3,090,300 412,181 (2,678,119 EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330		MEDICAL FEES			•	(2,403,372)
9806 DATABASE SEARCHES 300 0 (300 9807 MEDICAL ADVISOR 125,000 0 (125,000 TOTAL 3,090,300 412,181 (2,678,119 EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330					•	,
9807 MEDICAL ADVISOR 125,000 0 (125,000 TOTAL 3,090,300 412,181 (2,678,119 EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330				•		
TOTAL 3,090,300 412,181 (2,678,119 EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330			HES			
## EDUCATIONAL EXPENSES 9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700	9807	MEDICAL ADVISOR	TOTAL			· · ·
9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330			TOTAL	3,090,300	412,181	(2,678,119)
9961 MEMBERSHIPS 200 0 (200 9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330		EDUCATIONAL EXP	FNSFS			
9962 REGISTRATION FEES 10,000 0 (10,000 9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330	9961		LNOLO	200	0	(200)
9963 EDUCATIONAL MATERIALS 500 0 (500 TOTAL 10,700 0 (10,700			-s			
TOTAL 10,700 0 (10,700 MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330						, ,
MISCELLANEOUS 9986 MISCELLANEOUS 300 630 330						(10,700)
9986 MISCELLANEOUS				, -		(, -1/
		MISCELLANEOUS				
TOTAL 300 630 330	9986	MISCELLANEOUS				330
			TOTAL			330
GRAND TOTAL \$3,369,000 \$459,539 (\$2,909,461		GRAND TOTAL		\$3,369,000	\$459,539	(\$2,909,461)

^{*}All amounts rounded to the nearest dollar.

EXECUTIVE OFFICE

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS	\$2,218,354 645,200 0 65,000	\$367,529 189,873 0 6,663	(\$1,850,825) (455,327) 0 (58,337)
OVERTIME BILINGUAL BONUS TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK	27,600 0 7,200 1,400 0	7,579 0 3,000 0	(20,021) 0 (4,200) (1,400) 0
TOTAL SALARIES & OTHER PAYS VARIABLE BENEFITS	\$2,964,754	\$574,644	(\$2,390,110)
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN	503,234 43,978 198,404 0 0 0	74,731 6,343 19,884 0 0 0	(428,503) (37,635) (178,520) 0 0
THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	80,890 119,002 0 473,367 \$1,418,876	11,140 14,049 0 52,950 \$179,096	(69,750) (104,953) 0 (420,417) (\$1,239,780)
OPEB CONTRIBUTION	78,799	20,559	(58,240)
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS	142,186 \$1,639,860	25,736 \$225,392	(116,450) (\$1,414,468)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$4,604,615	\$800,036	(\$3,804,579)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

EXECUTIVE OFFICE

				OVER/(UNDER)
	_	BUDGET	YTD ACTUAL	BUDGET
	AUTO EXPENSES			
9102	AUTO MAINTENANCE/REPAIR	\$5,000	\$144	(¢4 956)
9102	GAS	ъ5,000 6,500	φ144 845	(\$4,856) (5,655)
9105	LICENSE FEES	1,500	446	(1,054)
9103	TOTAL	13,000	1,436	(1,564)
	TOTAL	13,000	1,430	(11,504)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	4,100	41	(4,059)
9182	TRAVEL	45,700	4,621	(41,079)
	TOTAL	49,800	4,662	(45,138)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	3,000	2,110	(890)
	TOTAL	3,000	2,110	(890)
				, ,
	PROFESSIONAL AND SPECIALIZED SERVICES			
9672	IMPROVEMENT PROJECTS	80,000	0	(80,000)
9714	SECURITY ASSESSMENT & MONITORING	100,000	0	(100,000)
9716	PUBLIC & MEDIA RELATIONS	250,000	97,272	(152,728)
9724	STRATEGIC PLANNING	25,000	0	(25,000)
9725	SOFTWARE SUBSCRIPTION SERVICES	62,000	0	(62,000)
	TOTAL	517,000	97,272	(419,728)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	25,000	6,011	(18,989)
9962	REGISTRATION FEES	43,500	4,345	(39,155)
9963	EDUCATIONAL MATERIALS	10,000	594	(9,406)
	TOTAL	78,500	10,950	(67,550)
	MOSTILANTONO			
9982	MISCELLANEOUS EMPLOYEE RECOGNITION PROGRAM	2,000	375	(1,625)
9984	FOOD/BEVERAGES	2,500	1,870	(630)
9986	MISCELLANEOUS	6,000	230	(5,770)
9900	TOTAL	10,500	2,475	(8,025)
	GRAND TOTAL	\$671,800	\$118,905	(\$552,895)
	SIMILE ISINE	Ψοι 1,000	Ψ110,000	(4002,000)

^{*}All amounts rounded to the nearest dollar.

FINANCIAL AND ACCOUNTING SERVICES DIVISION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$2,752,536	\$512,164	(\$2,240,372)
AGENCY TEMPORARY	776,700	151,227	(625,473)
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	64,700	24,580	(40,120)
BILINGUAL BONUS	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	7,500	0	(7,500)
SICKLEAVE BUYBACK	12,000	4,214	(7,786)
TOTAL SALARIES & OTHER PAYS	\$3,613,436	\$692,186	(\$2,921,251)
VARIABLE BENEFITS			
RETIREMENT	653,775	103,123	(550,652)
FICA CONTRIBUTION	46,814	8,244	(38,570)
COUNTY SUBSIDY - INSURANCE	73,880	5,071	(68,809)
OPTIONS PLAN	555,358	74,264	(481,094)
LIFE INSURANCE	1,760	345	(1,415)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	120,470	16,499	(103,971)
SAVINGS PLAN	18,088	1,928	(16,160)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	77,659	6,627	(71,032)
TOTAL VARIABLE BENEFITS	\$1,547,806	\$216,099	(\$1,331,707)
OPEB CONTRIBUTION	97,774	25,510	(72,264)
OTHER BENEFITS	176,424	31,933	(144,491)
TOTAL EMPLOYEE BENEFITS	\$1,822,002	\$273,543	(\$1,548,459)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$5,435,440	\$965,729	(\$4,469,711)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

FINANCIAL AND ACCOUNTING SERVICES DIVISION

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$3,000	\$0	(\$3,000)
9182	TRAVEL	26,300	0	(26,300)
	TOTAL	29,300	0	(29,300)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	6,000	9	(5,991)
	TOTAL	6,000	9	(5,991)
	BANK SERVICES			
9753	BANK CHARGES - STATE STREET	200,000	48,757	(151,243)
	TOTAL	200,000	48,757	(151,243)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	7,000	2,301	(4,699)
9962	REGISTRATION FEES	7,000	225	(6,775)
9963	EDUCATIONAL MATERIALS	2,000	0	(2,000)
	TOTAL	16,000	2,526	(13,474)
	MISCELLANEOUS			
9986	MISCELLANEOUS	2,000	0	(2,000)
	TOTAL	2,000	0	(2,000)
	GRAND TOTAL	\$253,300	\$51,292	(\$202,008)

^{*}All amounts rounded to the nearest dollar.

HUMAN RESOURCES

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK	\$2,200,574 139,000 288,000 0 4,700 0 0 1,700	\$255,137 64,556 6,016 0 4,543 0 0	(\$1,945,437) (74,444) (281,984) 0 (157) 0 0 (1,700)
TOTAL SALARIES & OTHER PAYS	\$2,633,974	\$330,251	(\$2,303,723)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	565,562 38,599 291,356 0 0 0 106,210 104,110 0 444,965 \$1,550,803	63,032 4,083 20,617 0 0 0 9,167 9,544 0 32,324 \$138,767	(502,530) (34,516) (270,739) 0 0 0 (97,043) (94,566) 0 (412,641) (\$1,412,036)
OPEB CONTRIBUTION	78,167	20,395	(57,772)
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	141,046 \$1,770,015 \$4,403,991	25,530 \$184,692 \$514,943	(115,516) (\$1,585,323) (\$3,889,048)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

HUMAN RESOURCES

	<u>-</u>	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$1,200	\$0	(\$1,200)
9182	TRAVEL	9,600	0	(9,600)
	TOTAL	10,800	0	(10,800)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	3,000	207	(2,793)
	TOTAL	3,000	207	(2,793)
	PARKING FEES			
9491	GATEWAY PLAZA	480,000	135,097	(344,903)
9492	MUSIC CENTER	2,000	0	(2,000)
	TOTAL	482,000	135,097	(346,903)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9504	PAYROLL SERVICES	205,000	(3,243)	(208,243)
9510	FINGERPRINTING SERVICES	3,500	1,077	(2,423)
9511	SECURITY SERVICES - SHERIFF	16,000	3,380	(12,620)
9512	PAYROLL ENV, DUPLICATE W2'S - AUD	300	45	(255)
9513	PERSONNEL SRVCS - HUMAN RESOURCES	62,000	6,511	(55,489)
9547	HUMAN RESOURCES CONSULTING	215,000	31,999	(183,001)
9694	BACKGROUND CHECKS	3,000	1,373	(1,627)
9700	OHS PHYSICALS	1,000	0	(1,000)
9711	REQUEST FOR ACCOMMODATIONS	35,000	4,844	(30,156)
9718	LEAVE CASE MANAGEMENT PROGRAM	47,500	6,604	(40,896)
9721	ORGANIZATIONAL PROGRAMS	200,000	0	(200,000)
	TOTAL	788,300	52,590	(735,710)
	COMPUTER SERVICES & SUPPORT			
9838	MISC SOFTWARE PACKAGES	50,000	300	(49,700)
	TOTAL	50,000	300	(49,700)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	6,000	595	(5,405)
9962	REGISTRATION FEES	15,000	771	(14,229)
9963	EDUCATIONAL MATERIALS	6,000	0	(6,000)
9966	DEPARTMENTAL TRAINING	250,000	31,588	(218,413)
9967	TUITION REIMBURSEMENT PROGRAM	75,000	21,190	(53,810)
9968	MOU TRAINING ALLOCATION	100,000	6,387	(93,613)
9969	MENTORING PROGRAM	35,000	0	(35,000)
9970	FORUM _	22,000	0	(22,000)
	TOTAL	509,000	60,531	(448,469)

HUMAN RESOURCES

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	MISCELLANEOUS			
9981	RECRUITMENT	\$465,000	\$99,118	(\$365,882)
9986	MISCELLANEOUS	1,500	0	(1,500)
9989	WEB DAY	5,000	1,203	(3,797)
9991	MANAGEMENT OFFSITE	25,000	1,190	(23,810)
	TOTAL	496,500	101,511	(394,989)
	GRAND TOTAL	\$2,339,600	\$350,235	(\$1,989,365)

^{*}All amounts rounded to the nearest dollar.

INTERNAL AUDIT SERVICES

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK	\$1,652,147 0 0 0 5,300 0 0 1,500 0	\$312,433 0 0 0 0 0 0 0 0	(\$1,339,714) 0 0 0 (5,300) 0 (1,500) 0
TOTAL SALARIES & OTHER PAYS VARIABLE BENEFITS	\$1,658,947	\$312,433	(\$1,346,514)
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	451,454 32,639 114,524 0 143 0 7,207 64,658 85,963 0 308,833 \$1,065,420	69,907 5,107 13,442 0 3 0 2,378 10,302 12,193 0 37,050 \$150,382	(381,547) (27,532) (101,082) 0 (140) 0 (4,829) (54,356) (73,770) 0 (271,783) (\$915,038)
OPEB CONTRIBUTION	58,686	15,312	(43,374)
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	105,895 \$1,230,002 \$2,888,948	19,167 \$184,862 \$497,294	(\$6,728) (\$1,045,140) (\$2,391,654)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

INTERNAL AUDIT SERVICES

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$2,000	\$307	(\$1,693)
9182	TRAVEL	15,000	3,967	(11,033)
	TOTAL	17,000	4,273	(12,727)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	1,200	129	(1,071)
	TOTAL	1,200	129	(1,071)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9541	AUDITS	650,000	68,475	(581,525)
9702	AUDIT COMMITTEE CONSULTANT	25,000	2,333	(22,667)
	TOTAL	675,000	70,808	(604,192)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	8,000	3,629	(4,371)
9962	REGISTRATION FEES	20,000	1,308	(18,692)
9963	EDUCATIONAL MATERIALS	2,500	0	(2,500)
	TOTAL	30,500	4,937	(25,563)
	MISCELLANEOUS			
9986	MISCELLANEOUS	500	0	(500)
	TOTAL	500	0	(500)
	GRAND TOTAL	\$724,200	\$80,148	(\$644,052)

^{*}All amounts rounded to the nearest dollar.

INVESTMENT OFFICE

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE	\$10,865,804 0 0 0 800 0 14,400 5,000	\$1,983,422 0 0 0 0 0 0 3,000	(\$8,882,382) 0 0 0 (800) 0 (11,400) (5,000)
SICKLEAVE BUYBACK TOTAL SALARIES & OTHER PAYS	<u>0</u> \$10,886,004	0 \$1,986,422	(\$8,899,582)
VARIABLE BENEFITS			· · · · /
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	1,849,349 213,517 795,993 0 0 0 0 387,097 386,930 0 2,274,164 \$5,907,050	303,027 31,809 83,017 0 0 0 49,798 58,208 0 246,446 \$772,305	(1,546,322) (181,708) (712,976) 0 0 0 0 (337,299) (328,722) 0 (2,027,718) (\$5,134,745)
OPEB CONTRIBUTION	385,968	100,729	(285,239)
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	696,446 \$6,989,464 \$17,875,467	126,059 \$999,093 \$2,985,515	(\$5,990,371) (\$14,889,952)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

INVESTMENT OFFICE

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$33,000	\$785	(\$32,215)
9182	TRAVEL	186,000	6,579	(179,421)
3102	TOTAL	219,000	7,364	(211,636)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	3,500	0	(3,500)
	TOTAL	3,500	0	(3,500)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	85,000	1,123	(83,877)
9962	REGISTRATION FEES	20,000	2,117	(17,883)
9963	EDUCATIONAL MATERIALS	20,000	3,307	(16,693)
	TOTAL	125,000	6,547	(118,453)
	MISCELLANEOUS			
9986	MISCELLANEOUS	1,000	843	(157)
	TOTAL	1,000	843	(157)
	GRAND TOTAL	\$348,500	\$14,753	(\$333,747)

^{*}All amounts rounded to the nearest dollar.

LEGAL SERVICES

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK TOTAL SALARIES & OTHER PAYS	\$4,320,931 179,400 0 0 19,900 2,400 0 2,500 0 \$4,525,131	\$601,415 60,284 0 0 5,078 0 0 0	(\$3,719,516) (119,116) 0 0 (14,822) (2,400) 0 (2,500) 0 (\$3,858,354)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	942,955 75,861 477,719 0 0 0 0 159,252 167,914 0 745,163 \$2,568,864	127,833 10,316 47,867 0 0 0 19,625 21,454 0 83,931	(815,122) (65,545) (429,852) 0 0 0 (139,627) (146,460) 0 (661,232) (\$2,257,838)
OPEB CONTRIBUTION	153,485	40,046	(113,439)
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	276,951 \$2,999,300 \$7,524,432	50,129 \$401,201 \$1,067,978	(\$25,822) (\$2,598,099) (\$6,456,454)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

LEGAL SERVICES

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	AUTO EXPENSES			
9102	AUTO MAINTENANCE/REPAIR	\$2,000	\$415	(\$1,585)
9103	GAS	1,500	468	(1,032)
9105	LICENSE FEES	400	0	(400)
	TOTAL	3,900	883	(3,017)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	3,600	78	(3,522)
9182	TRAVEL	18,200	4,093	(14,107)
	TOTAL	21,800	4,171	(17,629)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	499	(4,501)
	TOTAL	5,000	499	(4,501)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9543	LEGISLATIVE CONSULTING	280,000	103,500	(176,500)
9673	PHOTOCOPIES OF DOCUMENTS	300	0	(300)
	TOTAL	280,300	103,500	(176,800)
	LEGAL FEES AND SERVICES			
9771	ATTORNEY FEES AWARDS/SETTLEMENTS	40,000	0	(40,000)
9772	OUTSIDE LEGAL COUNSEL	2,000,000	163,255	(1,836,745)
9777	LITIGATION SUPPORT	10,000	0	(10,000)
	TOTAL	2,050,000	163,255	(1,886,745)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	18,000	3,800	(14,200)
9962	REGISTRATION FEES	18,000	1,384	(16,616)
9963	EDUCATIONAL MATERIALS	74,000	15,955	(58,045)
	TOTAL	110,000	21,139	(88,861)
	MISCELLANEOUS			
9986	MISCELLANEOUS	2,300	0	(2,300)
	TOTAL	2,300	0	(2,300)
	GRAND TOTAL	\$2,473,300	\$293,446	(\$2,179,854)

^{*}All amounts rounded to the nearest dollar.

MEMBER SERVICES

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$6,231,376	\$1,195,500	(\$5,035,876)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	214,200	73,936	(140,264)
BILINGUAL BONUS	16,800	2,000	(14,800)
TRANSPORTATION ALLOWANCE	0	0	O O
RIDESHARE ALLOWANCE	10,000	0	(10,000)
SICKLEAVE BUYBACK	15,000	11,383	(3,617)
TOTAL SALARIES & OTHER PAYS	\$6,487,376	\$1,282,819	(\$5,204,557)
VARIABLE BENEFITS			
RETIREMENT	1,651,806	251,831	(1,399,975)
FICA CONTRIBUTION	120,670	19,871	(100,799)
COUNTY SUBSIDY - INSURANCE	183,369	10,109	(173,260)
OPTIONS PLAN	1,069,970	195,199	(874,771)
LIFE INSURANCE	5,532	1,097	(4,435)
HEALTH INSURANCE TEMPS	392,735	18,853	(373,882)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	270,510	39,997	(230,513)
SAVINGS PLAN	36,920	2,559	(34,361)
PENSION SAVINGS PLAN	30,120	3,032	(27,088)
MEGAFLEX	164,342	16,078	(148,264)
TOTAL VARIABLE BENEFITS	\$3,925,972	\$558,626	(\$3,367,346)
OPEB CONTRIBUTION	221,347	57,752	(163,595)
OTHER BENEFITS	399,401	72,293	(327,108)
TOTAL EMPLOYEE BENEFITS	\$4,546,722	\$688,671	(\$3,858,051)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$11,034,096	\$1,971,490	(\$9,062,606)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

MEMBER SERVICES

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$4,300	(\$156)	(\$4,456)
9182	TRAVEL	7,200	(135)	(7,335)
	TOTAL	11,500	(291)	(11,791)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	4,000	1,824	(2,176)
	TOTAL	4,000	1,824	(2,176)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	1,000	0	(1,000)
9962	REGISTRATION FEES	10,000	2,499	(7,501)
9963	EDUCATIONAL MATERIALS	200	0	(200)
	TOTAL	11,200	2,499	(8,701)
	MISCELLANEOUS			
9986	MISCELLANEOUS	1,500	0	(1,500)
9992	FACILITIES RENTAL	1,000	1,250	250
	TOTAL	2,500	1,250	(1,250)
	GRAND TOTAL	\$29,200	\$5,282	(\$23,918)

^{*}All amounts rounded to the nearest dollar.

QUALITY ASSURANCE

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$1,885,279	\$329,050	(\$1,556,229)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	11,500	333	(11,167)
BILINGUAL BONUS	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	2,200	0	(2,200)
SICKLEAVE BUYBACK	1,000	0	(1,000)
TOTAL SALARIES & OTHER PAYS	\$1,899,979	\$329,383	(\$1,570,596)
VARIABLE BENEFITS			
RETIREMENT	525,245	78,117	(447,128)
FICA CONTRIBUTION	33,897	5,450	(28,447)
COUNTY SUBSIDY - INSURANCE	129,156	18,979	(110,177)
OPTIONS PLAN	27,420	2,083	(25,337)
LIFE INSURANCE	226	23	(203)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	69,668	11,767	(57,901)
SAVINGS PLAN	77,906	11,290	(66,616)
PENSION SAVINGS PLAN	0	0	0
MEGAFLEX	349,931	47,582	(302,349)
TOTAL VARIABLE BENEFITS	\$1,213,448	\$175,289	(\$1,038,159)
OPEB CONTRIBUTION	66,968	17,473	(49,495)
OTHER BENEFITS	120,837	21,872	(98,965)
TOTAL EMPLOYEE BENEFITS	\$1,401,254	\$214,634	(\$1,186,620)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$3,301,232	\$544,017	(\$2,757,215)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

QUALITY ASSURANCE

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$1,200	\$0	(\$1,200)
9182	TRAVEL	8,400	0	(8,400)
	TOTAL	9,600	0	(9,600)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	1,000	22	(978)
	TOTAL	1,000	22	(978)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9715	COST EFFECTIVE MANAGEMENT (CEM)	55,000	0	(55,000)
	TOTAL	55,000	0	(55,000)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	6,000	280	(5,720)
9962	REGISTRATION FEES	10,000	1,195	(8,805)
9963	EDUCATIONAL MATERIALS	300	0	(300)
	TOTAL	16,300	1,475	(14,825)
	MISCELLANEOUS			
9986	MISCELLANEOUS	200	0	(200)
	TOTAL	200	0	(200)
	GRAND TOTAL	\$82,100	\$1,497	(\$80,603)

^{*}All amounts rounded to the nearest dollar.

SYSTEMS DIVISION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS	\$6,950,188 2,881,700 0 0 229,200	\$1,061,668 596,407 0 0 52,137	(\$5,888,520) (2,285,293) 0 0 (177,063) 0
TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK TOTAL SALARIES & OTHER PAYS	0 8,900 12,000 \$10,081,988	1,500 0 9,084 \$1,720,796	1,500 (8,900) (2,916) (\$8,361,192)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	1,563,070 125,607 405,824 368,626 2,429 0 0 304,585 207,307 1,753 928,181 \$3,907,381	241,589 17,704 36,128 70,238 465 0 36,419 21,418 0 84,990 \$508,952	(1,321,481) (107,903) (369,696) (298,388) (1,964) 0 (268,166) (185,889) (1,753) (843,191) (\$3,398,429)
OPEB CONTRIBUTION	246,880	64,414	(182,466)
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	445,474 \$4,599,736 \$14,681,722	80,632 \$653,997 \$2,374,794	(364,842) (\$3,945,739) (\$12,306,928)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

SYSTEMS DIVISION

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

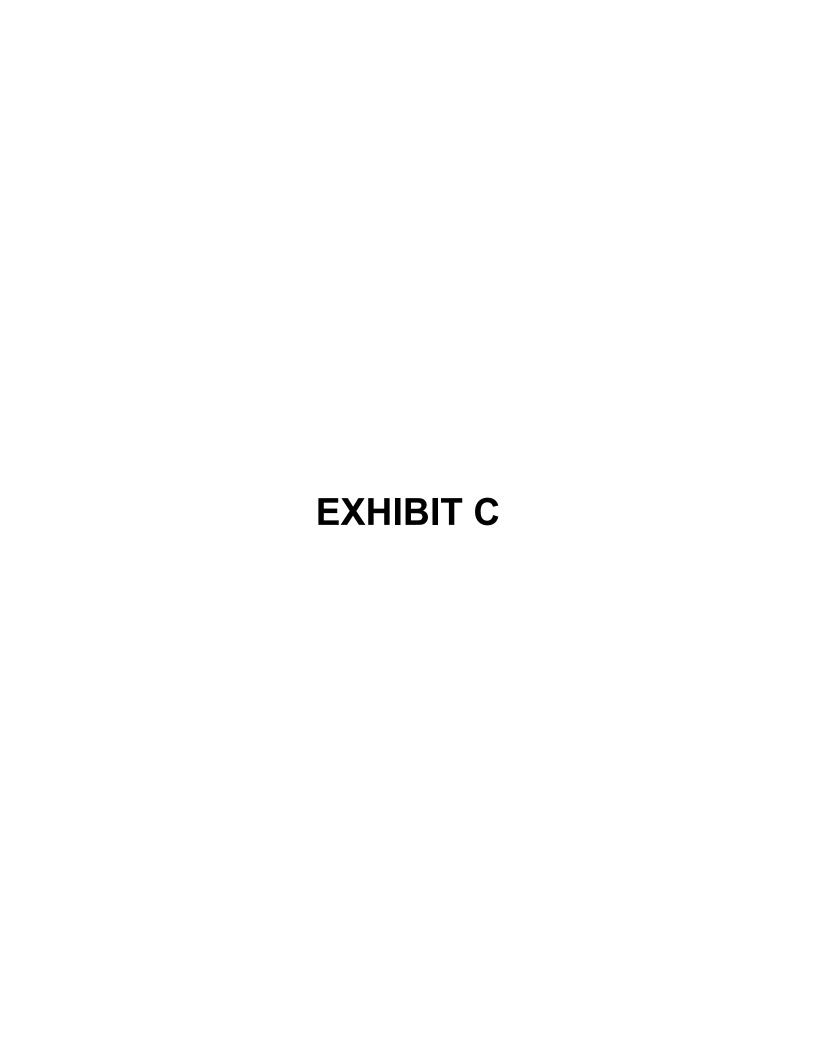
P121 MOBILE DEVICES SERVICE & EQUIPMENT \$160,000 \$23,392 \$(\$136,680 \$124 ENTERPRISE INTERNET CONNECTION 165,000 32,703 (132,297) 9125 TELEPHONE CONNECTION 150,000 29,339 (120,661) 9133 TELEPHONE SYSTEM SUPPLIES & MODIFICATIONS 150,000 29,339 (120,661) 9135 TELEPHONE SYSTEM SUPPLIES & MODIFICATIONS 150,000 24,666 (475,234) TELEPHONE SYSTEM MAINTENANCE 80,000 44,660 (475,234) TELEPHONE SYSTEM MAINTENANCE 80,000 44,660 (475,234) TELEPHONE SYSTEM MAINTENANCE 80,000 0 (2,000) TOTAL 41,600 0 (2,000) (2,000) (2,000) TOTAL 41,600 0 (41,600) TOTAL 41,600 0 (450,000) (450,000) TOTAL 450,000 0 (450,000) (450,000) TOTAL 450,000 0 (450,000) (4		_	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
9121 MOBILE DEVICES SERVICE & EQUIPMENT \$160,000 \$23,392 \$136,608 9124 ENTERPRISE INTERRET CONNECTION 165,000 32,703 (132,297) (122,297) (122,661) (150,000 29,339 (120,661) (150,000 29,339 (120,661) (150,000 29,339 (120,661) (150,000 29,339 (120,661) (150,000 20,339 (120,661) (150,000 20,339 (120,661) (150,000 20,339 (120,661) (150,000 20,339 (120,661) (150,000 20,000 20,000 (150,000) (150		COMMUNICATIONS			
9124 ENTERPRISE INTERNET CONNECTION 165,000 32,703 (132,297) 9125 TELEPHONE CONNECTION 150,000 29,339 (120,661) 9133 TELEPHONE SYSTEM SUPPLIES & MODIFICATIONS 150,000 48.0 (79,520) TOTAL 570,000 94,766 (475,234) 70 70 70 70 70 70 70 7	9121		\$160.000	\$23,392	(\$136.608)
TELEPHONE CONNECTION 150,000 29,339 (120,661) 9133 TELEPHONE SYSTEM SUPPLIES & MODIFICATIONS 15,000 8,852 (6,148) (79,520) (79,520) (475,234) (475,2					,
9133 TELEPHONE SYSTEM SUPPLIES & MODIFICATIONS 15,000 48.0 (79,520) TELEPHONE SYSTEM MAINTENANCE 80,000 480 (79,520) TELEPHONE SYSTEM MAINTENANCE 570,000 94,766 (475,234) TRANSPORTATION AND TRAVEL 9181 TRANSPORTATION 2,000 0 (2,000) 9182 TRAVEL 39,600 0 (39,600) TOTAL 41,600 0 (41,600) POSTAGE 9208 MONTHLY RETIREE CHECK MAILING 450,000 0 (450,000) TOTAL 450,000 0 (450,000) TOTAL 50,000 0 (450,000) OFFICE SUPPLIES AND EQUIPMENT 9302 SPECIAL ORDERS/MINOR EQUIP 15,000 853 (14,147) 9332 COMPUTER MONITORS 30,000 0 (30,000) 9336 COMPUTER PRINTER 10,000 9,146 (854) 9344 COMPUTER ACCESSORIES 13,000 10,562 (2,438) 9345 COMPUTER PRINTER 10,000 2,863 (27,137) 9347 STORAGE MEDIA 5,000 0 (5,000) 9348 BOARD MEMBER TECH SUPPORT 25,000 2,820 (22,180) 9353 DIVISIONAL IT SUPPLIES/EQUIPMENT 455,000 0 (455,000) 9354 REMOTE WORKFORCE EQUIPMENT 130,000 40,616 (89,384) TOTAL 713,000 66,860 (646,140) EQUIPMENT MAINTENANCE 40,000 36,825 (3,175) 9412 KEY CARD SECURITY SYSTEM (DAS) 125,000 20,977 (104,023) 9436 EQUIP MAINT - UPS - SERVER ROOM 170,000 0 (20,000) 9436 EQUIP MAINT - UPS - SERVER ROOM 170,000 0 (20,000) 9436 EQUIP MAINT - UPS - SERVER ROOM 170,000 0 (20,000) 9437 SURVEILLANCE 50,000 769 (249,211) 9438 SURVEILLANCE SYSTEM 5,000 0 (5,000) 9442 FIRE SUPPRESION SYSTEM 5,000 0 (5,000) 9443 GENERATOR SYSTEM 5,000 0 (10,000) 9444 GENERATOR SYSTEM 5,000 0 (10,000) 9445 GENERATOR SYSTEM 5,000 0 (10,000) 9445 GENERATOR SYSTEM 5,000 0 (10,000) 9446 FIRE SUPPRESION SYSTEM 5,000 0 (10,000) 9447 GENERATOR SYSTEM 5,000 0 (10,000) 9448 GENERATOR SYSTEM 10,000 0 (10,000)					, ,
TRANSPORTATION AND TRAVEL TOTAL TRANSPORTATION AND TRAVEL TOTAL TOTA		TELEPHONE SYSTEM SUPPLIES & MODIFICATIONS			,
TRANSPORTATION AND TRAVEL TRANSPORTATION AND TRAVEL 9181 TRANSPORTATION		TELEPHONE SYSTEM MAINTENANCE			, ,
1811 TRANSPORTATION 2,000 0 (2,000) 1822 TRAVEL 39,600 0 (39,600) 1		TOTAL		94,766	
POSTAGE POST		TRANSPORTATION AND TRAVEL			
POSTAGE POST	9181	TRANSPORTATION	2.000	0	(2.000)
POSTAGE POST					, ,
MONTHLY RETIREE CHECK MAILING TOTAL 450,000 0 (450,000)		_	· · · · · · · · · · · · · · · · · · ·		
MONTHLY RETIREE CHECK MAILING TOTAL 450,000 0 (450,000)		POSTAGE			
TOTAL 450,000 0 (450,000)	9208		450 000	0	(450,000)
9302 SPECIAL ORDERS/MINOR EQUIP 15,000 853 (14,147) 9332 COMPUTER MONITORS 30,000 0 (30,000) 9336 COMPUTER PRINTER 10,000 9,146 (854) 9344 COMPUTER ACCESSORIES 13,000 10,562 (2,438) 9345 COMPUTER PERIPHERALS 30,000 2,863 (27,137) 9347 STORAGE MEDIA 5,000 0 (5,000) 9348 BOARD MEMBER TECH SUPPORT 25,000 2,820 (22,180) 9353 DIVISIONAL IT SUPPLIES/EQUIPMENT 455,000 0 (455,000) 9354 REMOTE WORKFORCE EQUIPMENT 130,000 40,616 (89,384) TOTAL 713,000 66,860 (646,140) EQUIPMENT MAINTENANCE 9411 AUDIOVISUAL MAINTENANCE 40,000 36,825 (3,175) 9412 KEY CARD SECURITY SYSTEM (DAS) 125,000 20,977 (104,023) 9414 LAN HARDWARE MAINTENANCE 75,000 18,265 (56,735)	0200				
9302 SPECIAL ORDERS/MINOR EQUIP 15,000 853 (14,147) 9332 COMPUTER MONITORS 30,000 0 (30,000) 9336 COMPUTER PRINTER 10,000 9,146 (854) 9344 COMPUTER ACCESSORIES 13,000 10,562 (2,438) 9345 COMPUTER PERIPHERALS 30,000 2,863 (27,137) 9347 STORAGE MEDIA 5,000 0 (5,000) 9348 BOARD MEMBER TECH SUPPORT 25,000 2,820 (22,180) 9353 DIVISIONAL IT SUPPLIES/EQUIPMENT 455,000 0 (455,000) 9354 REMOTE WORKFORCE EQUIPMENT 130,000 40,616 (89,384) TOTAL 713,000 66,860 (646,140) EQUIPMENT MAINTENANCE 9411 AUDIOVISUAL MAINTENANCE 40,000 36,825 (3,175) 9412 KEY CARD SECURITY SYSTEM (DAS) 125,000 20,977 (104,023) 9414 LAN HARDWARE MAINTENANCE 75,000 18,265 (56,735)		OFFICE SUPPLIES AND FOLIDMENT			
9332 COMPUTER MONITORS 30,000 0 (30,000) 9336 COMPUTER PRINTER 10,000 9,146 (854) 9344 COMPUTER ACCESSORIES 13,000 10,562 (2,438) 9345 COMPUTER PERIPHERALS 30,000 2,863 (27,137) 9347 STORAGE MEDIA 5,000 0 (5,000) 9348 BOARD MEMBER TECH SUPPORT 25,000 2,820 (22,180) 9353 DIVISIONAL IT SUPPLIES/EQUIPMENT 455,000 0 (455,000) 9354 REMOTE WORKFORCE EQUIPMENT 130,000 40,616 (89,384) TOTAL 713,000 66,860 (646,140) EQUIPMENT MAINTENANCE 9411 AUDIOVISUAL MAINTENANCE 40,000 36,825 (3,175) 9412 KEY CARD SECURITY SYSTEM (DAS) 125,000 20,977 (104,023) 9414 LAN HARDWARE MAINTENANCE 75,000 18,265 (56,735) 9419 ON-SITE PRINTER MAINTENANCE 20,000 0 (20,000)	0202		15 000	052	(11 117)
9336 COMPUTER PRINTER 10,000 9,146 (854) 9344 COMPUTER ACCESSORIES 13,000 10,562 (2,438) 9345 COMPUTER PERIPHERALS 30,000 2,863 (27,137) 9347 STORAGE MEDIA 5,000 0 (5,000) 9348 BOARD MEMBER TECH SUPPORT 25,000 2,820 (22,180) 9353 DIVISIONAL IT SUPPLIES/EQUIPMENT 455,000 0 (455,000) 9354 REMOTE WORKFORCE EQUIPMENT 130,000 40,616 (89,384) TOTAL 713,000 66,860 (646,140) EQUIPMENT MAINTENANCE 9411 AUDIOVISUAL MAINTENANCE 40,000 36,825 (3,175) 9412 KEY CARD SECURITY SYSTEM (DAS) 125,000 20,977 (104,023) 9414 LAN HARDWARE MAINTENANCE 75,000 18,265 (56,735) 9419 ON-SITE PRINTER MAINTENANCE 20,000 0 (20,000) 9424 EQUIP MAINT - UPS - SERVER ROOM 170,000 0 (30,000) <td></td> <td></td> <td></td> <td></td> <td>, ,</td>					, ,
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SYSTEMS DIVISION

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	PROFESSIONAL AND SPECIALIZED SERVICES			
9502	EDP CHARGES - ISD	\$300,000	\$9,265	(\$290,735)
9509	AUDITOR CONTROLLER - PAYROLL SERVICES	110,000	ψ3,209	(110,000)
9550	ADVANCED WORKFLOW CONCEPTS	140,000	0	(140,000)
9574	KNOWLEDGE & DOC MGMT PROJECTS	300,000	0	(300,000)
9680	IRON MOUNTAIN MEDIA STORAGE	30,000	7,201	(22,799)
9681	RETIREE PAYROLL PRINTING	180,000	87,972	(92,028)
9692	HOTSITE SERVICES	20,000	1,221	(18,779)
9717	CLOUD MIGRATION	300,000	16,200	(283,800)
9722	MAINFRAME SERVICES	160,000	0	(160,000)
	TOTAL	1,540,000	121,859	(1,418,141)
	COMPUTER SERVICES & SUPPORT			
9831	LAN SOFTWARE & LIC - NEW	1,365,000	79,775	(1,285,225)
9832	LAN SOFTWARE & LIC - EXISTING	1,954,600	1,073,445	(881,155)
9833	MAINFRAME SOFTWARE & LIC - EXISTING	1,100,000	297,800	(802,200)
9843	LAN NETWORK HARDWARE - NEW	100,000	0	(100,000)
9879	CO-LOCATION	180,000	18,321	(161,679)
9882	BOARDROOM OPERATION MGMT SYSTEMS (I & II)	100,000	3,872	(96,128)
9923	PUBLIC BROADCAST AND/OR STREAMING .	30,000	0	(30,000)
9930	TELEPHONE SYSTEM UPDATES	250,000	0	(250,000)
	TOTAL	5,079,600	1,473,213	(3,606,387)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	1,500	0	(1,500)
9962	REGISTRATION FEES	56,600	1,510	(55,090)
9963	EDUCATIONAL MATERIALS	5,000	576	(4,424)
	TOTAL	63,100	2,086	(61,014)
	MISCELLANEOUS			
9986	MISCELLANEOUS	500	0	(500)
	TOTAL	500	0	(500)
	GRAND TOTAL	\$9,187,800	\$1,835,642	(\$7,352,158)

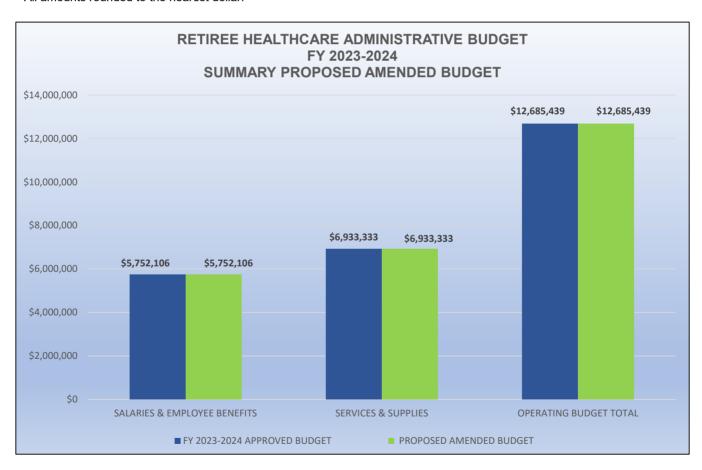
^{*}All amounts rounded to the nearest dollar.



FY 2023-2024
RETIREE HEALTHCARE PROPOSED MID-YEAR BUDGET AMENDMENT
FINANCIAL SUMMARIES

RETIREE HEALTHCARE ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
SALARIES & EMPLOYEE BENEFITS	\$5,752,106	\$0	\$5,752,106	0.0%
SERVICES & SUPPLIES	\$6,933,333	\$0	\$6,933,333	0.0%
OPERATING BUDGET TOTAL	\$12,685,439	\$0	\$12,685,439	0.0%

^{*} All amounts rounded to the nearest dollar.



RETIREE HEALTHCARE PROPOSED AMENDED BUDGET BY S&EB CATEGORY

S&EB CATEGORY	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
SALARIES & OTHER PAY				
Permanent / County Temporary	\$3,349,841	(\$133,200)	\$3,216,641	-4.0%
Agency Temporary	0	165,200	165,200	0.0%
LACERA Intern Program	0	0	0	0.0%
Stipends	0	0	0	0.0%
Overtime	134,900	0	134,900	0.0%
Bilingual Bonus	4,800	0	4,800	0.0%
Transportation Allowance	0	0	0	0.0%
Rideshare Allowance	3,600	0	3,600	0.0%
Sickleave Buyback	10,000	0	10,000	0.0%
TOTAL SALARIES & OTHER PAY	\$3,503,141	\$32,000	\$3,535,141	0.9%
VARIABLE BENEFITS				
Retirement	887,973	0	887,973	0.0%
FICA Contribution	59,853	0	59,853	0.0%
County Subsidy - Insurance	66,649	0	66,649	0.0%
Options Plan	518,505	0	518,505	0.0%
Life Insurance	2,425	0	2,425	0.0%
Health Insurance Temps	214,608	(32,000)	182,608	-14.9%
Flexible Benefit Plan	0	0	0	0.0%
Thrift Plan / Horizons	138,369	0	138,369	0.0%
Savings Plan	42,576	0	42,576	0.0%
Pension Savings Plan	20,179	0	20,179	0.0%
Megaflex	178,836	0	178,836	0.0%
TOTAL VARIABLE BENEFITS	\$2,129,974	(\$32,000)	\$2,097,974	-1.5%
OPEB CONTRIBUTION	\$118,991	\$0	\$118,991	0.0%
OTHER BENEFITS	\$0	\$0	\$0	0.0%
TOTAL EMPLOYEE BENEFITS	\$2,248,965	(\$32,000)	\$2,216,965	-1.4%
TOTAL SALARIES & EMPLOYEE BENEFITS	\$5,752,106	\$0	\$5,752,106	0.0%

^{*} All amounts rounded to the nearest dollar.

RETIREE HEALTHCARE PROPOSED AMENDED BUDGET BY S&S CATEGORY

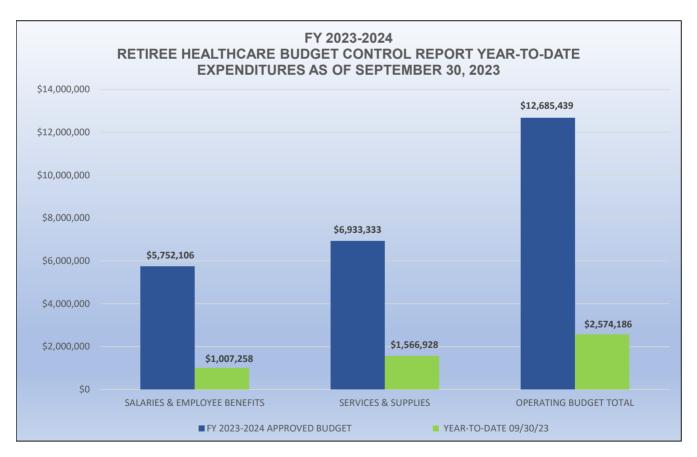
S&S CATEGORY	FY 2023-2024 APPROVED BUDGET	MID-YEAR ADJUSTMENT AMOUNT	PROPOSED AMENDED BUDGET	% CHANGE
Transportation & Travel	\$24,700	\$0	\$24,700	0.0%
Postage	300,000	0	300,000	0.0%
Office Supplies & Equipment	5,000	0	5,000	0.0%
Operational Costs	5,006,533	0	5,006,533	0.0%
Professional and Specialized Services	1,556,500	0	1,556,500	0.0%
Bank Services	21,500	0	21,500	0.0%
Legal Fees and Services	0	0	0	0.0%
Educational Expenses	18,800	0	18,800	0.0%
Miscellaneous	300	0	300	0.0%
TOTAL	\$6,933,333	\$0	\$6,933,333	0.0%

^{*} All amounts rounded to the nearest dollar.

FY 2023-2024
RETIREE HEALTHCARE BUDGET CONTROL REPORT
BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

ADMINISTRATIVE BUDGET	FY 2023-2024 APPROVED BUDGET	YEAR-TO-DATE 09/30/23	OVER/(UNDER) BUDGET	% VARIANCE
SALARIES & EMPLOYEE BENEFITS	\$5,752,106	\$1,007,258	(\$4,744,848)	-82.5%
SERVICES & SUPPLIES	\$6,933,333	\$1,566,928	(\$5,366,405)	-77.4%
OPERATING BUDGET TOTAL	\$12,685,439	\$2,574,186	(\$10,111,253)	-79.7%

^{*} All amounts rounded to the nearest dollar.



RETIREE HEALTH CARE BNEEFITS PROGRAM

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

<u>-</u>	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$3,349,841	\$656,524	(\$2,693,317)
AGENCY TEMPORARY	0	29,366	29,366
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	0
OVERTIME	134,900	572	(134,328)
BILINGUAL BONUS	4,800	750	(4,050)
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	3,600	0	(3,600)
SICKLEAVE BUYBACK	10,000	4,080	(5,920)
TOTAL SALARIES & OTHER PAYS	\$3,503,141	\$691,292	(\$2,811,849)
VARIABLE BENEFITS			
RETIREMENT	887,973	126,467	(761,506)
FICA CONTRIBUTION	59,853	8,770	(51,083)
COUNTY SUBSIDY - INSURANCE	66,649	7,131	(59,518)
OPTIONS PLAN	518,505	75,189	(443,316)
LIFE INSURANCE	2,425	473	(1,952)
HEALTH INSURANCE TEMPS	214,608	19,684	(194,924)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	138,369	16,941	(121,428)
SAVINGS PLAN	42,576	5,672	(36,904)
PENSION SAVINGS PLAN	20,179	2,282	(17,897)
MEGAFLEX	178,836	22,336	(156,500)
TOTAL VARIABLE BENEFITS	\$2,129,974	\$284,945	(\$1,845,029)
OPEB CONTRIBUTION	118,991	31,020	(87,971)
OTHER BENEFITS	0	0	0
TOTAL EMPLOYEE BENEFITS	\$2,248,964	\$315,965	(\$1,932,999)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$5,752,106	\$1,007,258	(\$4,744,848)

^{*} All amounts rounded to the nearest dollar.

^{**} Note: All Permanent Salaries and Employee Benefits include amounts through 09/15/23, except Agency Temporary which is through 09/30/23, and Rideshare Allowance is through 08/31/23.

RETIREE HEALTH CARE BENEFITS PROGRAM

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	-			
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$1,500	\$38	(\$1,462)
9182	TRAVEL	23,200	5,118	(18,082)
	TOTAL	24,700	5,157	(19,543)
	POSTAGE			
9212	SPECIAL RETIREE MAILINGS	300,000	0	(300,000)
	TOTAL	300,000	0	(300,000)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	247	(4,754)
	TOTAL	5,000	247	(4,754)
	OPERATIONAL COSTS			
9482	RENT	211,200	52,037	(159,163)
9483	DEPARTMENTAL OVERHEAD	4,795,333	1,198,833	(3,596,500)
	TOTAL	5,006,533	1,250,871	(3,755,662)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9541	AUDITS	348,000	27,150	(320,850)
9545	HEALTH CARE CONSULTING	750,000	185,400	(564,600)
9573	OPEB VALUATION	458,500	88,602	(369,899)
	TOTAL	1,556,500	301,152	(1,255,349)
	BANK SERVICES			
9753	BANK CHARGES - STATE STREET	21,500	4,661	(16,839)
	TOTAL	21,500	4,661	(16,839)
	LEGAL FEES AND SERVICES			
9772	OUTSIDE LEGAL COUNSEL	0	4,020	4,020
	TOTAL	0	4,020	4,020
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	3,500	200	(3,300)
9962	REGISTRATION FEES	15,000	623	(14,378)
9963	EDUCATIONAL MATERIALS	300	0	(300)
	TOTAL	18,800	823	(17,978)

RETIREE HEALTH CARE BENEFITS PROGRAM

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF SEPTEMBER 30, 2023

			BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	MISCELLANEOUS				
9986	MISCELLANEOUS		\$300	\$0	(\$300)
		TOTAL	300	0	(300)
	GRAND TOTAL		\$6,933,333	\$1,566,928	(\$5,366,405)

^{*}All amounts rounded to the nearest dollar.





LACERA BUDGET POLICY

Responsible Manager: Laura Guglielmo, Assistant Executive Officer

Original Effective Date: 05/20/2009 Last Updated: 06/01/2023

Mandatory Review: June 2024 (Annually)

Approval Level: Board of Retirement and Board of Investments

1. PURPOSE

This document sets forth the fiscal policy to ensure LACERA's budgeting practices are in accordance with prudent fiscal management for the allocation and utilization of resources to meet the organization's Mission and Vision and to support the goals of LACERA's Board of Retirement Strategic Plan and Board of Investments Strategic Plan. The policy also serves to increase the transparency of the budgeting process, which ensures stakeholders and members have insight into how LACERA manages their funds and meet fiduciary obligations.

LACERA's budget encompasses three components: The Administrative Budget, the Retiree Healthcare (RHC) Budget, and the Other Post-Employment Benefits (OPEB) Trust.

The objective of this policy is to set out the budgeting principles and timeline for the preparation of the budget and the process and responsibilities for the review, approval, and implementation of all three components of the budget.

2. LEGAL AUTHORITY

Government Code Section 31580.2 of the County Employees Retirement Law (CERL) requires a budget covering the entire expense for the administration of the retirement system, shall be adopted by the Boards annually, and shall be charged against the earnings of the retirement fund. The expense incurred in any year may not exceed twenty-one hundredths of one percent (0.21%) of the accrued actuarial liability of the retirement system.

Government Code Section 31596.1 provides that the expenses of investing its moneys, securing custodial bank services, securing actuarial services for the annual valuation and triennial experience study, and securing attorney services to assist with investment matters shall not be considered a cost of administering the system. As

2. LEGAL AUTHORITY (Continued)

such, these costs are not included in the Administrative Budget and are identified as "non-administrative expenses."

Section 31596.1 also provides that the cost of internal legal representation secured by the Board of Retirement and Board of Investments under Government Code Section 31529.1 for services previously performed by County Counsel are not administrative costs and under Government Code Section 31607 for services to assist the Board of Investments in carrying out its investment powers and duties. Section 31529.1 provides that legal representation within its scope is limited to one-hundredth of 1 percent of system assets in any budget year; investment legal expenses under Section 31607 are not limited.

Government Code Section 31580.2(b) provides that expenditures for computer software, computer hardware, and computer technology consulting services in support of these computer products.

Government Code <u>Sections 31691</u> and <u>31694</u> provide that the expenses of administering the RHCBP program and OPEB Trust may not be made from assets of the retirement fund. Therefore, such costs should not be part of the pension system's administrative budget.

3. SCOPE

This Policy applies to the development, preparation, and implementation of all three components of LACERA's budget in accordance with County Employees Retirement Law (CERL).

Any exceptions to this Policy must be approved by the Board of Retirement and Board of Investments

4. **DEFINITIONS**

Administrative Budget: LACERA's annual Administrative Budget consists of two components: Salaries and Employee Benefits, and Services and Supplies.

Appropriation: Funds set aside for specific purposes outlined in the Adopted Budget.

Budget: The annual financial plan that outlines the resources and revenue needed to achieve LACERA's work plan to meet its Mission and Vision and LACERA's Board of Retirement Strategic Plan and Board of Investments Strategic Plan.

4. **DEFINITIONS (Continued)**

Fiscal Year: LACERA's fiscal year begins on July 1st and concludes on June 30th. LACERA shall follow a naming convention referencing the fiscal year ending date, for example, FY23 for the fiscal year ending June 30, 2023.

Information Technology Coordination Council (ITCC): Oversight body responsible for significant technology and system recommendations for incorporation into the Proposed Budget. Established to ensure the efficient and effective use of technology, collaboration across the organization, and to ensure that strategic plan goals are achieved.

Non-Administrative Expenses: Expenses excluded from the Administrative Budget as specified in Government Code Section 31596.1.

Other Post-Employment Benefits (OPEB) Trust: Trust funds established by Los Angeles County, LACERA and the Superior Court to pre-fund their Retiree Healthcare Benefit Program.

Retiree Healthcare Benefits Program (RHCBP) Budget: The RHCBP Budget reflects the resources and revenue required to administer retiree healthcare benefits to eligible members. These costs are funded through a monthly administrative fee via healthcare premiums, charged to program participants, or the plan sponsor if the member's benefit is fully subsidized.

Statutory Appropriation Limit: The limit of the Boards' authority to appropriate funds to administer the retirement system established by Government Code Section 31580.2. currently twenty-one hundredths (.21) of one percent, of the Actuarial Accrued Liability of the retirement fund.

Unallocated Statutory Appropriation Balance: The difference between the funds appropriated to meet the organization's operational needs and the statutory appropriation limit established by Government Code Section 31580.2.

5. POLICY STATEMENT

This document sets forth the fiscal policy for the administration of LACERA's budget to ensure that the budgeting practices of the organization maintain a fiscally sustainable balanced budget that recognizes the fiduciary duty owed to LACERA's members. LACERA's budget encompasses three components: The Administrative Budget, the Retiree Healthcare (RHC) Program Budget and the Other Post-Employment Benefits (OPEB) Trust.

5. POLICY STATEMENT (Continued)

The objective of this policy is to set out the principles and timeline for the preparation of the budget and the process and responsibilities for the preparation, review, approval, and implementation of all three components of the budget.

5.1 Administrative Budget

The Administrative Budget reflects the resources needed to achieve the organization's work plan, each Board's Strategic Plan and goals, and operational activities in support of pension administration and investment of plan assets required to deliver retirement benefits for LACERA members and beneficiaries. It consists of two primary components: Salaries and Employee Benefits (S&EB) and Services and Supplies (S&S).

S&EB costs consist of ongoing personnel costs for the organization, including salaries for permanent and temporary staff, overtime, and variable benefits. Variable benefits include retirement costs (pension, 457, and 401K plan costs), health insurance, OPEB contributions and other employee benefits.

S&S costs reflect the daily operational needs of the organization. Some examples include building expenses (rent, maintenance, insurance), information technology needs, professional and specialized services, legal fees, office supplies and equipment, education, travel, and insurance.

5.2 Retiree Healthcare (RHC) Benefits Program Budget

The Retiree Healthcare Benefits Program provides health care benefits to LACERA membership on behalf of the fund's Plan Sponsors. The insurance premiums are born solely by the participants of the plan, or the Plan Sponsor if the employee is eligible for such benefit. LACERA trust funds are not used for premium payments or for the administration of the Program. The direct costs and variable overhead costs associated with the administration of the RHC Benefits Program are charged to the plan sponsors and participating members via an administrative fee. These administrative fees are added to the monthly premium costs and are not included in the Administrative Budget.

There are four categories of expenses for the RHC Benefits Program:

- Direct Costs of Salaries and Employee Benefits
- Direct Services and Supplies
- Indirect Salaries and Employee Benefits
- Indirect Services and Supplies.

5. POLICY STATEMENT (Continued)

Indirect Salaries and Employee Benefits and Indirect Services and Supplies reflect the program's pro-rata share of internal LACERA support functions such as Administrative Services, Information Technology and Human Resources.

5.3 Other Post-Employment Benefits (OPEB) Trust Budget

The County of Los Angeles (County), LACERA, and the Superior Court (Court) utilize an OPEB Trust to pre-fund the Retiree Healthcare Program benefits. In FY 2012-2013, the County and LACERA established a trust to fund their program and the Court established its trust in FY 2016-17. Each agency's trust funds are reported separately in their financial statements. The Board of Investments of LACERA serves as the trustee and investment manager for the trusts.

The Trust Agreements stipulate that "... the Trustee (LACERA) shall be entitled to payment or reimbursement of all of its reasonable and appropriate expenses incurred in administering or investing the Trust..." As such, LACERA seeks payment directly from the County and the Court to fund the OPEB Trust. To avoid the OPEB Trust assets being co-mingled with retirement fund assets, LACERA maintains separate accounting of the costs associated with administering the OPEB Trust. The costs of the OPEB Trusts are not part of LACERA's Administrative Budget.

There are four categories of expenses of the OPEB Trust: Direct Costs of Salaries and Employee Benefits; Direct Services and Supplies; Indirect Salaries and Employee Benefits; and Indirect Services and Supplies. These expenses are allocated between the County, LACERA and the Court based on an agreed upon methodology. At the close of each fiscal year, actual costs are reconciled, and variances are credited or debited to each entity.

6. PROCESS

The budget process consists of activities that encompass the development, implementation, and evaluation of the annual financial plan for the allocation of resources to support and accomplish goals and strategic initiatives.

6.1 Budget Preparation and Development

It is the responsibility of LACERA management to develop and prepare an annual budget in accordance with responsible fiscal management for the

allocation and utilization of resources to meet the organization's Mission, Vision, and Values and each Board's Strategic Plan.

6.2 Criteria

LACERA Management develops the annual proposed budget reflecting the enterprise priorities established through each Board's Strategic Plan. Criteria used by the organization to prioritize resources for the budget include, but are not limited to:

- Alignment with each Board's Strategic Plan
- Mitigating risk
- Compliance with legally mandated requirements
- Technological advancements to support staff and improve service and offerings to LACERA's members
- Identifying opportunities for cost efficiencies
- Identifying opportunities to improve service to members
- Staff development and succession planning
- Direction of the LACERA Board of Retirement and/or Board of Investments

6.3 Alignment with Each Board's Strategic Plan

The first step in developing a budget is to consider what the organization expects to achieve in the upcoming fiscal year. Each Board's Strategic Plan lays out its strategic goals, objectives, and action plans toward achieving the LACERA's Mission, Vision, and Values. Those goals and objectives identify responsibilities, timelines, and the metrics that will be used to determine if the goal or objective has been met. As part of the budget development process, it is the responsibility of LACERA Trustees and Management to ensure that the organization's budget, or financial plan, allocates the appropriate resources to achieve its strategic goals and objectives within the specified time frame.

6.4 Annual Budget Development and Approval Calendar

Date	Activity
By November 30	 Executive Office and Management will review each Board's Strategic Plan initiatives for alignment with the upcoming Fiscal Year budget development cycle.

	Administrative Services Division will provide each Division Manager a budget package with instructions for completing their proposed budget for the upcoming fiscal year, a budget preparation timetable with specific deadlines, and a schedule of meeting dates with the Budget Unit and a schedule of meeting dates with the Executive Office.
December	The Budget Unit with a representative from Human Resources, meets with Division Managers to provide guidance in the development of their budget requests.
By January 15	Division Managers will submit their proposed budget to the Budget Unit.
By February 15	The Executive Office will meet with each Division Manager to discuss the Division's needs and provide direction to the Division Managers and Budget Unit.
February	Audit Committee review of Internal Audit Proposed Budget
By Mid-April	The Budget Unit will prepare and distribute the preliminary Administrative, RHC, and OPEB Trust Budgets to all Trustees and Division Managers.
April and May	Present preliminary budget to JOGC for review and input
By June 30	Board of Retirement and Board of Investment approve final budget

6.5 Budget Adoption

The Board of Retirement and Board of Investment ("Boards") have the joint responsibility to approve the enterprise-wide budget and resource allocations for all funds by June 30. The Boards have created the Joint Organizational Governance Committee (JOGC), to provide oversight over the budget preparation and planning. The Preliminary Budget is presented to the JOGC in April for its review. Staff incorporates direction from the JOGC and the JOGC's recommendations are presented to both Boards during annual Budget Hearings in May. Staff incorporates additional Board direction into a Proposed Budget. The Boards independently take action to approve and adopt a Final Adopted Budget by June 30th.

6.6 Budget Appropriation

The Final Adopted Budget reflects the funds appropriated, or set aside, for specific purposes. For LACERA, funds are appropriated for two primary purposes, Salaries and Employee Benefits, and Services and Supplies.

Government Code Section 31580.2 states the annual budget for administrative expenses of a retirement system established under CERL may not exceed twenty-one hundredths (.21) of one percent of the Actuarial Accrued Liability (AAL) of the retirement system. Each year, LACERA's statutory appropriation limit is identified in the Adopted Budget.

To the extent funding appropriated as part of the budget is less than the statutory appropriations limit, the Boards may, take specific action at any point during the fiscal year, to appropriate additional funds, not to exceed the maximum amount established by statute. LACERA's budgeting process includes a Mid-Year Budget Adjustment proposal to facilitate changes in priorities, goals, or economic conditions. The difference between the funds appropriated to meet the organization's operational needs and the statutory appropriation limit shall be referred to as the "Unallocated Statutory Appropriation Balance."

6.7 Budget Monitoring and Reporting

Budget Unit staff monitor and analyze Division and enterprise-wide expenditures throughout the year, consult with Division Managers to identify planned expenditures and project full year under/over expenditures by Division and compare those estimates against the Adopted Budget. Significant budgetary variances are discussed and explained.

Budget Control Reports are prepared and provided to all Trustees and Management Staff on an outlined schedule within the fiscal year. These reports include year to date expenditures and projected expenditures compared to the budget. Budget adjustments impacting staffing levels or exceeding the CEO's authority shall be approved by the Boards.

This budget monitoring and control activity occurs concurrently while the Proposed Budget for the upcoming fiscal year is being developed.

6.8 Mid-Year Budget Review

By December 1, LACERA Executive Management will assess and evaluate the adequacy of the personnel and other resources included in the Final Adopted Budget and make recommendations to the JOGC for adjustments, if necessary. JOGC recommendations shall be considered for approval by the Boards. Executive Management may also, as part of the mid-year budget

review, address the progress and status of achieving the Boards' respective Strategic Plan.

6.9 Mid-Year and Year-End Adjustments Within the Administrative Budget

As part of LACERA's budget monitoring and reporting activities, it may become necessary to amend the Final Adopted Budget. Amendments may take the form of transferring appropriations between line items within a major account, transferring appropriations between major accounts, or increasing total appropriations within the statutory limits established by Government.

6.10 Transferring Appropriations

LACERA's Administrative Budget has two major accounts, Salaries and Employee Benefits (S&EB), and Services and Supplies (S&S).

Within each major account are several line items with individual appropriations. The CEO has the authority to transfer appropriations not to exceed \$1 million across major accounts and has full discretion and authority to transfer appropriations between line items within each major account. The CEO shall notify all Trustees of such actions at the next meeting of the Board and as part of the routine Budget Control Reporting.

6.11 Pre-funding OPEB with Budgetary Savings

LACERA participates in the OPEB Trust as a "contributing employer" and funds its employees' program benefits on a pay-as-you-go basis, funding actual monthly premium costs. It also makes a quarterly contribution to paydown the future OPEB liability at a rate equal to that of Los Angeles County. It is LACERA's objective to fund these program benefits within the working lifetime of the program beneficiaries so as to maintain intergenerational equity. To achieve intergenerational equity more quickly, some or all year-end budgetary savings may, at the discretion of the LACERA CEO, be used to make an additional OPEB contribution by June 30 of the year in which the funds were budgeted. Such additional OPEB contributions may be up to but may not exceed that year's budgeted OPEB contribution.

6.12 Increasing Total Appropriations

Should unanticipated expenditures be required during the fiscal year beyond the total Adopted Budget amount, the Unappropriated Statutory Appropriation Balance is available. This balance represents the difference between the total statutory appropriation limit established under CERL and the Final Adopted Budget. To utilize these unappropriated funds, both Boards must approve a budget amendment, increasing the total annual appropriation.

7. Audit Committee Oversight of Internal Audit

LACERA's Internal Audit Division provides independent and objective assurance services and consulting services to assist the organization to achieve its Mission, Vision, and Values and each Board's Strategic Plan by improving LACERA's effectiveness of governance, risk management and control processes. To protect its independence, the Internal Audit Division reports to the Audit Committee of the Boards with functional reporting to the Chief Executive Officer. The Audit Committee reviews and approves Internal Audit's Proposed Budget in February, which is then incorporated into LACERA's Administrative Proposed Budget reviewed by the JOGC in April.

8. HISTORY (Update will follow approval)

8.1 Approvals

8.1.1 Updated and approved by the Board of Retirement and Board of Investments on June 7, 2023 and June 14, 2023, respectively. Prior versions are superseded and of no effect as of the stated approval date.

8.2 Current Status

Annual review scheduled for June 2024.

8.3 Versions

- 8.3.1 This policy was last updated on June 1, 2023
- 8.3.2 This policy was previously approved by the Board of Retirement on June 1, 2022 and Board of Investments on June 9, 2022





November 17, 2023

TO: Each Trustee

Board of Retirement Board of Investments

FROM: Joint Organizational Governance Committee

Herman B. Santos (BOI) Chair David Green (BOI) Vice Chair

Gina Sanchez (BOI) Onyx Jones (BOI) Shawn Kehoe (BOR) Alan Bernstein (BOR)

Elizabeth Greenwood (BOR)

Ronald Okum (BOR)

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: FY 2022-2023 Final Budget Control Report

Attached is a copy of the Final Budget Control Report for the LACERA Administrative, Retiree Health Care Benefits Program (RHCBP), and Other-Post Employment Benefits (OPEB) Trust Budget for FY 2022-2023.

LACERA ADMINISTRATIVE BUDGET

The total operating expenses were \$112,149,673. This represents an under expenditure of \$15,617,187 or 12.2% compared to LACERA's operating budget of \$127,766,860.

Contributing factors to the under expenditure include, but not limited to:

- Recruitment delays and unplanned vacancies had a direct impact on lower than anticipated variable benefits.
- Late bills and expenses were not received and captured prior to the FYE accrual deadline.
- The KPMG Operational Due Diligence (ODD) Engagement was not completed until September 2023, so the final payment was made against the FY 2023-2024 budget. This resulted in an under expenditure for this FY 2022-2023.
- Multiple in-person training and conference cancellations, postponements, or meetings that transitioned to virtual meetings resulting in reduced registration fees, and the Transportation & Travel and Educational Expenses categories were under budget.

The attached FY 2022-2023 Final Budget Control Report provides further details on the major factors contributing to the variances noted above.

RETIREE HEALTH CARE BENEFITS PROGRAM (RHCBP) BUDGET

The total operating expenses were \$10,893,125. This represents an under expenditure of \$420,497 or 3.7% compared to the RHCBP operating budget of \$11,313,622.

OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST BUDGET

The total operating expenses were \$941,610. This represents an over expenditure of \$269,762 or 40.2% compared to the OPEB Trust operating budget \$671,847. The over expenditure is attributable to higher than anticipated staff costs for special projects such as the unitization structure of the OPEB Master Trust and the Public Markets OPEB request for proposals (RFP) as well as late invoices received for audit services from FY 2021-2022.

SIGNIFICANT ACTIVITIES AND ACCOMPLISHMENTS

Recruitment Activities

Although staff vacancies continued to be a challenge in FY 2022-23, LACERA invested in expanding our recruitment outreach and utilized specialized outside recruiters to help us identify, attract and onboard several highly specialized key positions, expending nearly \$500,000 in such efforts. Between outside recruiters and our own Human Resources staff, LACERA decreased our vacancy rate from 23% to 20%, onboarding 44 new hires and making 34 promotions for a total of 78 hiring actions.

Information Technology Projects

LACERA management and staff are committed to continuously improving our operating efficiency and service to our members. In support of that commitment LACERA made significant progress on several key projects, including the first phase of our member case management system (SOL), our budget management solution (Questica Budget), our Information Technology Service Management tool (Service Now), our Hardware Asset Management System (HAM), and our automated accounts payable and purchasing system (Certify), expending \$1,335,366 or 97.8% of the \$1,365,000 budget for new software licenses.

REVIEWED AND APPROVED:

Luis Lugo
Deputy Chief Executive Officer

Attachment

c: Santos H. Kreimann JJ Popowich Jonathan Grabel Roberta Van Nortrick Ted Granger Steven P. Rice

LKG:LL:ku



FISCAL YEAR 2022-2023 FINAL BUDGET CONTROL REPORT BASED ON EXPENDITURES AS OF JUNE 30, 2023

ADMINISTRATIVE BUDGET

RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) BUDGET

OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST BUDGET

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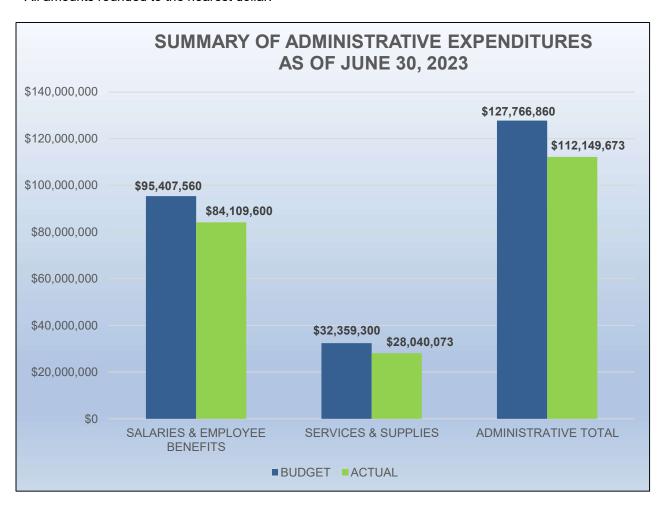
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SECTION I - ADMINISTRATIVE BUDGET SUMMARY

LACERA's Fiscal Year 2022-2023 ended June 30, 2023, with actual administrative expenses of \$112,149,673 or 87.8% of the \$127,766,860 administrative approved budget. This represents an under expenditure of \$15,617,187 or 12.2% of the \$127,766,860 administrative approved budget.

SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2023							
ADMINISTRATIVE EXPENSES BUDGET ACTUAL OVER/(UNDER) % (UNUTILIZED)							
SALARIES & EMPLOYEE BENEFITS	\$95,407,560	\$84,109,600	(\$11,297,960)	88.2%	(11.8%)		
SERVICES & SUPPLIES \$32,359,300 \$28,040,073 (\$4,319,227) 86.7% (13.3%)							
ADMINISTRATIVE TOTAL \$127,766,860 \$112,149,673 (\$15,617,187) 87.8% (12.2%)							

^{*} All amounts rounded to the nearest dollar.



Salaries and Employee Benefits (S&EB)

Salaries and Employee Benefits (S&EB) costs incurred as of June 30, 2023, were \$84,109,600 or 88.2% of the \$95,407,560 approved budget. This represents an under expenditure of \$11,297,960 or 11.8% of the \$95,407,560 administrative approved budget for this category. A summary of all S&EB expenses and explanations of significant variances are provided below.

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES FOR AS OF JUNE 30, 2023

	BUDGET	ACTUAL	OVER/(UNDER) BUDGET	% UTILIZED	% OVER/ (UNUTILIZED)	
SALARIES & OTHER PAY						
Permanent / County Temporary	\$49,928,206	\$46,926,075	(\$3,002,131)	94.0%	(6.0%)	
Agency Temporary	7,685,300	5,244,040	(2,441,260)	68.2%	(31.8%)	
LACERA Intern Program	288,000	7,646	(280,354)	2.7%	(97.3%)	
Stipends	65,000	47,574	(17,426)	73.2%	(26.8%)	
Overtime	1,088,800	1,303,073	214,273	119.7%	19.7%	
Bilingual Bonus	22,800	13,100	(9,700)	57.5%	(42.5%)	
Transportation Allowance	7,200	22,800	15,600	316.7%	216.7%	
Rideshare Allowance	70,300	4,620	(65,680)	6.6%	(93.4%)	
Sickleave Buyback	68,800	65,713	(3,087)	95.5%	(4.5%)	
TOTAL SALARIES & OTHER PAY	\$59,224,406	\$53,634,641	(\$5,589,765)	90.6%	(9.4%)	
VARIABLE BENEFITS	+++++++++++++++++++++++++++++++++++++	+++++++++++++++++++++++++++++++++++++	(40,000,100)	331370	(01170)	
Retirement	12,027,511	9,785,886	(2,241,625)	81.4%	(18.6%)	
FICA Contribution	892,955	759,458	(133,497)	85.0%	(15.0%)	
County Subsidy - Insurance	3,309,795	2,129,919	(1,179,876)	64.4%	(35.6%)	
Options Plan	4,736,909	3,905,326	(831,583)	82.4%	(17.6%)	
Life Insurance	22,679	20,916	(1,763)	92.2%	(7.8%)	
Health Insurance Temps	325,317	180,439	(1,763)	55.5%	(44.5%)	
Flexible Benefit Plan	10,868	16,179	5,311	148.9%	48.9%	
Thrift Plan / Horizons	2,021,290	1,436,310	(584,980)	71.1%	(28.9%)	
Savings Plan	1,519,048	974,947	(544,101)	64.2%	(35.8%)	
Pension Savings Plan	36,645	22,040	(14,605)	60.1%	(39.9%)	
Megaflex	6,159,991	4,671,336	(1,488,655)	75.8%	(24.2%)	
TOTAL VARIABLE BENEFITS	\$31,063,007	\$23,902,757	(\$7,160,250)	76.9%	(23.1%)	
			,		, ,	
OPEB CONTRIBUTION	\$1,775,147	\$1,763,717	(\$11,430)	99.4%	(0.6%)	
OPEB CONTRIBUTION (BUDGET SURPLUS)	\$0	\$1,775,147	\$1,775,147	N/A	N/A	
OTHER BENEFITS	\$3,345,000	\$3,033,339	(\$311,661)	90.7%	(9.3%)	
TOTAL EMPLOYEE BENEFITS	\$36,183,155	\$30,474,959	(\$5,708,196)	84.2%	(15.8%)	
TOTAL SALARIES & EMPLOYEE				22.20/		
BENEFITS	\$95,407,560	\$84,109,600	(\$11,297,960)	88.2%	(11.8%)	

^{*} All amounts rounded to the nearest dollar.

Permanent Salaries & Variable Benefits

Permanent Salaries expenditures were \$46,926,075 or 94.0% of the approved Permanent Salaries budget of \$49,928,206. This represents an under expenditure of \$3,002,131. This variance is the result of recruitment delays, hiring plan changes and unplanned vacancies.

Variable Benefit expenditures were \$23,902,757 or 76.9% of the approved Variable Benefits budget of \$31,063,007. This represents an under expenditure of \$7,160,250. These expenditures were lower than anticipated due to vacancies that correlate to reduced benefit costs.

At the end of the year, the status of vacant positions is reflected in the difference between budget and actual S&EB. Vacant positions are budgeted at the first step and the estimated time of the year the position will be filled. Salary savings are calculated by reducing the salary cost by the number of months it takes to hire against the position beyond what was budgeted. Vacancies are budgeted at six months unless otherwise specified. Positions are hired at various stages or remain vacant for the entire year. This is reflected in the gap between budget and actual S&EB.

See table on page 4 for details related to vacant positions.

Other Variances

Agency Temporary

Agency Temporary staff expenditures were \$5,244,040 or 68.2% of the adopted budget of \$7,685,300. This represents an under expenditure of \$2,441,260. The majority of this variance relates to the delay and challenges in recruiting for agency temporary staff because the agencies do not have a wide selection/candidate pool. In addition, a few divisions were able to fill some permanent positions during the year, therefore there are lower than anticipated costs for this category.

Overtime

Overtime expenditures were \$1,303,073 or 119.7% of the approved budget of \$1,088,800. This represents an over expenditure of \$214,273. Overtime was used to support ongoing systems maintenance and upgrades conducted after business hours, as well as extended weekday and weekend hours to support member-facing operations. These included March Rush, and critical projects such as the COLA accumulation correction, the Alameda Court Decision projects and Superior Court Pay Code Update Project.

LACERA Intern Program

LACERA Intern Program expenditures were \$7,646 or 2.7% of the approved budget of \$288,000. This represents an under expenditure of \$280,354. There was a total of six interns who were recruited during this fiscal year. Three of the six interns were funded by

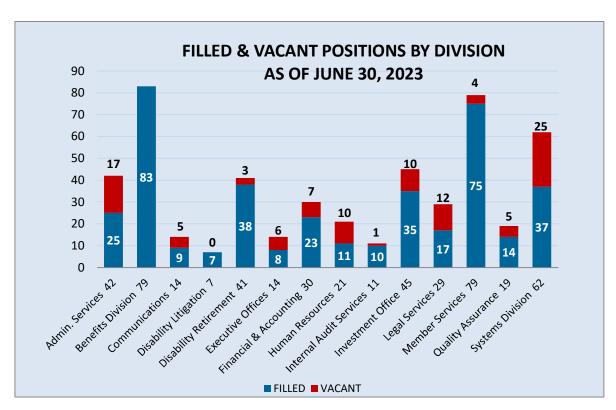
LACERA, whereas the other three were funded by outside agencies which resulted in this program being 97.3% under budget. Although the recruitment occurred in the fourth quarter of FY 2022-2023, the majority of the time worked occurred in FY 2023-2024.

OPEB Contribution (Budget Surplus)

OPEB Contribution (Budget Surplus) of \$1,775,147 against the budget of \$0 was due to the adoption of LACERA's revised Budget Policy by the Board of Retirement and Board of Investments in June 2022. The revised policy allows LACERA's Chief Executive Officer (CEO), at his discretion, to utilize budgetary savings to prefund or make additional OPEB contributions to LACERA's OPEB Trust by June 30 of the year in which the funds were budgeted. Such additional OPEB contributions may be up to but not exceed that year's budgeted OPEB contribution.

Vacancies

The LACERA Management Team is dedicated and committed to filling every vacant position. To address this critical need, LACERA greatly expanded outreach and utilized outside recruiters to fill specialized vacancies primarily in the Investments Division, expending \$471,883 on recruitment. We began the fiscal year with 117 staff vacancies out of 493 budgeted positions for a vacancy rate of 23.7%. Great strides were made throughout the year with hiring staff. However, the cumulative impact of resignations, retirements, and recruitment delays minimized the effect of improving the vacancy rate. LACERA ended the fiscal year as of June 30, 2023, with 101 vacancies and a resulting vacancy rate of 20.5%.



Services and Supplies (S&S)

Services and Supplies (S&S) costs incurred as of June 30, 2023, were \$28,040,073 or 86.7% of the \$32,359,300 administrative approved budget representing an under expenditure of \$4,319,227 or 13.3% for this category. A summary of all S&S expenses and explanations of significant variances are provided below.

SUMMARY OF SERVICES AND SUPPLIES BASED ON EXPENDITURES FOR AS OF JUNE 30, 2023						
S&S CATEGORY	BUDGET	ACTUAL	OVER/(UNDER) BUDGET	% UTILIZED	% OVER/ (UNUTILIZED)	
Auto Expenses	\$133,500	(\$38,449)	(\$171,949)	(28.8%)	(128.8%)	
Communications	535,000	507,934	(27,066)	94.9%	(5.1%)	
Transportation & Travel	656,200	391,723	(264,477)	59.7%	(40.3%)	
Postage	1,069,400	708,909	(360,491)	66.3%	(33.7%)	
Stationery & Forms	808,300	664,082	(144,218)	82.2%	(17.8%)	
Office Supplies & Equipment	845,700	999,020	153,320	118.1%	18.1%	
Insurance	1,120,600	976,329	(144,271)	87.1%	(12.9%)	
Equipment Maintenance	408,300	417,659	9,359	102.3%	2.3%	
Equipment Rents & Leases	287,000	199,499	(87,501)	69.5%	(30.5%)	
Building Costs	7,961,300	6,124,765	(1,836,535)	76.9%	(23.1%)	
Parking Fees	437,000	456,055	19,055	104.4%	4.4%	
Professional & Specialized Services	4,531,500	3,453,051	(1,078,449)	76.2%	(23.8%)	
Bank Services	200,500	177,789	(22,711)	88.7%	(11.3%)	
Legal Fees & Services	3,071,000	3,555,309	484,309	115.8%	15.8%	
Disability Fees & Services	3,145,300	3,052,189	(93,111)	97.0%	(3.0%)	
Computer Services & Support	5,118,600	5,072,012	(46,588)	99.1%	(0.9%)	
Educational Expenses	1,253,000	655,891	(597,109)	52.3%	(47.7%)	
Miscellaneous 777,100 666,304 (110,796) 85.7% (14.3%)						
TOTAL	\$32 359 300	\$28 040 073	(\$4 319 227)	86 7%	(13.3%)	

^{*} All amounts rounded to the nearest dollar.

- Building Costs expenditures were \$6,124,765 or 76.9% of the annual budget of \$7,961,300. This under expenditure of \$1,836,535 or 23.1% of the approved budget is primarily due to lower than anticipated expenditures for Renovation Projects due to supply chain issues and construction delays for the 7th floor project, pushing approximately 67.3% of the costs, or \$1,008,861, into FY 2023-2024.
- Professional & Specialized Services expenditures were \$3,453,051 or 76.2% of the annual budget in this category of \$4,531,500. This under expenditure of \$1,078,449 or 23.8% of the approved budget. Significant variances in this category are outlined below:
 - Under expenditure of \$218,386 for Audits because the KPMG Operational Due Diligence (ODD) Engagement was not completed until September 2023, so the final payment was made against the FY 2023-2024 budget resulting in an under expenditure for FY 2022-2023.

- Under expenditure of \$172,035 for Organizational Programs due to the cancellation of required COVID-testing during this fiscal year.
- Over expenditure of \$170,087 for Retiree Payroll Printing for monthly retiree check mailing allocated to retiree payroll printing.
- Under expenditure of \$120,456 for Software Subscriptions. The Information Security Office (ISO) uses various software tools and monitoring services to keep LACERA cyber secure. In FY 2022-2023, the ISO assessed a number of new tools and was able to utilize new strategies to deploy these tools resulting in reduced costs for software subscriptions.
- Educational Expenses were \$655,891 or 52.3% of the annual budget of \$1,253,000. This under expenditure of \$597,109 is mainly due to lower than anticipated costs for registration fees, and departmental training. The COVID-19 pandemic and travel restrictions in place throughout much of the year resulted in multiple in-person seminar/training/conference cancellations, postponements, or virtual events, resulting in one-time budgetary savings.
- Legal Fees & Services expenditures were \$3,555,309 or 115.8% of the annual budget of \$3,071,000. This over expenditure of \$484,309 is due to higher than anticipated costs for outside legal consulting related to litigation, investigations, and tax matters.
- Postage expenditures were \$708,909 or 66.3% of the annual budget of \$1,069,400. This under expenditure of \$360,491 or 33.7% is mainly due to the allocation of the monthly retiree check mailing to retiree payroll printing and the vendor covers the costs for both postage and printing services, resulting in an over expenditure in retiree payroll printing. Combined, the cost to print and mail retiree payroll checks came in at \$414,087 or approximately \$220,000 below budget.
- Transportation & Travel expenditures were \$391,723 or 59.7% of the annual budget of \$656,200. This under expenditure of \$264,477 or 40.3 is mainly due to reduced travel costs as a result of multiple in-person training and conferences cancellations, postponements, or transitioned to virtual meetings.

Information Technology Projects

LACERA management and staff are committed to continuously improving our operating efficiency and service to our members. In support of that commitment LACERA made significant progress on several key projects, including the first phase of our member case management system (SOL), our budget management solution (Questica Budget), our Information Technology Service Management tool (Service Now), our Hardware Asset Management System (HAM), and our automated accounts payable and purchasing system (Certify), expending \$1,335,366 or 97.8% of the \$1,365,000 budget for new software licenses.

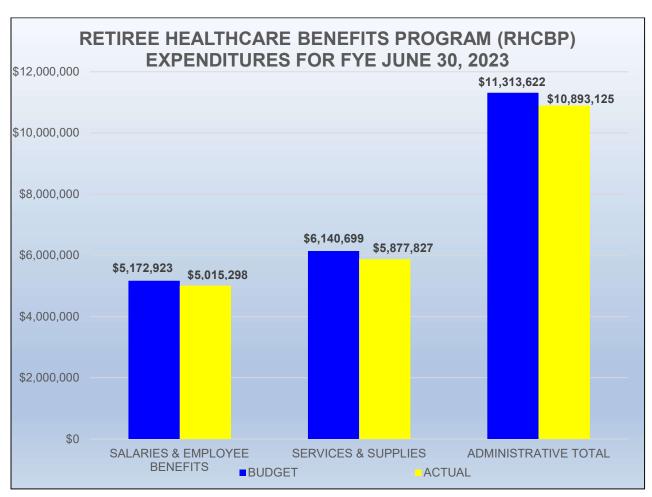
For additional details on LACERA expenses see Appendix A.

SECTION II - RETIREE HEALTHCARE BENEFITS BUDGET SUMMARY

Following is a summary of the Retiree Healthcare Benefits Program Final Budget Control Report for Fiscal Year 2022-2023 for the period ending June 30, 2023. The total program administrative expenses were \$10,893,125 or 96.3% of the \$11,313,622 approved administrative budget. This represents an under expenditure of \$420,497 or 3.7% of the approved budget.

RETIREE HEALTHCARE BENEFITS PROGRAM (RHCBP) SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2023							
RHCBP BUDGET ACTUAL OVER/(UNDER) % 0VER/(UNDER) UTILIZED (UNUTILIZE							
SALARIES & EMPLOYEE BENEFITS	\$5,172,923	\$5,015,298	(\$157,625)	97.0%	(3.0%)		
SERVICES & SUPPLIES \$6,140,699 \$5,877,827 (\$262,872) 95.7% (4.36)							
ADMINISTRATIVE TOTAL \$11,313,622 \$10,893,125 (\$420,497) 96.3% (3.7%)							

^{*}All amounts rounded to the nearest dollar.



Salaries & Employee Benefits (S&EB):

Salaries & Employee Benefits costs were \$5,015,298 or 97.0% of the \$5,172,923 approved administrative budget. This represents an under expenditure of \$157,625 or 3.0% of the approved budget. This variance is primarily attributed to lower than anticipated costs for variable benefits.

Services & Supplies (S&S):

Services & Supplies costs were \$5,877,827 or 95.7% of the \$6,140,699 approved administrative budget. This represents an under expenditure of \$262,872 or 4.3% of the \$6,140,699 approved budget and is primarily due to the following factors:

- Operational Costs of \$4,358,739 results in an under expenditure of \$182,260 or 4.2% of the approved budget of \$4,540,999. This is due to lower than anticipated costs for Departmental Overhead. The overhead amount represents costs incurred by other LACERA Divisions to support the RHC mission. For FY 2022-2023, the RHC Departmental Overhead cost was lower than anticipated and is directly related to LACERA's overall under-expenditures in both S&EB and S&S.
- Professional & Specialized Services costs of \$1,148,352 results in an under expenditure of \$81,048 or 6.6% of the approved budget of \$1,229,400 and is due to lower than anticipated costs for Audits of \$51,475, an under expenditure of \$89,625 or 63.5% under the approved budget of \$141,100. This is due to late invoices/bills and expenses that were not received and captured prior to the accrual deadline.
- Legal Fees and Services of \$15,684 is an over expenditure of \$15,684 for outside legal counsel services related to a potential Tier 3. RHC did not anticipate the need for any legal services for FY 2022-2023.
- Transportation & Travel of \$39,409 includes an over expenditure of \$14,709 for higher than anticipated costs for transportation and travel for staff to attend conferences and training.

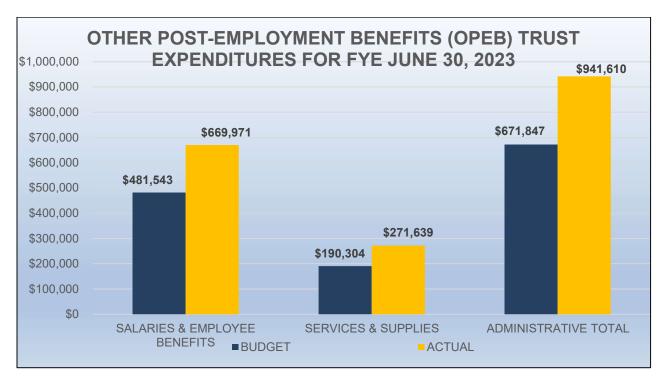
For additional details on RHCBP expenses see Appendix B.

<u>SECTION III - OTHER POST-EMPLOYMENT BENEFITS BUDGET SUMMARY</u>

Following is a summary of the Final Budget Control Report for Other Post-Employment Benefits (OPEB) Trust for the period ending June 30, 2023. The total OPEB Trust administrative expenses were \$941,610 or 140.2% of the \$671,847 approved administrative budget. This represents an over expenditure of \$269,762 or 40.2% of the approved budget.

OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST SUMMARY OF ADMINISTRATIVE EXPENDITURES AS OF JUNE 30, 2023						
OPEB TRUST BUDGET ACTUAL OVER/(UNDER) % 0VER/(UNUTILIZED) % OVER/(UNUTILIZED)						
SALARIES & EMPLOYEE BENEFITS	\$481,543	\$669,971	\$188,427	139.1%	39.1%	
SERVICES & SUPPLIES \$190,304 \$271,639 \$81,335 142.7% 42.7%						
ADMINISTRATIVE TOTAL \$671,847 \$941,610 \$269,762 140.2% 40.2%						

^{*} All amounts rounded to the nearest dollar.



 The over expenditure is attributed to higher than anticipated costs for salaries and employee benefits for additional staff and time needed for special projects (e.g., The change in the unitization structure of the OPEB Master Trust, Public Markets OPEB search conducted as an RFP, SOC RFP, etc.), and late invoices received for audit services from previous years for fiscal year ending June 30, 2022.

For additional details on OPEB Trust expenses see Appendix C.

APPENDIX A

FISCAL YEAR 2022-2023

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION (LACERA)

BUDGET CONTROL REPORT

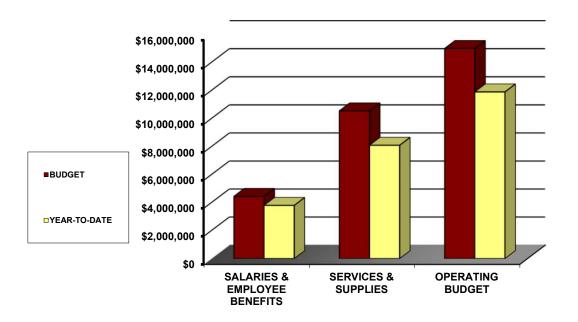
BASED ON EXPENDITURES AS OF JUNE 30, 2023

ADMINISTRATIVE SERVICES

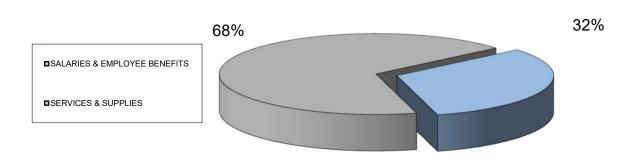
BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$4,442,976	\$3,799,576	(\$643,400)
SERVICES & SUPPLIES	\$10,546,900	\$8,094,760	(\$2,452,140)
OPERATING BUDGET	\$14,989,876	\$11,894,337	(\$3,095,539)

Budgeted Positions 42 Filled Positions 25



Total Expenditures by Category



ADMINISTRATIVE SERVICES

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES AS OF JUNE 30, 2023

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$2,223,984 473,400 0 0 49,400 0 0 0 6,900 7,300 0 \$2,760,984	\$2,030,036 282,409 0 9,935 0 0 4,540 7,799 0	(\$193,948) (190,991) 0 0 (39,465) 0 0 (2,360) 499 0 (\$426,265)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	524,174 35,822 74,378 621,131 1,702 0 10,868 75,146 23,899 0 59,605 \$1,426,725	451,530 31,468 55,315 444,105 1,435 0 5,580 57,480 17,249 0 73,337 \$1,137,500	(72,644) (4,354) (19,063) (177,026) (267) 0 (5,288) (17,666) (6,650) 0 13,732 (\$289,225)
OPEB CONTRIBUTION	88,501	87,935	(566)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	88,501	88,501
OTHER BENEFITS	166,766	150,922	(15,844)
TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	\$1,681,992	\$1,464,858	(\$217,134)
TOTAL SALARIES & EWIFLUTEE DENEFITS	\$4,442,976	\$3,799,576	(\$643,400)

^{*}All amounts rounded to the nearest dollar.

ADMINISTRATIVE SERVICES DIVISION

				OVER/(UNDER)
	_	BUDGET	YTD ACTUAL	BUDGET
	AUTO EXPENSES			
9102	AUTO MAINTENANCE/REPAIR	\$10,000	\$4,886	(\$5,114)
	GAS	1,000	954	(46)
	LICENSE FEES	500	23	(477)
	SPECIAL ORDER - AUTOMOBILE	100,000	(53,767)	(153,767)
	TOTAL	111,500	(47,904)	(159,404)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	1,100	128	(972)
9182	TRAVEL	6,900	2,240	(4,660)
	TOTAL	8,000	2,369	(5,631)
	POSTAGE			
9201	POSTAGE METER	330,000	330,000	0
9204	CALLER BOX SERVICE ANNUAL FEE	1,400	1,423	23
	TOTAL	331,400	331,423	23
	STATIONERY AND FORMS			
9264	MISC STATIONERY & FORMS	3,800	0	(3,800)
	TOTAL	3,800	0	(3,800)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	26,000	22,107	(3,893)
9305	SAFETY AND HEALTH SUPPLIES	50,000	6,873	(43,127)
9306	COMPUTER SUPPLIES	75,000	73,085	(1,915)
9307	STANDARD STOCK	125,000	48,487	(76,513)
	OFFICE FURNISHINGS	50,000	26,120	(23,880)
9352	ERGONOMIC ITEMS	1,000	1,232	232
	TOTAL	327,000	177,905	(149,095)
	INSURANCE			
9381	FIDUCIARY INSURANCE	396,800	287,704	(109,096)
9382	UMBRELLA POLICY	16,200	16,106	(94)
9384	EARTHQUAKE/FLOOD	76,300	76,204	(96)
	CRIME INSURANCE POLICY	21,800	16,244	(5,557)
	BUSINESS PACKAGE	51,700	54,828	3,128
	EMPLOYMENT PRACTICE LIABILITY INSURANCE	149,800	222,213	72,413
	CYBER LIABILITY INSURANCE	399,500	295,058	(104,442)
9391	TERRORISM INSURANCE	8,500	7,973	(527)
	TOTAL	1,120,600	976,329	(144,271)

ADMINISTRATIVE SERVICES DIVISION

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	EQUIPMENT MAINTENANCE			
9401	FAX MACHINES	\$1,000	\$1,543	\$543
9423	TIME CLOCK MAINTENANCE	300	0	(300)
	SECURITY SYSTEM (PANIC BUTTONS)	2,000	900	(1,100)
	TOTAL	3,300	2,443	(857)
	EQUIPMENT RENTS AND LEASES			
9452	MAILING EQUIPMENT	42,000	38,209	(3,791)
9463	PRODUCTION COPIERS - LEASES	245,000	161,290	(83,710)
	TOTAL	287,000	199,499	(87,501)
	BUILDING COSTS			
9476	BUILDING OPERATIONAL COSTS	6,151,300	5,485,152	(666,148)
9477	OVERTIME HVAC/LIGHTING	135,000	73,531	(61,469)
9480	FACILITIES MAINTENANCE	175,000	74,944	(100,056)
9481	RENOVATION PROJECTS	1,500,000	491,139	(1,008,861)
	TOTAL	7,961,300	6,124,765	(1,836,535)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9552	BUSINESS CONTINUITY SERVICES	50,000	17,100	(32,900)
9553	ARCHIVE/ OFF-SITE STORAGE	50,000	77,984	27,984
9677	SHREDDING SERVICE	25,000	45,478	20,478
9685	COURIER SERVICE	25,000	10,189	(14,811)
9686	FURNITURE OFF-SITE STORAGE	18,000	28,167	10,167
9688	UNIVERSAL MAIL DELIVERY SERVICE	8,000	8,668	668
	NEXT DAY MAIL DELIVERY SERVICE	65,000	28,740	(36,260)
9723	BROKERAGE SERVICES FEE	125,000	92,000	(33,000)
	TOTAL	366,000	308,326	(57,674)
	EDUCATIONAL EXPENSES			
	MEMBERSHIPS	3,000	3,084	84
9962	REGISTRATION FEES	10,000	5,226	(4,774)
9963	EDUCATIONAL MATERIALS	500	248	(252)
	TOTAL	13,500	8,558	(4,942)
	MISCELLANEOUS			
9986	MISCELLANEOUS	10,000	11,047	1,047
9990	RIDESHARE	3,500	0	(3,500)
	TOTAL	13,500	11,047	(2,453)
	GRAND TOTAL	\$10,546,900	\$8,094,760	(\$2,452,140)

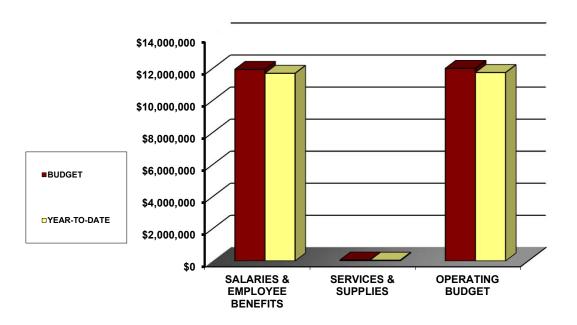
^{*}All amounts rounded to the nearest dollar.

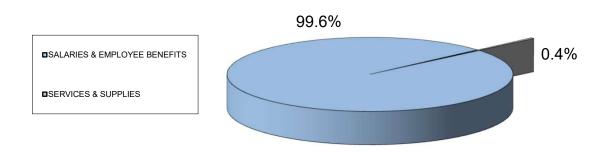
BENEFITS DIVISION

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$11,960,086	\$11,710,642	(\$249,444)
SERVICES & SUPPLIES OPERATING BUDGET	\$59,300 \$12,019,386	\$47,401 \$11,758,043	(\$11,899) (\$261,343)

Budgeted Positions 79 Filled Positions 83





BENEFITS DIVISION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME	\$6,706,995 154,900 0 0 398,100	\$6,787,742 92,043 0 0 580,501	\$80,747 (62,857) 0 0 182,401
BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	3,600 0 0 16,300 12,000 0 \$7,291,895	3,600 0 0 12,891 0 \$7,476,777	0 0 0 (16,300) 891 0 \$184,882
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS OPEB CONTRIBUTION	1,642,863 115,549 170,239 1,396,465 8,257 175,669 0 241,475 49,184 18,302 201,319 \$4,019,322	\$1,449,020 112,373 96,807 1,272,033 7,927 83,681 0 214,891 27,491 10,191 121,897 \$3,396,311	(\$193,843) (3,176) (73,432) (124,432) (330) (91,988) 0 (26,584) (21,693) (8,111) (79,422) (\$623,011)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	224,962	224,962
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS	423,908 \$4,668,192	389,069 \$4,233,866	(34,839)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$11,960,086	\$11,710,642	(\$249,444)

^{*}All amounts rounded to the nearest dollar.

BENEFITS DIVISION

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$1,300	\$794	(\$506)
9182	TRAVEL	5,200	4,706	(494)
	TOTAL	6,500	5,501	(999)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	3,400	1,881	(1,519)
	TOTAL	3,400	1,881	(1,519)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9516	RECORD SEARCHES	1,000	0	(1,000)
9572	PENSION BENEFIT INFORMATION	15,000	11,048	(3,952)
9674	MEMBER VERIFICATION	25,000	20,826	(4,174)
	TOTAL	41,000	31,874	(9,126)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	2,400	620	(1,780)
9962	REGISTRATION FEES	5,000	6,725	1,725
9963	EDUCATIONAL MATERIALS	200	0	(200)
	TOTAL	7,600	7,345	(255)
	MISCELLANEOUS			
9986	MISCELLANEOUS	800	800	0
	TOTAL	800	800	0
	GRAND TOTAL	\$59,300	\$47,401	(\$11,899)

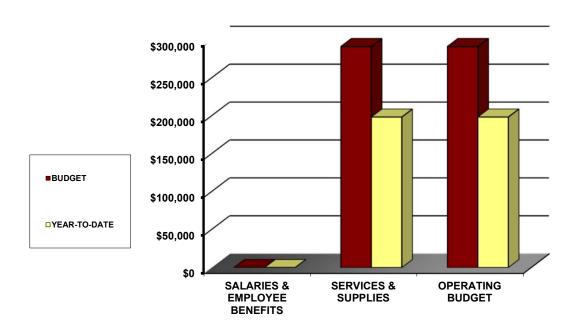
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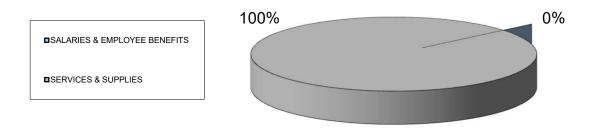
BOARD OF RETIREMENT

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

			OVER / (UNDER)
CATEGORY	BUDGET	YEAR-TO-DATE	BUDGET
SALARIES & EMPLOYEE BENEFITS	\$0	\$0	\$0
SERVICES & SUPPLIES	\$291,500	\$198,496	(\$93,004)
OPERATING BUDGET	\$291,500	\$198,496	(\$93,004)

Board of Retirement 12





BOARD OF RETIREMENT

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$11,000	\$6,621	(\$4,379)
9182	TRAVEL	82,500	45,499	(37,001)
9102				
	TOTAL	93,500	52,121	(41,379)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	44,000	35,495	(8,505)
9962	REGISTRATION FEES	30,000	11,991	(18,009)
9963	EDUCATIONAL MATERIALS	12,000	10,503	(1,497)
	TOTAL	86,000	57,989	(28,011)
	MISCELLANEOUS			
9983	OFF-SITE BOARD MEETING EXPENSE	100,000	82,897	(17,103)
9984	FOOD/BEVERAGES	12,000	5,489	(6,511)
	TOTAL	112,000	88,386	(23,614)
	GRAND TOTAL	\$291,500	\$198,496	(\$93,004)

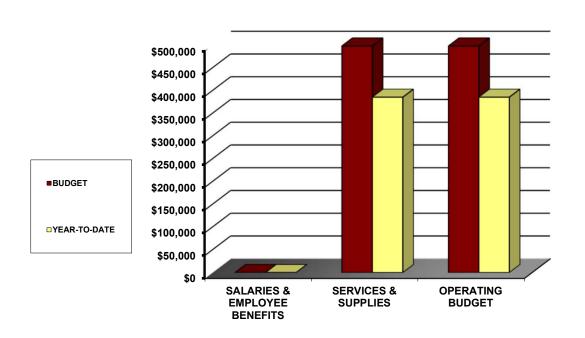
^{*}All amounts rounded to the nearest dollar.

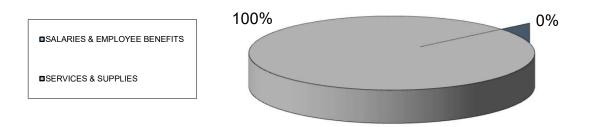
BOARD OF INVESTMENTS

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) BUDGET
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$0 \$498,000	\$0 \$385,504	\$0 (\$112,496)
OPERATING BUDGET	\$498,000	\$385,504	(\$112,496)

Board of Investment 10





BOARD OF INVESTMENTS

				OVER/(UNDER)
	_	BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$22,000	\$10,890	-\$11,110
9182	TRAVEL	220,000	147,417	(72,583)
	TOTAL	242,000	158,306	(83,694)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	85,000	55,420	(29,580)
9962	REGISTRATION FEES	60,000	88,343	28,343
9963	EDUCATIONAL MATERIALS	5,000	3,356	(1,644)
	TOTAL	150,000	147,119	(2,881)
	MISCELLANEOUS			
9983	OFF-SITE BOARD MEETING EXPENSE	100,000	76,594	(23,406)
9984	FOOD/BEVERAGES	6,000	3,485	(2,515)
	TOTAL	106,000	80,079	(25,921)
	GRAND TOTAL	\$498,000	\$385,504	(\$112,496)

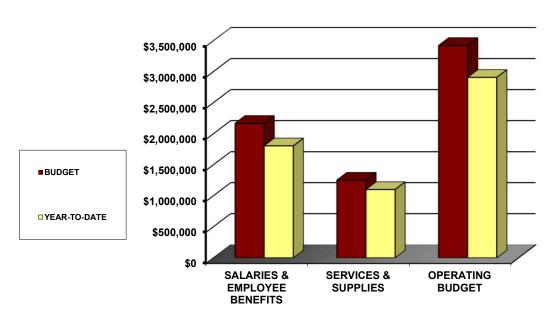
^{*}All amounts rounded to the nearest dollar.

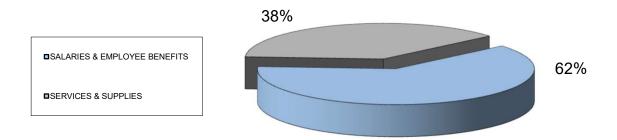
COMMUNICATIONS

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) BUDGET
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$2,168,975 \$1,254,000	\$1,806,645 \$1,102,728	(\$362,330) (\$151,272)
OPERATING BUDGET	\$3,422,975	\$2,909,373	(\$513,602)

Budgeted Positions 14 Filled Positions 9





COMMUNICATIONS

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$1,242,896 56,200 0 0 4,800 0 0 1,000 3,500 0 \$1,308,396	\$1,057,213 41,983 0 0 2,721 0 0 0 1,207 0	(\$185,683) (14,217) 0 0 (2,079) 0 0 (1,000) (2,293) 0 (\$205,272)
VARIABLE BENEFITS	, ,,	, , ,	(1 7)
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	311,053 19,751 88,526 140,031 190 0 37,263 26,079 0 117,440	231,308 16,220 49,815 131,570 279 0 0 19,571 16,152 0 84,145	(79,745) (3,531) (38,711) (8,461) 89 0 (17,692) (9,927) 0 (33,295) (\$191,274)
OPEB CONTRIBUTION	41,689	41,422	(267)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	41,689	41,689
OTHER BENEFITS	78,556	71,350	(7,206)
TOTAL EMPLOYEE BENEFITS	\$860,578	\$703,521	(\$157,057)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$2,168,975	\$1,806,645	(\$362,330)

^{*}All amounts rounded to the nearest dollar.

COMMUNICATIONS

				OVER/(UNDER)
	<u> </u>	BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$500	\$593	\$93
9182	TRAVEL	4,000	2,459	(1,541)
3102	TOTAL	4,500	3,053	(1,447)
				, ,
0005	POSTAGE NEWSLETTER POSTAGE	105 000	210 212	25.242
9205 9207		185,000	210,312	25,312
	ANNUAL BENEFITS STATEMENT POSTAGE	90,000	97,262	7,262
9210	MISCELLANEOUS MAILINGS	73,000	69,912	(3,088)
	TOTAL	348,000	377,486	29,486
	STATIONERY AND FORMS			
9233	DISABILITY RETIREMENT APPEAL	5,000	0	(5,000)
9235	PLANS BROCHURES	80,000	16,059	(63,941)
9237	SURVIVOR - BROCHURES	2,500	0	(2,500)
9239	WITHDRAWAL/RECIPROCITY - BROCHURES	3,500	9,371	5,871
9240	ANNUAL REPORT	55,000	52,938	(2,062)
9242	ANNUAL BENEFITS STATEMENT	110,000	97,726	(12,274)
9246	FORMS	25,000	36,850	11,850
9249	LACERA CALENDARS	8,000	8,820	820
9253	NEW MEMBER WELCOME PACKAGE	10,000	14,994	4,994
9255	PRE-RET GUIDE	25,000	25,462	462
9256	POSTSCRIPT PRINTING	80,000	128,199	48,199
9259	RETIREES - INSERTS	6,000	6,703	703
9261	SPOTLIGHT PRINTING	90,000	83,401	(6,599)
9262	SURVEY	1,500	0	(1,500)
9263	UNANTICIPATED PROJECTS	36,000	34,423	(1,577)
9265	SPECIALIZED MAILINGS	68,000	50,017	(17,984)
9266	DIRECT DEPOSIT BROCHURES	3,000	3,249	249
9267	Q & A BROCHURES	7,000	12,548	5,548
9268	TRANSFER BROCHURES	3,000	0	(3,000)
9269	DISABILITY RETIREMENT PACKETS	15,000	0	(15,000)
9274	STATIONERY	40,000	56,803	16,803
9280	ANNUAL BENEFIT STATEMENT PDF/CD'S	16,000	14,484	(1,516)
9281	ESTIMATE PACKAGE	2,000	0	(2,000)
9282	NEW RETIREE PACKAGE	3,000	4,300	1,300
9283	POWER OF ATTORNEY	15,000	5,417	(9,583)
9285	RETIREMENT UNIVERSITY	90,000	1,500	(88,500)
9286	COMMUNITY PROPERTY GUIDE	5,000	819	(4,181)
	TOTAL	804,500	664,082	(140,418)

COMMUNICATIONS

				OVER/(UNDER)
	-	BUDGET	YTD ACTUAL	BUDGET
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	\$6,000	\$14,465	\$8,465
	TOTAL	6,000	14,465	8,465
	PROFESSIONAL AND SPECIALIZED SERVICES			
9627	NEWSLETTER MAILINGS	30,000	27,156	(2,844)
9628	HR CONFERENCE/FORUM	2,000	0	(2,000)
9719	CAMPAIGNS	10,000	6,190	(3,810)
9720	REBRANDING	5,000	0	(5,000)
	TOTAL	47,000	33,346	(13,654)
	COMPUTER SERVICES & SUPPORT			
9837	MACINTOSH CONSULTING & SUPPORT	2,500	670	(1,830)
9840	MACINTOSH SOFTWARE PACKAGE	1,500	2,400	900
9855	MACINTOSH EQUIPMENT	10,000	4,262	(5,738)
	TOTAL	14,000	7,331	(6,669)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	400	0	(400)
9962	REGISTRATION FEES	25,000	1,939	(23,061)
9963	EDUCATIONAL MATERIALS	4,000	600	(3,400)
	TOTAL	29,400	2,539	(26,861)
	MISCELLANEOUS			
9986	MISCELLANEOUS	600	426	(174)
	TOTAL	600	426	(174)
	GRAND TOTAL	\$1,254,000	\$1,102,728	(\$151,272)

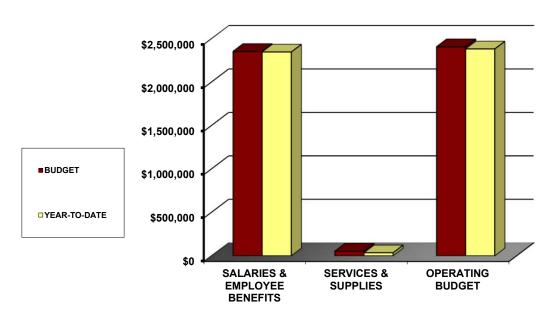
^{*}All amounts rounded to the nearest dollar.

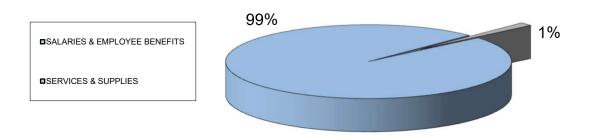
DISABILITY LITIGATION

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) BUDGET
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$2,353,917 \$53,900	\$2,347,003 \$35,245	(\$6,914) (\$18,655)
OPERATING BUDGET	\$2,407,817	\$2,382,248	(\$25,569)

Budgeted Positions
Filled Positions





DISABILITY LITIGATION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$1,371,867 9,800 0 0 6,600 0 0 900 0 \$1,389,167	\$1,433,087 \$0 \$0 \$0 1,058 \$0 \$0 \$0 \$0 \$0 \$0	\$61,220 (\$9,800) \$0 \$0 (5,542) \$0 \$0 (\$900) \$0 \$0
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	335,810 22,636 96,904 0 0 0 67,188 74,414 0 235,076 \$832,028	\$303,993 21,528 81,102 0 0 0 47,861 61,116 0 227,307	(\$31,817) (1,108) (15,802) 0 0 (0 (19,327) (13,298) 0 (7,769) (\$89,121)
OPEB CONTRIBUTION	46,014	45,720	(294)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	46,014	46,014
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS	86,707 \$964,749	78,217 \$912,858	(8,490) (\$51,891)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$2,353,917	\$2,347,003	(\$6,914)

^{*}All amounts rounded to the nearest dollar.

DISABILITY LITIGATION

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	AUTO EXPENSES			
9102	AUTO MAINTENANCE/REPAIR	\$1,100	\$108	(\$992)
9102	GAS	1,500	467	(1,033)
9105	LICENSE FEES	300	0	(300)
0100	TOTAL	2,900	575	(2,325)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	1,100	107	(994)
9182	TRAVEL	5,400	1,919	(3,481)
	TOTAL	6,500	2,026	(4,474)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	2,000	351	(1,649)
	TOTAL	2,000	351	(1,649)
	LEGAL FEES AND SERVICES			
9772	OUTSIDE LEGAL COUNSEL	5,000	0	(5,000)
9777	LITIGATION SUPPORT	500	0	(500)
	TOTAL	5,500	0	(5,500)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	3,500	2,248	(1,252)
9962	REGISTRATION FEES	3,000	4,759	`1,759 [°]
9963	EDUCATIONAL MATERIALS	30,000	25,286	(4,714)
	TOTAL	36,500	32,293	(4,207)
	MISCELLANEOUS			
9986	MISCELLANEOUS	500	0	(500)
	TOTAL	500	0	(500)
	GRAND TOTAL	\$53,900	\$35,245	(\$18,655)

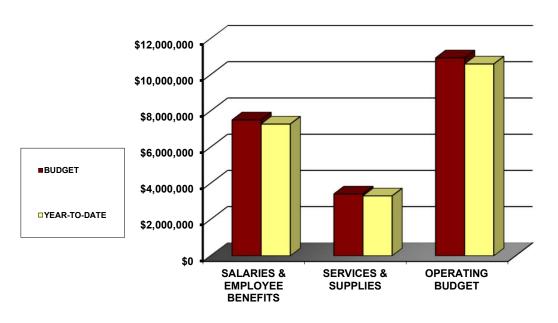
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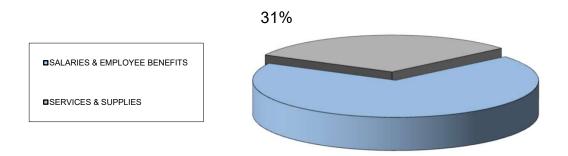
DISABILITY RETIREMENT

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$7,514,693	\$7,289,456	(\$225,237)
SERVICES & SUPPLIES	\$3,425,100	\$3,316,352	(\$108,748)
OPERATING BUDGET	\$10,939,793	\$10,605,809	(\$333,984)

Budgeted Positions 41 Filled Positions 38





DISABILITY RETIREMENT

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$4,134,839 129,000 0 0 165,300 0 0 4,500 6,000 0 \$4,439,639	\$4,223,905 52,858 0 0 120,189 0 0 0 2,810 0 \$4,399,763	\$89,066 (76,142) 0 0 (45,111) 0 0 (4,500) (3,190) 0 (\$39,876)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	1,104,267 69,674 443,933 290,522 1,504 0 0 136,789 106,042 0 522,297 \$2,675,028	955,486 68,166 344,717 245,407 1,257 0 120,181 94,516 0 546,753 \$2,376,485	(148,781) (1,508) (99,216) (45,115) (247) 0 (16,608) (11,526) 0 24,456 (\$298,543)
OPEB CONTRIBUTION	138,688	137,801	(887)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	138,688	138,688
OTHER BENEFITS	261,338	236,719	(24,619)
TOTAL CALADIES & EMPLOYEE BENEFITS	\$3,075,054	\$2,889,693	(\$185,361)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$7,514,693	\$7,289,456	(\$225,237)

^{*}All amounts rounded to the nearest dollar.

DISABILITY RETIREMENT

					OVER/(UNDER)
		_	BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AN	IN TRAVEI			
9181	TRANSPORTATION AT	ID INAVEL	\$1,500	\$477	(\$1,023)
9182	TRAVEL		6,500	4,633	(1,867)
0.02		OTAL	8,000	5,110	(2,890)
	OFFICE SUPPLIES AN	D EQUIPMENT			
9302	SPECIAL ORDERS/MIN	IOR EQUIP	5,800	580	(5,220)
	Т	OTAL	5,800	580	(5,220)
	PROFESSIONAL AND	SPECIALIZED SERVICES			
9673	PHOTOCOPIES OF DO	CUMENTS	215,000	226,206	11,206
9695	JOB ANALYST		15,000	24,478	9,478
	Т	OTAL	230,000	250,684	20,684
	LEGAL FEES AND SEF	RVICES			
9772	OUTSIDE LEGAL COU	NSEL	25,000	5,260	(19,740)
	Т	OTAL	25,000	5,260	(19,740)
	DISABILITY FEES AND	SERVICES			
9802	HEARING OFFICER FE	ES	150,000	87,624	(62,376)
9803	MEDICAL FEES		2,800,000	2,943,049	143,049
9804	COURT REPORTER		25,000	14,750	(10,250)
9805	INVESTIGATIVE SERV	CES	20,000	6,286	(13,714)
9806	DATABASE SEARCHES	6	300	480	180
9807	MEDICAL ADVISOR	<u> </u>	150,000	0	(150,000)
	Т	OTAL	3,145,300	3,052,189	(93,111)
	EDUCATIONAL EXPEN	ISES			
9961	MEMBERSHIPS		200	0	(200)
9962	REGISTRATION FEES		10,000	1,905	(8,095)
9963	EDUCATIONAL MATER	RIALS	500	100	(400)
	Т	OTAL	10,700	2,005	(8,695)
	MISCELLANEOUS				
9986	MISCELLANEOUS		300	525	225
		OTAL _	300	525	225
	GRAND TOTAL	_	\$3,425,100	\$3,316,352	(\$108,748)

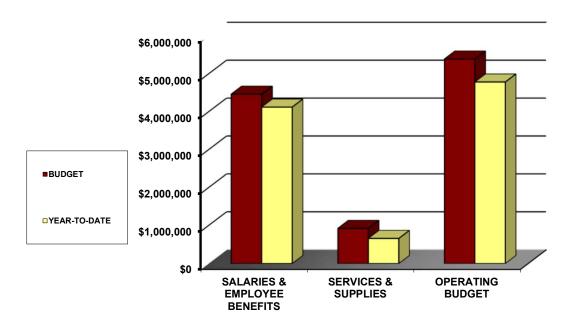
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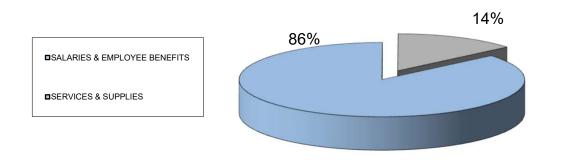
EXECUTIVE OFFICE

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$4,467,051	\$4,126,195	(\$340,856)
SERVICES & SUPPLIES	\$927,100	\$662,537	(\$264,563)
OPERATING BUDGET	\$5,394,151	\$4,788,732	(\$605,419)

Budgeted Positions 14 Filled Positions 8





EXECUTIVE OFFICE

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$1,939,134 1,129,700 0 65,000 25,600 0 0 1,400 0 0 \$3,160,834	\$1,757,755 1,077,533 0 47,574 17,850 0 0 15,600 0 0 \$2,916,311	(\$181,379) (52,168) 0 (17,426) (7,751) 0 0 15,600 (1,400) 0 (\$244,523)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	415,591 34,729 170,297 0 0 0 57,178 80,965 0 347,599 \$1,106,359	369,341 30,094 120,858 0 0 0 51,252 69,163 0 313,257 \$953,964	(46,250) (4,635) (49,439) 0 0 0 (5,926) (11,802) 0 (34,342) (\$152,395)
OPEB CONTRIBUTION	69,290	68,847	(443)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	69,290	69,290
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS	130,567 \$1,306,216	117,782 \$1,209,884	(12,785) (\$96,332)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$1,306,216	\$4,126,195	(\$340,856)

^{*}All amounts rounded to the nearest dollar.

EXECUTIVE OFFICE

	_	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	AUTO EXPENSES			
9102	AUTO MAINTENANCE/REPAIR	\$4,000	\$1,887	(\$2,113)
9103	GAS	6,500	4,617	(1,883)
9105	LICENSE FEES	1,800	1,308	(492)
	TOTAL	12,300	7,813	(4,487)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	3,000	1,235	(1,765)
9182	TRAVEL	19,000	8,857	(10,143)
	TOTAL	22,000	10,093	(11,907)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	3,500	782	(2,718)
	TOTAL	3,500	782	(2,718)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9672	IMPROVEMENT PROJECTS	80,000	0	(80,000)
9714	SECURITY ASSESSMENT & MONITORING	98,800	98,800	0
9716	PUBLIC & MEDIA RELATIONS	125,000	45,253	(79,747)
9724	STRATEGIC PLANNING	321,000	360,003	39,003
9725	SOFTWARE SUBSCRIPTION SERVICES	210,000	89,544	(120,456)
	TOTAL	834,800	593,599	(241,201)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	15,000	19,227	4,227
9962	REGISTRATION FEES	24,000	16,872	(7,128)
9963	EDUCATIONAL MATERIALS	5,000	8,850	3,850
	TOTAL	44,000	44,949	949
	MISCELLANEOUS			
9982	EMPLOYEE RECOGNITION PROGRAM	2,000	1,600	(400)
9984	FOOD/BEVERAGES	2,500	2,956	456
9986	MISCELLANEOUS _	6,000	745	(5,255)
	TOTAL	10,500	5,301	(5,199)
	GRAND TOTAL	\$927,100	\$662,537	(\$264,563)

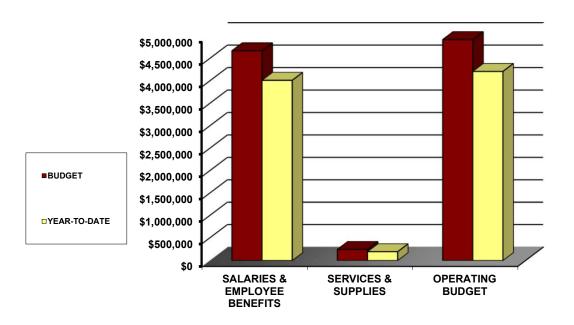
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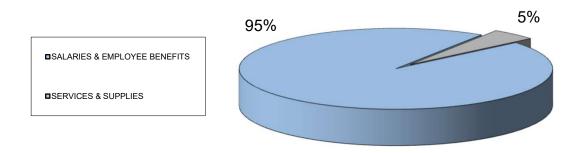
FINANCIAL AND ACCOUNTING SERVICES

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$4,677,178 \$249,300	\$4,019,988 \$197,806	(\$657,190) (\$51,494)
OPERATING BUDGET	\$4,926,478	\$4,217,794	(\$708,684)

Budgeted Positions 30 Filled Positions 23





FINANCIAL AND ACCOUNTING SERVICES DIVISION

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$2,220,717 778,100 0 0 65,300 0 7,500 12,000 0 \$3,083,617	\$2,113,087 485,257 0 0 45,783 0 0 0 80 6,200 0	(\$107,630) (292,843) 0 0 (19,517) 0 0 (7,420) (5,800) 0 (\$433,210)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	543,238 39,435 52,826 537,138 1,841 0 0 117,405 16,009 0 58,642 \$1,366,535	478,454 32,802 29,262 415,314 1,596 0 74,444 9,667 0 35,654	(64,784) (6,633) (23,564) (121,824) (245) 0 (42,961) (6,342) 0 (22,988) (\$289,343)
OPEB CONTRIBUTION	78,710	78,207	(503)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	78,710	78,710
OTHER BENEFITS	148,317	135,473	(12,844)
TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	\$1,593,561 \$4,677,178	\$1,369,581 \$4,019,988	(\$223,980) (\$657,190)
I STAL SALAMES & LIM LOTEL DEMENT	Ψ-7,077,170	Ψ-7,010,000	(4007, 100)

^{*}All amounts rounded to the nearest dollar.

FINANCIAL AND ACCOUNTING SERVICES DIVISION

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$3,200	\$591	(\$2,609)
9182	TRAVEL	18,600	6,883	(11,717)
	TOTAL	21,800	\$7,473	(\$14,327)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	2,338	(2,662)
	TOTAL	5,000	\$2,338	(\$2,662)
	BANK SERVICES			
9753	BANK CHARGES - STATE STREET	200,500	177,789	(22,711)
	TOTAL	200,500	\$177,789	(\$22,711)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	6,500	6,205	(295)
9962	REGISTRATION FEES	10,000	3,180	(6,820)
9963	EDUCATIONAL MATERIALS	2,500	820	(1,680)
	TOTAL	19,000	10,205	(8,795)
	MISCELLANEOUS			
9986	MISCELLANEOUS	3,000	0	(3,000)
	TOTAL	3,000	0	(3,000)
	GRAND TOTAL	\$249,300	\$197,806	(\$51,494)

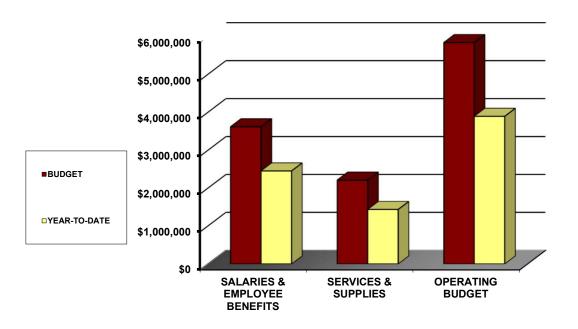
^{*}All amounts rounded to the nearest dollar.

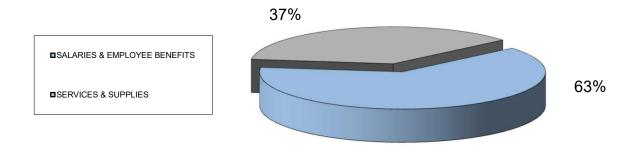
HUMAN RESOURCES

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

			OVER / (UNDER)
CATEGORY	BUDGET	YEAR-TO-DATE	BUDGET
SALARIES & EMPLOYEE BENEFITS	\$3,623,337	\$2,457,988	(\$1,165,349)
SERVICES & SUPPLIES	\$2,216,200	\$1,440,287	(\$775,913)
OPERATING BUDGET	\$5,839,537	\$3,898,275	(\$1,941,263)

Budgeted Positions 21 Filled Positions 11





HUMAN RESOURCES

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$1,797,569 144,300 288,000 0 3,800 0 0 1,700 0 0 \$2,235,369	\$1,268,276 137,617 7,646 0 18,840 0 0 0 0 0 0 \$1,432,379	(\$529,293) (6,683) (280,354) 0 15,040 0 0 (1,700) 0 (\$802,990)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	464,031 28,920 195,116 0 0 0 0 65,927 82,964 0 362,517 \$1,199,476	331,800 20,495 122,694 1,066 0 0 43,866 49,393 0 214,929	(132,231) (8,425) (72,422) 1,066 0 0 (22,061) (33,571) 0 (147,588) (\$415,233)
OPEB CONTRIBUTION	65,350	64,932	(418)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	65,350	65,350
OTHER BENEFITS	123,142	111,084	(12,058)
TOTAL EMPLOYEE BENEFITS TOTAL SALARIES & EMPLOYEE BENEFITS	\$1,387,967 \$3,623,337	\$1,025,609 \$2,457,988	(\$362,358)
IUIAL SALAKIES & EWIPLUTEE DENETIIS	⊅ 3,ნ∠3,33/	₹,457, 9 88	(\$1,165,349)

^{*}All amounts rounded to the nearest dollar.

HUMAN RESOURCES

				OVER/(UNDER)
	<u> </u>	BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$1,200	\$790	(\$410)
9182	TRAVEL	8,200	5,231	(2,969)
	TOTAL	9,400	6,021	(3,379)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	7,000	3,533	(3,467)
	TOTAL	7,000	3,533	(3,467)
	PARKING FEES			
9491	GATEWAY PLAZA	435,000	456,055	21,055
9492	MUSIC CENTER	2,000	0	(2,000)
	TOTAL	437,000	456,055	19,055
	PROFESSIONAL AND SPECIALIZED SERVICES			
9504	PAYROLL SERVICES	200,000	147,673	(52,327)
9510	FINGERPRINTING SERVICES	3,000	4,765	1,765 [°]
9511	SECURITY SERVICES - SHERIFF	16,000	8,057	(7,943)
9512	PAYROLL ENV, DUPLICATE W2'S - AUD	300	10,029	9,729
9513	PERSONNEL SRVCS - HUMAN RESOURCES	45,000	30,660	(14,340)
9547	HUMAN RESOURCES CONSULTING	125,000	48,715	(76,285)
9694	BACKGROUND CHECKS	3,000	7,103	4,103
9700	OHS PHYSICALS	1,000	0	(1,000)
9711	REQUEST FOR ACCOMMODATIONS	35,000	23,551	(11,449)
9718	LEAVE CASE MANAGEMENT PROGRAM	47,500	20,720	(26,780)
9721	ORGANIZATIONAL PROGRAMS	200,000	27,965	(172,035)
	TOTAL	675,800	329,238	(346,562)
	COMPUTER SERVICES & SUPPORT			
9838	MISC SOFTWARE PACKAGES	55,000	75,175	20,175
	TOTAL	55,000	75,175	20,175
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	6,000	10,031	4,031
9962	REGISTRATION FEES	15,000	9,838	(5,162)
9963	EDUCATIONAL MATERIALS	6,000	1,311	(4,689)
9966	DEPARTMENTAL TRAINING	250,000	(840)	(250,840)
9967	TUITION REIMBURSEMENT PROGRAM	75,000	47,480	(27,520)
9968	MOU TRAINING ALLOCATION	100,000	11,271	(88,729)
9969	MENTORING PROGRAM	35,000	16,929	(18,072)
9970	FORUM	22,000	0	(22,000)
	TOTAL	509,000	96,019	(412,981)

HUMAN RESOURCES

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
				_
	MISCELLANEOUS			
	MISCELLANEOUS			
9981	RECRUITMENT	\$490,000	\$471,883	(\$18,117)
9986	MISCELLANEOUS	2,500	55	(2,445)
9989	WEB DAY	5,500	2,307	(3,193)
9991	MANAGEMENT OFFSITE	25,000	0	(25,000)
	TOTAL	523,000	474,245	(48,755)
	GRAND TOTAL	\$2,216,200	\$1,440,287	(\$775,913)

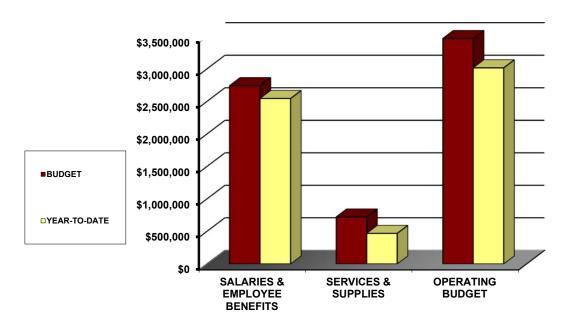
^{*}All amounts rounded to the nearest dollar.

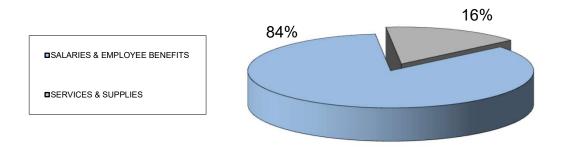
INTERNAL AUDIT SERVICES

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$2,743,995	\$2,547,148	(\$196,847)
SERVICES & SUPPLIES	\$724,500	\$471,312	(\$253,188)
OPERATING BUDGET	\$3,468,495	\$3,018,459	(\$450,036)

Budgeted Positions 11 Filled Positions 10





INTERNAL AUDIT SERVICES

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$1,590,417 0 0 0 5,000 0 0 1,500 0 0 \$1,596,917	\$1,529,699 0 0 0 928 0 0 0 0 0 \$1,530,626	(\$60,718) 0 0 0 (4,072) 0 0 (1,500) 0 (\$66,291)
VARIABLE BENEFITS	ψ1,000,011	\$ 1,000,020	(400,201)
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	393,629 27,771 114,657 0 0 0 0 80,799 82,887 0 303,510 \$1,003,252	357,582 26,054 89,803 0 9 0 10,599 49,669 61,146 0 237,489	(36,047) (1,717) (24,854) 0 9 0 10,599 (31,130) (21,741) 0 (66,021) (\$170,902)
OPEB CONTRIBUTION	49,864	49,546	(318)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	49,864	49,864
OTHER BENEFITS	93,962	84,761	(9,201)
TOTAL EMPLOYEE BENEFITS	\$1,147,079	\$1,016,521	(\$130,558)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$2,743,995	\$2,547,148	(\$196,847)

^{*}All amounts rounded to the nearest dollar.

INTERNAL AUDIT SERVICES

		BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
				_
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$2,000	\$769	(\$1,231)
9182	TRAVEL	15,000	4,990	(10,010)
	TOTAL	17,000	\$5,759	(\$11,241)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	1,500	388	(1,112)
	TOTAL	1,500	\$388	(\$1,112)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9541	AUDITS	650,000	431,614	(218,386)
9702	AUDIT COMMITTEE CONSULTANT	25,000	7,367	(17,633)
0.02	TOTAL	675,000	\$438,980	(\$236,020)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	8,000	4,509	(3,491)
9962	REGISTRATION FEES	20,000	20,382	382
9963	EDUCATIONAL MATERIALS	2,500	1,294	(1,206)
0000	TOTAL	30,500	\$26,185	(\$4,315)
	MISCELLANEOUS			
0000		F00	0	(500)
9986	MISCELLANEOUS	500	0	(500)
	TOTAL GRAND TOTAL	500 \$724,500	0 \$471,312	(500) (\$253,188)
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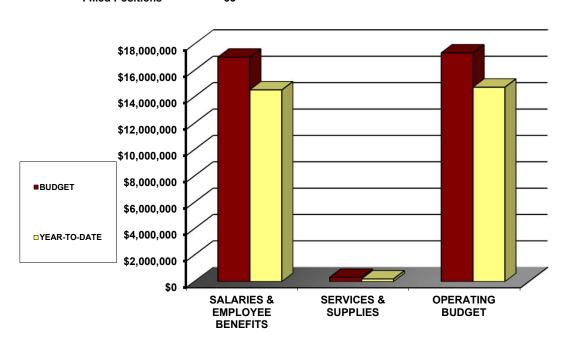
^{*}All amounts rounded to the nearest dollar.

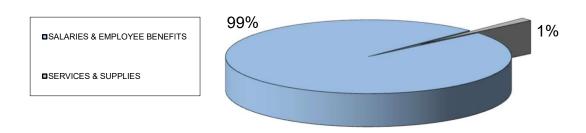
INVESTMENT OFFICE

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) BUDGET
SALARIES & EMPLOYEE BENEFITS	\$17,020,288	\$14,543,556	(\$2,476,732)
SERVICES & SUPPLIES	\$321,900	\$203,177	(\$118,723)
OPERATING BUDGET	\$17,342,188	\$14,746,733	(\$2,595,455)

Budgeted Positions 45 Filled Positions 35





INVESTMENT OFFICE

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME	\$9,730,713 0 0 0 0 1,000	\$9,126,350 0 0 0 0	(\$604,363) 0 0 0 (1,000)
BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION	0 0 7,200 5,000 0 0	0 0 7,200 0 0	0 0 0 (5,000) 0
TOTAL SALARIES & OTHER PAYS	\$9,743,913	\$9,133,550	(\$610,363)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	2,075,582 199,181 840,614 0 0 0 444,680 569,072 0 2,148,346 \$6,277,477	1,521,645 148,201 460,322 0 0 0 266,187 282,746 0 1,451,882 \$4,130,984	(553,937) (50,980) (380,292) 0 0 0 (178,493) (286,326) 0 (696,464) (\$2,146,493)
OPEB CONTRIBUTION	346,317	344,025	(2,292)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	346,317	346,317
OTHER BENEFITS TOTAL EMPLOYEE BENEFITS	652,582 \$7,276,374	588,681 \$5,410,006	(63,901) (\$1,866,368)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$17,020,288	\$14,543,556	(\$2,476,732)

^{*}All amounts rounded to the nearest dollar.

INVESTMENT OFFICE

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	AUTO EXPENSES			
0400		#4.000	ΦO	(\$4,000)
9102	AUTO MAINTENANCE/REPAIR	\$1,000	\$0	(\$1,000)
9103 9105	GAS LICENSE FEES	1,000	0	(1,000)
9105		400	0	(400)
	TOTAL	2,400	0	(2,400)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	23,000	15,752	(7,248)
9182	TRAVEL	152,000	90,028	(61,972)
	TOTAL	175,000	105,780	(69,220)
	OFFICE SUPPLIES AND EQUIPMENT			
0000	·	2.500	450	(0.044)
9302	SPECIAL ORDERS/MINOR EQUIP	3,500	159	(3,341)
	TOTAL	3,500	159	(3,341)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	100,000	74,564	(25,436)
9962	REGISTRATION FEES	20,000	6,008	(13,992)
9963	EDUCATIONAL MATERIALS	20,000	13,041	(6,959)
	TOTAL	140,000	93,613	(46,387)
	MISCELLANEOUS			
9986	MISCELLANEOUS	1,000	3,625	2,625
3000	TOTAL	1,000	3,625	2,625
	GRAND TOTAL	\$321,900	\$203,177	(\$118,723)

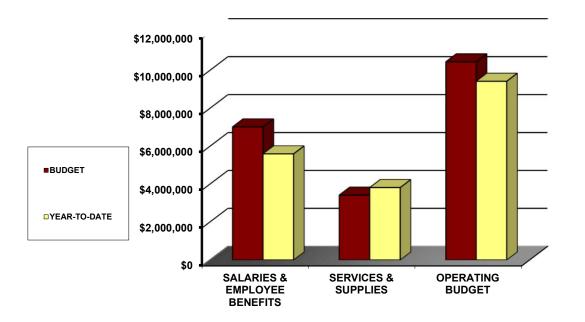
^{*}All amounts rounded to the nearest dollar.

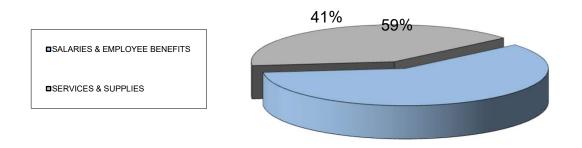
LEGAL SERVICES

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) BUDGET
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$7,029,695 \$3,427,500	\$5,605,930 \$3,826,054	(\$1,423,765) \$398,554
OPERATING BUDGET	\$10,457,195	\$9,431,984	(\$1,025,211)

Budgeted Positions 29 Filled Positions 17





LEGAL SERVICES

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES AS OF JUNE 30, 2023

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$3,853,589 196,600 0 18,400 2,400 0 2,500 0 2,500 0 \$4,073,489	\$3,233,961 132,911 0 20,668 0 0 0 0 \$3,387,540	(\$619,628) (63,689) 0 0 2,268 (2,400) 0 (2,500) 0 (\$685,949)
VARIABLE BENEFITS			
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	917,046 70,332 514,522 0 0 0 147,579 155,063 0 750,759 \$2,555,301	671,622 51,884 290,846 0 0 0 94,174 100,615 0 495,884 \$1,705,027	(245,424) (18,448) (223,676) 0 0 0 (53,405) (54,448) 0 (254,875) (\$850,274)
OPEB CONTRIBUTION	138,993	138,104	(889)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	138,993	138,993
OTHER BENEFITS	261,912	236,266	(25,646)
TOTAL EMPLOYEE BENEFITS	\$2,956,206	\$2,218,390	(\$737,816)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$7,029,695	\$5,605,930	(\$1,423,765)

^{*}All amounts rounded to the nearest dollar.

LEGAL SERVICES

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF JUNE 30, 2023

				OVER/(UNDER)
	_	BUDGET	YTD ACTUAL	BUDGET
	AUTO EVPENOES			
9102	AUTO EXPENSES AUTO MAINTENANCE/REPAIR	\$2,000	\$0	(\$2,000)
9102	GAS	\$2,000 2,000	ֆՍ 1,067	(\$2,000) (933)
9105	LICENSE FEES	400	0	(400)
3100	TOTAL	4,400	1,067	(3,333)
		,	,	(' ,
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	4,800	2,133	(2,667)
9182	TRAVEL	13,000	8,970	(4,030)
	TOTAL	17,800	11,103	(6,697)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	6,000	1,772	(4,228)
0002	TOTAL	6,000	1,772	(4,228)
				(' ,
	PROFESSIONAL AND SPECIALIZED SERVICES			
9543	LEGISLATIVE CONSULTING	252,000	156,500	(95,500)
9673	PHOTOCOPIES OF DOCUMENTS	300	229	(71)
	TOTAL	252,300	156,729	(95,571)
	LEGAL FEES AND SERVICES			
9771	ATTORNEY FEES AWARDS/SETTLEMENTS	40.000	1,202	(38,798)
9772	OUTSIDE LEGAL COUNSEL	3,000,000	3,548,847	548,847
9777	LITIGATION SUPPORT	500	0	(500)
•	TOTAL	3,040,500	3,550,049	509,549
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	15,000	14,516	(484)
9962	REGISTRATION FEES	19,000	20,176	1,176
9963	EDUCATIONAL MATERIALS	70,500	69,885	(615)
	TOTAL	104,500	104,577	77
	MISCELLANEOUS			
9986	MISCELLANEOUS	2,000	756	(1,244)
	TOTAL	2,000	756	(1,244)
	GRAND TOTAL	\$3,427,500	\$3,826,054	\$398,554
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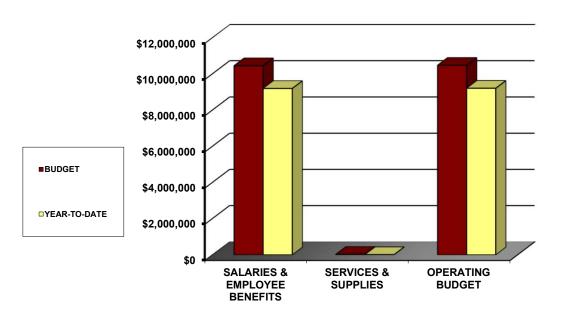
^{*}All amounts rounded to the nearest dollar.

MEMBER SERVICES

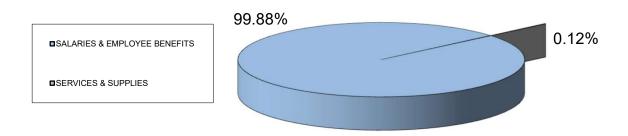
BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) BUDGET
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$10,452,614 \$26,800	\$9,197,120 \$11,441	(\$1,255,494) (\$15,359)
OPERATING BUDGET	\$10,479,414	\$9,208,561	(\$1,270,853)

Budgeted Positions 79 Filled Positions 75



Total Expenditures by Category



MEMBER SERVICES

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES AS OF JUNE 30, 2023

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$5,973,287	\$5,442,189	(\$531,098)
AGENCY TEMPORARY	37,000	0	(37,000)
LACERA INTERN PROGRAM	0	0	Ó
STIPENDS	0	0	0
OVERTIME	174,000	268,449	94,449
BILINGUAL BONUS	16,800	9,500	(7,300)
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	10,000	0	(10,000)
SICKLEAVE BUYBACK	15,000	17,636	2,636
RESERVE FOR REMUNERATION	0	0	0
TOTAL SALARIES & OTHER PAYS	\$6,226,087	\$5,737,774	(\$488,313)
VARIABLE BENEFITS			
RETIREMENT	1,567,673	1,172,852	(394,821)
FICA CONTRIBUTION	101,702	87,334	(14,368)
COUNTY SUBSIDY - INSURANCE	102,742	56,815	(45,927)
OPTIONS PLAN	1,288,795	995,687	(293,108)
LIFE INSURANCE	6,956	5,778	(1,178)
HEALTH INSURANCE TEMPS	149,648	96,758	(52,890)
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	258,956	171,232	(87,724)
SAVINGS PLAN	29,635	19,343	(10,292)
PENSION SAVINGS PLAN	16,628	7,044	(9,584)
MEGAFLEX	117,164	90,219	(26,945)
TOTAL VARIABLE BENEFITS	\$3,639,900	\$2,703,061	(\$936,839)
OPEB CONTRIBUTION	203,383	202,082	(1,301)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	203,383	203,383
OTHER BENEFITS	383,245	350,820	(32,425)
TOTAL EMPLOYEE BENEFITS	\$4,226,527	\$3,459,346	(\$767,181)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$10,452,614	\$9,197,120	(\$1,255,494)

^{*}All amounts rounded to the nearest dollar.

MEMBER SERVICES

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF JUNE 30, 2023

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$3,500	\$1,576	(\$1,924)
9182	TRAVEL	4,500	5,957	1,457
	TOTAL	8,000	\$7,533	(\$467)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	5,000	\$1,650	(\$3,350)
	TOTAL	5,000	\$1,650	(\$3,350)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	1,200	\$0	(\$1,200)
9962	REGISTRATION FEES	10,000	\$1,365	(\$8,635)
9963	EDUCATIONAL MATERIALS	100	\$0	(\$100)
	TOTAL	11,300	\$1,365	(\$9,935)
	MISCELLANEOUS			
9986	MISCELLANEOUS	1,500	\$893	(\$607)
9992	FACILITIES RENTAL	1,000	\$0	(\$1,000)
	TOTAL	2,500	\$893	(\$1,607)
	GRAND TOTAL	\$26,800	\$11,441	(\$15,359)

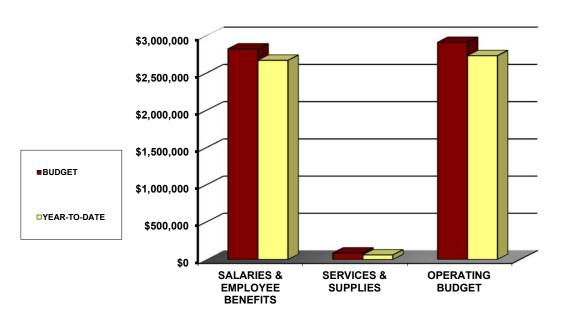
^{*}All amounts rounded to the nearest dollar.

QUALITY ASSURANCE

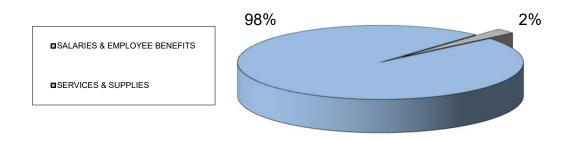
BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$2,830,468 \$87,900	\$2,677,444 \$62,072	(\$153,024) (\$25,828)
OPERATING BUDGET	\$2,918,368	\$2,739,515	(\$178,853)

Budgeted Positions 19 Filled Positions 14



Total Expenditures by Category



QUALITY ASSURANCE

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES AS OF JUNE 30, 2023

<u>-</u>	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY	\$1,607,869	\$1,548,769	(\$59,100)
AGENCY TEMPORARY	0	0	0
LACERA INTERN PROGRAM	0	0	0
STIPENDS	0	0	(00,007)
OVERTIME BILINGUAL BONUS	21,500	803	(20,697)
PAY IN LIEU OF SALARY REDUCTION	0	0	0
TRANSPORTATION ALLOWANCE	0	0	0
RIDESHARE ALLOWANCE	2,200	0	(2,200)
SICKLEAVE BUYBACK	1,000	0	(1,000)
RESERVE FOR REMUNERATION	0	0	(1,000)
TOTAL SALARIES & OTHER PAYS	\$1,632,569	\$1,549,572	(\$82,997)
VARIABLE BENEFITS			
RETIREMENT	420,715	380,050	(40,665)
FICA CONTRIBUTION	30,085	25,004	(5,081)
COUNTY SUBSIDY - INSURANCE	105,493	107,254	1,761
OPTIONS PLAN	26,858	7,317	(19,541)
LIFE INSURANCE	222	125	(97)
HEALTH INSURANCE TEMPS	0	0	0
FLEXIBLE BENEFIT PLAN	0	0	0
THRIFT PLAN / HORIZONS	58,081	46,886	(11,195)
SAVINGS PLAN PENSION SAVINGS PLAN	60,977 0	56,306 0	(4,671) 0
MEGAFLEX	306,586	263,064	(43,522)
TOTAL VARIABLE BENEFITS	\$1,009,017	\$886,007	(\$123,010)
OPEB CONTRIBUTION	65,485	65,066	(419)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	65,485	65,485
OTHER BENEFITS	123,397	111,314	(12,084)
TOTAL EMPLOYEE BENEFITS	\$1,197,899	\$1,127,872	(\$70,027)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$2,830,468	\$2,677,444	(\$153,024)

QUALITY ASSURANCE

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF JUNE 30, 2023

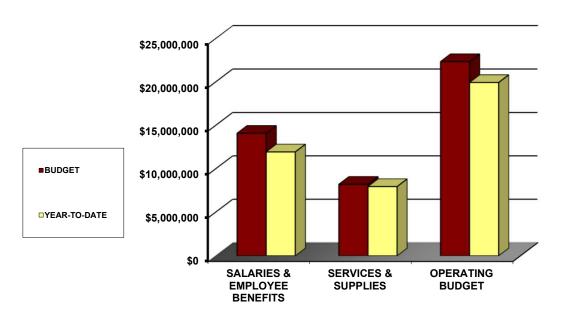
				OVER/(UNDER)
	_	BUDGET	YTD ACTUAL	BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$2,500	\$262	(\$2,238)
9182	TRAVEL	9,500	1,755	(7,745)
	TOTAL	12,000	2,017	(9,983)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	1,000	268	(732)
	TOTAL	1,000	268	(732)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9715	COST EFFECTIVE MANAGEMENT (CEM)	50,000	55,000	5,000
	TOTAL	50,000	55,000	5,000
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	9,000	2,895	(6,105)
9962	REGISTRATION FEES	15,000	1,892	(13,108)
9963	EDUCATIONAL MATERIALS	500	0	(500)
	TOTAL	24,500	4,787	(19,713)
	MISCELLANEOUS			
9986	MISCELLANEOUS	400	0	(400)
	TOTAL	400	0	(400)
	GRAND TOTAL	\$87,900	\$62,072	(\$25,828)

SYSTEMS DIVISION

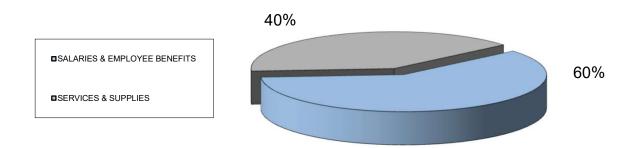
BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$14,122,286	\$11,980,909	(\$2,141,377)
SERVICES & SUPPLIES OPERATING BUDGET	\$8,249,400 \$22,371,686	\$7,984,901 \$19,965,810	(\$264,499) (\$2,405,876)

Budgeted Positions 62 Filled Positions 37



Total Expenditures by Category



SYSTEMS DIVISION

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES AS OF JUNE 30, 2023

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	\$5,534,330 4,576,300 0 0 150,000 0 8,900 12,000 0 \$10,281,530	\$5,374,005 2,941,429 0 0 215,349 0 0 0 17,170 0	(\$160,325) (1,634,871) 0 0 65,349 0 0 (8,900) 5,170 0 (\$1,733,576)
	\$10,281,530	\$6,54 <i>1</i> ,954	(\$1,733,576)
RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	1,311,836 97,367 339,549 435,969 2,007 0 232,823 161,857 1,715 629,129 \$3,212,254	1,111,203 87,836 224,308 392,827 2,509 0 178,615 110,044 4,806 515,519 \$2,627,666	(200,633) (9,531) (115,241) (43,142) 502 0 (54,208) (51,813) 3,091 (113,610) (\$584,588)
OPEB CONTRIBUTION	217,901	216,507	(1,394)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	217,901	217,901
OTHER BENEFITS	410,601	370,881	(39,720)
TOTAL EMPLOYEE BENEFITS	\$3,840,754	\$3,432,955	(\$407,799)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$14,122,286	\$11,980,909	(\$2,141,377)

^{*}All amounts rounded to the nearest dollar.

SYSTEMS DIVISION

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF JUNE 30, 2023

	OVER/(UN			OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	COMMUNICATIONS			
9121	MOBILE DEVICES SERVICE & EQUIPMENT	\$150,000	\$143,573	(\$6,427)
9124	ENTERPRISE INTERNET CONNECTION	165,000	120,592	(44,408)
9125	TELEPHONE CONNECTION	120,000	164,831	44,831
9130	REMOTE SUPPORT	15,000	0	(15,000)
9133	TELEPHONE SYSTEM SUPPLIES & MODIFICATION	15,000	2,863	(12,137)
9135	TELEPHONE SYSTEM MAINTENANCE	70,000	76,075	6,075
	TOTAL	535,000	507,934	(27,066)
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	1,600	1,139	(461)
9182	TRAVEL	2,600	6,320	3,720
	TOTAL	4,200	7,459	3,259
	POSTAGE			
9208	MONTHLY RETIREE CHECK MAILING	390,000	0	(390,000)
0_00	TOTAL	390,000	0	(390,000)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	11,000	13,692	2,692
9332	COMPUTER MONITORS	80,000	58,397	(21,603)
9336	COMPUTER PRINTER	10,000	8,731	(1,269)
9344	COMPUTER ACCESSORIES	13,000	12,229	(771)
9345	COMPUTER PERIPHERALS	30,000	30,080	80
9347	STORAGE MEDIA	15,000	17,735	2,735
9348	BOARD MEMBER TECH SUPPORT	50,000	50,820	820
9353	DIVISIONAL IT SUPPLIES/EQUIPMENT	130,000	116,699	(13,301)
9354	REMOTE WORKFORCE EQUIPMENT	130,000	484,566	354,566
	TOTAL	469,000	792,949	323,949
	EQUIPMENT MAINTENANCE			
9411	AUDIOVISUAL MAINTENANCE	40,000	78,185	38,185
9412	KEY CARD SECURITY SYSTEM (DAS)	25,000	24,334	(667)
9414	LAN HARDWARE MAINTENANCE	75,000	85,737	10,737
9419	ON-SITE PRINTER MAINTENANCE	20,000	6,992	(13,008)
9424	EQUIP MAINT - UPS - SERVER ROOM	170,000	127,086	(42,914)
9436	EQUIP MAINT - AIR CONDITIONING	30,000	42,451	12,451
9438	AUDIOVISUAL ENHANCEMENTS	25,000	26,653	1,653
9439	SURVEILLANCE SYSTEM	5,000	0	(5,000)
9442	FIRE SUPPRESSION SYSTEM	5,000	0	(5,000)
9443	GENERATOR SYSTEM	10,000	23,777	13,777
	TOTAL	405,000	415,215	10,215

SYSTEMS DIVISION

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF JUNE 30, 2023

				OVER/(UNDER)
		BUDGET	YTD ACTUAL	BUDGET
	-			
	PROFESSIONAL AND SPECIALIZED SERVICES			
9502	EDP CHARGES - ISD	\$199,500	\$214,273	\$14,773
9509	AUDITOR CONTROLLER - PAYROLL SERVICES	106,100	42,000	(64,100)
9550	ADVANCED WORKFLOW CONCEPTS	140,000	79,329	(60,671)
9574	KNOWLEDGE & DOC MGMT PROJECTS	300,000	215,700	(84,300)
9680	IRON MOUNTAIN MEDIA STORAGE	30,000	23,591	(6,409)
9681	RETIREE PAYROLL PRINTING	244,000	414,087	170,087
9692	HOTSITE SERVICES	20,000	20,701	701
9717	CLOUD MIGRATION	200,000	123,608	(76,392)
9722	MAINFRAME SERVICES	120,000	121,986	1,986
	TOTAL	1,359,600	1,255,275	(104,325)
	COMPUTER SERVICES & SUPPORT			
9831	LAN SOFTWARE & LIC - NEW	1,365,000	1,335,366	(29,634)
9832	LAN SOFTWARE & LIC - EXISTING	1,854,600	2,136,675	282,075
9833	MAINFRAME SOFTWARE & LIC - EXISTING	1,100,000	1,058,490	(41,510)
9843	LAN NETWORK HARDWARE - NEW	150,000	148,961	(1,039)
9879	CO-LOCATION	200,000	97,520	(102,480)
9882	BOARDROOM OPERATION MGMT SYSTEMS (I & II)	100,000	73,726	(26,274)
9923	PUBLIC BROADCAST AND/OR STREAMING	30,000	25,987	(4,013)
9930	TELEPHONE SYSTEM UPDATES	250,000	112,782	(137,218)
	TOTAL	5,049,600	4,989,506	(60,094)
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	1,500	150	(1,350)
9962	REGISTRATION FEES	30,000	11,362	(18,639)
9963	EDUCATIONAL MATERIALS	5,000	4,830	(170)
	TOTAL	36,500	16,342	(20,159)
	MISCELLANEOUS			
9986	MISCELLANEOUS	500	221	(279)
	TOTAL	500	221	(279)
	GRAND TOTAL	\$8,249,400	\$7,984,901	(\$264,499)

^{*}All amounts rounded to the nearest dollar.

APPENDIX B

FISCAL YEAR 2022-2023

RETIREE HEALTHCARE BENEFITS PROGRAM

BUDGET CONTROL REPORT

BASED ON EXPENDITURES AS OF

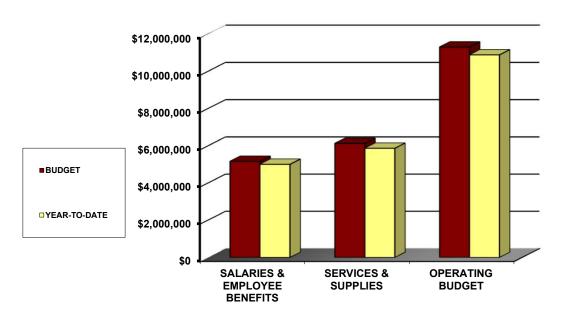
JUNE 30, 2023

RETIREE HEALTHCARE BENEFITS PROGRAM

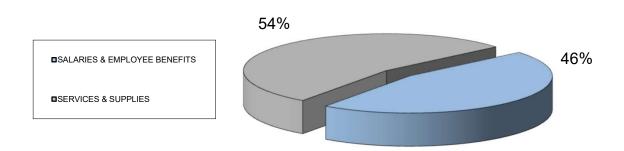
BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS	\$5,172,923	\$5,015,298	(\$157,625)
SERVICES & SUPPLIES	\$6,140,699	\$5,877,827	(\$262,872)
OPERATING BUDGET	\$11,313,622	\$10,893,125	(\$420,497)

Budgeted Positions 37 Filled Positions 34



Total Expenditures by Category



RETIREE HEALTH CARE BENEFITS PROGRAM

SUMMARY OF SALARIES AND EMPLOYEE BENEFITS BASED ON EXPENDITURES AS OF JUNE 30, 2023

	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
SALARIES & OTHER PAYS			
PERMANENT / COUNTY TEMPORARY AGENCY TEMPORARY LACERA INTERN PROGRAM STIPENDS OVERTIME BILINGUAL BONUS PAY IN LIEU OF SALARY REDUCTION TRANSPORTATION ALLOWANCE RIDESHARE ALLOWANCE	\$3,006,805 149,800 0 0 121,800 4,800 0 0 3,600	\$3,040,866 155,507 0 0 140,072 3,600 0 0	\$34,061 5,707 0 0 18,272 (1,200) 0 (3,600)
SICKLEAVE BUYBACK RESERVE FOR REMUNERATION TOTAL SALARIES & OTHER PAYS	10,000 0 \$3,296,805	10,163 0 \$3,350,208	163 0 \$53,403
VARIABLE BENEFITS RETIREMENT FICA CONTRIBUTION COUNTY SUBSIDY - INSURANCE OPTIONS PLAN LIFE INSURANCE HEALTH INSURANCE TEMPS FLEXIBLE BENEFIT PLAN THRIFT PLAN / HORIZONS SAVINGS PLAN PENSION SAVINGS PLAN MEGAFLEX TOTAL VARIABLE BENEFITS	702,460 42,868 77,259 480,282 1,571 121,229 0 111,791 43,690 47,226 146,891 \$1,775,266	621,778 42,719 40,891 457,083 2,180 50,061 0 87,640 28,292 7,747 125,564 \$1,463,955	(80,682) (149) (36,368) (23,199) 609 (71,168) 0 (24,151) (15,398) (39,479) (21,327) (\$311,311)
OPEB CONTRIBUTION	100,853	100,283	(570)
OPEB CONTRIBUTION (BUDGET SURPLUS)	0	100,853	100,853
OTHER BENEFITS	0	0	0 (0044,000)
TOTAL EMPLOYEE BENEFITS	\$1,876,120	\$1,665,091	(\$211,029)
TOTAL SALARIES & EMPLOYEE BENEFITS	\$5,172,923	\$5,015,298	(\$157,625)

^{*}All amounts rounded to the nearest dollar.

RETIREE HEALTH CARE BENEFITS PROGRAM

DETAIL OF SERVICES AND SUPPLIES ACCOUNTS BASED ON EXPENDITURES AS OF JUNE 30, 2023

	_	BUDGET	YTD ACTUAL	OVER/(UNDER) BUDGET
	TRANSPORTATION AND TRAVEL			
9181	TRANSPORTATION	\$1,500	\$2,086	\$586
9182	TRAVEL	23,200	37,324	14,124
	TOTAL	24,700	\$39,409	\$14,709
	POSTAGE			
9212	SPECIAL RETIREE MAILINGS	300,000	269,969	(30,031)
	TOTAL	300,000	269,969	(30,031)
	OFFICE SUPPLIES AND EQUIPMENT			
9302	SPECIAL ORDERS/MINOR EQUIP	4,500	836	(3,664)
	TOTAL	4,500	836	(3,664)
	OPERATIONAL COSTS			
9482	RENT	203,800	205,113	1,313
9483	DEPARTMENTAL OVERHEAD	4,337,199	4,153,627	(183,572)
	TOTAL	4,540,999	4,358,739	(182,260)
	PROFESSIONAL AND SPECIALIZED SERVICES			
9541	AUDITS	141,100	51,475	(89,625)
9545	HEALTH CARE CONSULTING	750,000	741,600	(8,400)
9573	OPEB VALUATION	338,300	355,277	16,977
	TOTAL	1,229,400	1,148,352	(81,048)
	BANK SERVICES			
9753	BANK CHARGES - STATE STREET	21,500	18,021	(3,479)
	TOTAL	21,500	18,021	(3,479)
	LEGAL FEES AND SERVICES			
9772	OUTSIDE LEGAL COUNSEL	0	15,684	15,684
	TOTAL	0	15,684	15,684
	EDUCATIONAL EXPENSES			
9961	MEMBERSHIPS	4,000	1,801	(2,199)
9962	REGISTRATION FEES	15,000	25,015	10,015
9963	EDUCATIONAL MATERIALS	300	0	(300)
	TOTAL	19,300	26,816	7,516
	MISCELLANEOUS			
9986	MISCELLANEOUS	300	0	(300)
	TOTAL	300	0	(300)
	GRAND TOTAL	\$6,140,699	\$5,877,827	(\$262,872)

^{*}All amounts rounded to the nearest dollar.

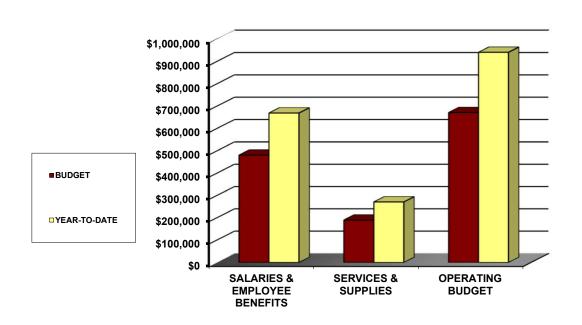
APPENDIX C

FISCAL YEAR 2022-2023
OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST
BUDGET CONTROL REPORT
BASED ON EXPENDITURES AS OF
JUNE 30, 2023

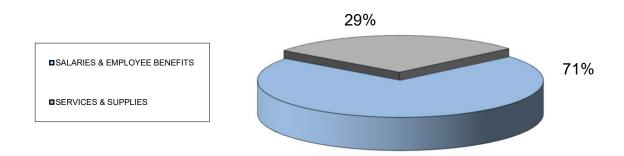
OTHER POST-EMPLOYMENT BENEFITS TRUST

BUDGET CONTROL REPORT - FISCAL YEAR 2022-2023 BASED ON EXPENDITURES AS OF JUNE 30, 2023

CATEGORY	BUDGET	YEAR-TO-DATE	OVER / (UNDER) <u>BUDGET</u>
SALARIES & EMPLOYEE BENEFITS SERVICES & SUPPLIES	\$481,543 \$190,304	\$669,971 \$271,639	\$188,428 \$81,335
OPERATING BUDGET	\$671,847	\$941,610	\$269,763



Total Expenditures by Category





FOR INFORMATION ONLY

November 21, 2023

TO: Each Trustee

Board of Retirement Board of Investments

FROM: Ted Granger

Interim Chief Financial Officer

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: MONTHLY TRUSTEE TRAVEL & EDUCATION REPORT - OCTOBER 2023

Attached for your review is the Trustee Travel & Education Report. This report includes all events (i.e., attended and canceled) from the beginning of the fiscal year through October 2023.

Trustees attend monthly Board and Committee meetings at LACERA's office which are considered administrative meetings per the Trustee Travel Policy. In order to streamline report volume and information, these regular meetings are excluded from the monthly travel reports but are included in the quarterly travel expenditure reports.

Staff travel and education reports are provided to the Chief Executive Officer monthly and to the Boards quarterly.

REVIEWED AND APPROVED:

Santos H. Kreimann Chief Executive Officer

TG/EW/SC/SE/gj

Attachments

c: L. Lugo

J. Popowich

L. Guglielmo

J. Grabel

S. Rice

R. Contreras





TRUSTEE TRAVEL AND EDUCATION REPORT FOR FISCAL YEAR 2023 - 2024 OCTOBER 2023

Atten	dee	Purpose of Travel - Location	Event Dates	Travel Status
Alan	Вє	ernstein		
A	1	Edu - PREA's 33rd Annual Institutional Investor Conference - Boston MA	10/18/2023 - 10/20/2023	Attended
В	-	Edu - NACD DE&I Deep Dive: A Road Map for Becoming an Inclusion-Focused Board - Laguna Beach CA	08/22/2023 - 08/23/2023	Attended
Vivia	ın (Gray		
A	1	Edu - Prosper Africa U.S. Institutional Investors Delegation Trip & GEBF Thought Leadership Conference - Johannesburg and Cape Town South Africa	09/30/2023 - 10/06/2023	Attended
В	-	Admin - SACRS Board of Directors and Committee Meeting - San Mateo CA	08/07/2023 - 08/08/2023	Attended
	-	Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
	-	Edu - Kayne Anderson 2023 Investor Conference - Beverly Hills CA	10/25/2023 - 10/26/2023	Attended
	-	Admin - TLF Trustee Peer Coaching Program - Boston MA	10/26/2023 - 10/27/2023	Attended
Jaso	n (Green		
В	-	Edu - CII 2023 Fall Conference Next Frontier in Governance - Long Beach CA	09/11/2023 - 09/13/2023	Attended
Jame	es	Harris		
В	-	Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
Patri	ck	Jones		
A	1	Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL	09/19/2023 - 09/20/2023	Attended
	2	Edu - NCPERS 2023 Fall Conference - Las Vegas NV	10/21/2023 - 10/25/2023	Attended
В	-	Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	Attended
Onyx	(J	ones		
X	-	Edu - NCPERS 2023 Fall Conference - Las Vegas NV	10/21/2023 - 10/25/2023	Canceled
Keith	ı K	nox		
A	1	Edu - 2023 PPI Executive Seminar and Asia Roundtable - Tokyo Japan	10/22/2023 - 10/27/2023	Attended
В	-	Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
Les F	Rol	bbins		
В	-	Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
Gina	Sa	ınchez		
A	1	Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL	09/19/2023 - 09/20/2023	Attended
	2	Edu - Midwest and West Coast Investor Insight Summit - Chicago IL	10/05/2023 - 10/06/2023	Attended
	3	Edu - 2023 LAVCA Week Conference - New York City NY	10/10/2023 - 10/13/2023	Attended
	4	Edu - 2023 PPI Executive Seminar and Asia Roundtable - Tokyo Japan	10/22/2023 - 10/27/2023	Attended
В	-	Edu - PPI 2023 Summer Roundtable - San Francisco CA	07/19/2023 - 07/21/2023	Attended

Printed: 11/17/2023 1 of 2





TRUSTEE TRAVEL AND EDUCATION REPORT FOR FISCAL YEAR 2023 - 2024 OCTOBER 2023

Atte	ndee	Purpose of Travel - Location	Event Dates	Travel Status
Her	mar	Santos		
Α	1	Edu - 2023 LAVCA Week Conference - New York City NY	10/10/2023 - 10/13/2023	Attended
	2	Edu - 2023 PPI Executive Seminar and Asia Roundtable - Tokyo Japan	10/22/2023 - 10/27/2023	Attended
В	-	Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended

Category Legend:

Printed: 11/17/2023 2 of 2

A - Pre-Approved/Board Approved Educational Conferences

B - 1) Board Approved Administrative Meetings and 2) Pre-Approved Educational Conferences in CA where total cost is no more than \$3,000 provided that a Trustee may not incur over \$15,000 for all expenses of attending all such Educational Conferences and Administrative Meetings in a fiscal year per Trustee Travel Policy Section III.A

C - Second of two conferences and/or meetings counted as one conference per Trustee Education Policy Section IV.C.2 and Trustee Travel Policy Section IV.

V - Virtual Event

X - Canceled events for which expenses have been incurred.

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



FOR INFORMATION ONLY

November 21, 2023

TO: Trustees

Board of Retirement Board of Investments

FROM: Ted Granger

Interim Chief Financial Officer

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: FY 23-24 1ST QUARTER TRUSTEE TRAVEL & EDUCATION

EXPENDITURE REPORTS

Attached for your review:

- (1) Trustee Travel & Education Expenditure Report which includes reimbursement for events between July 1, 2023 to September 30, 2023 excluding Regular Board and Committee Meetings.
- (2) Regular Board and Committee Meetings Expenditure Report for accumulated lodging and mileage reimbursed for events between July 1, 2023 and September 30, 2023.
- (3) The Trustee Cancellation & Credit Expenditures Report which includes credits and expenses associated with trip cancellations for Fiscal Years 2020-2021 and 2021-2022. No credits remain for FY 22-23. No cancellations or credits reported for the 1st Quarter of FY 23-24.

REVIEWED AND APPROVED:

Santos H. Kreimann Chief Executive Officer

TG/EW/SC/SE/gj

Attachments

c: L. Lugo

J. Popowich

L. Guglielmo

J. Grabel

S. Rice

R. Contreras





1ST QUARTER TRUSTEE TRAVEL AND EDUCATION EXPENDITURE REPORT FOR FISCAL YEAR 2024

FOR EVENTS DURING JULY 2023 - SEPTEMBER 2023

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Alan	Bernstein												
В -	Edu - NACD DE&l Deep Dive: A Road Map for Becoming an Inclusion-Focused Board - Laguna Beach CA - 08/22/2023 - 08/23/2023	Attended	\$784.14	\$0.00	\$549.65	\$0.00	\$0.00	\$0.00	\$0.00	\$25.00	\$0.00	\$199.49	\$10.00
	Totals for Alan	Bernstein:	\$784.14	\$0.00	\$549.65	\$0.00	\$0.00	\$0.00	\$0.00	\$25.00	\$0.00	\$199.49	\$10.00
Vivia	an Gray												
В -	Admin - SACRS Board of Directors and Committee Meeting - San Mateo CA - 08/07/2023 - 08/08/2023	Attended	\$1,758.96	\$0.00	\$820.68	\$547.96	\$0.00	\$0.00	\$0.00	\$45.00	\$0.00	\$126.00	\$20.00
-	Admin - RELAC Annual Luncheon - Alhambra CA - 08/10/2023 - 08/10/2023	Attended	\$26.20	\$0.00	\$0.00	\$0.00	\$0.00	\$26.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Totals for V	ivian Gray:	\$1,785.16	\$0.00	\$820.68	\$547.96	\$199.32	\$26.20	\$0.00	\$45.00	\$0.00	\$126.00	\$20.00
Jaso	on Green												
В -	Edu - CII 2023 Fall Conference Next Frontier in Governance - Long Beach CA - 09/11/2023 - 09/13/2023	Attended	\$616.55	\$0.00	\$578.55	\$0.00	\$0.00	\$0.00	\$0.00	\$38.00	\$0.00	\$0.00	\$0.00
	Totals for Ja	son Green:	\$616.55	\$0.00	\$578.55	\$0.00	\$0.00	\$0.00	\$0.00	\$38.00	\$0.00	\$0.00	\$0.00
Patri	ick Jones												
A	1 Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL - 09/19/2023 - 09/20/2023	Attended	\$4,396.95	\$2,500.00	\$982.56	\$501.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$92.00	\$15.00
В -	Edu - PPI 2023 Summer Roundtable - San Francisco CA - 07/19/2023 - 07/21/2023	Attended	\$2,021.18	\$1,200.00	\$214.00	\$322.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.00	\$5.00
	Totals for Pat	rick Jones:	\$6,418.13	\$3,700.00	\$1,196.56	\$824.60	\$566.97	\$0.00	\$0.00	\$0.00	\$0.00	\$110.00	\$20.00

Printed: 11/17/2023





1ST QUARTER TRUSTEE TRAVEL AND EDUCATION EXPENDITURE REPORT FOR FISCAL YEAR 2024

FOR EVENTS DURING JULY 2023 - SEPTEMBER 2023

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Gina	Sanchez												
A	1 Edu - 2023 Investment Diversity Advisory Council (IDAC) Global Summit - Chicago IL - 09/19/2023 - 09/20/2023		\$3,563.72	\$2,500.00	\$725.92	\$337.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
В -	Edu - PPI 2023 Summer Roundtable - San Francisco CA - 07/19/2023 - 07/21/2023	Attended	\$2,474.47	\$1,200.00	\$806.30	\$316.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$38.00	\$5.00
	Totals for Gin	a Sanchez:	\$6,038.19	\$3,700.00	\$1,532.22	\$654.55	\$108.42	\$0.00	\$0.00	\$0.00	\$0.00	\$38.00	\$5.00
Cnt: 2	Gr	and Totals:	\$15,642.17	\$7,400.00	\$4,677.66	\$2,027.11	\$874.71	\$26.20	\$0.00	\$108.00	\$0.00	\$473.49	\$55.00

Category Legend:

A - Pre-Approved/Board Approved Educational Conferences

B - 1) Board Approved Administrative Meetings and 2) Pre-Approved Educational Conferences in CA where total cost is no more than \$3,000 provided that a Trustee may not incur over \$15,000 for all expenses of attending all such Educational Conferences and Administrative Meetings in a fiscal year per Trustee Travel Policy Section III.A

C - Second of two conferences and/or meetings counted as one conference per Trustee Education Policy Section IV.C.2 and Trustee Travel Policy Section IV.

V – Virtual Event

X - Canceled events for which expenses have been incurred.

Printed: 11/17/2023





1ST QUARTER TRUSTEE TRAVEL AND EDUCATION EXPENDITURE REPORT FOR FISCAL YEAR 2024

FOR EVENTS DURING JULY 2023 - SEPTEMBER 2023

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
Alan	Bernstein												
	FYTD Lod	ging/Mileage (M):			\$0.00			\$62.88					
Vivia	an Gray												
	FYTD Lod	ging/Mileage (M):			\$0.00			\$104.80					
Patr	ick Jones												
	FYTD Lod	ging/Mileage (M):			\$0.00			\$0.00					
Shav	wn Kehoe												
	FYTD Lod	ging/Mileage (M):			\$650.97			\$0.00					
Herr	nan Santos												
	FYTD Lod	ging/Mileage (M):			\$1,636.38			\$0.00					
	Total of FYTD Lod	ging/Mileage (M):			\$2,287.35			\$167.68					

Category Legend:

M - Regular Board and Committee Meetings

Printed: 11/17/2023





TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT FOR FISCAL YEAR 2021 FOR TRAVEL DURING JULY 2020 - JUNE 2021

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Reg. Cred Credit Expiration Date		Airfare Credit Expiration	Refund Pending
Alan Bernstein											
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
A	tendee Totals	3: \$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
Vivian Gray											
Edu - CII & NYU Corporate Governance Bootcamp - VIRTUAL -9/23/2020 - 9/25/2020 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
A	tendee Totals	: \$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
Shawn Kehoe											
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
A	tendee Totals	: \$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
Les Robbins											
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	Х	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00 12/31/202 3	\$0.00		\$0.00
Edu- 2020 SACRS Fall Virtual Conference -VIRTUAL - 11/10/2020 - 11/13/2020 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00		\$0.00
A	tendee Totals	: \$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00	\$0.00		\$0.00
	Grand Totals	: \$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00	\$0.00		\$0.00

Category Legend:

- X Canceled events for which expenses have been incurred.
- Z Trip was Canceled Balance of \$0.00





TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT FOR FISCAL YEAR 2022 FOR EVENTS DURING JULY 2021 - JUNE 2022

Regular Regu	of Travel - Location - Date - Travel Status	Category	Total Expense	Registration	Lodging	Airfare	Other Misc.	Chair	Reg.	Reg. Credit	Airfare	rfare Airfare Credit	
Edu - SuperReturn International Berlin - Berlin Germany - 11/09/2021 - X \$375.02 \$375.02 \$30.00 \$0.0		0 ,	·	(Reg.)			Travel Exp.	Pardon	Credit		Credit	Expiration Date	Pending
11/12/2021 - Canceled Attendee Totals: \$375.02 \$375.02 \$0.00	Bernstein												
Edu - 2021 Milken Institute Global Conference - Los Angeles CA - 10/17/2021 - X S12.00 S12.00 S12.00 S23.96 S0.00 S0.0	•	Х	\$375.02	\$375.02	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Attendee Totals: \$387.13 \$0.00 \$387.13 \$0.00 \$387.13 \$0.00		Attendee Totals	:: \$375.02	\$375.02	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Canceled Attendee Totals: \$387.13 \$0.00 \$0.00 \$387.13 \$0.00 \$0.0	Green												
Patrick Jones	· · · · · · · · · · · · · · · · · · ·	lost X	\$387.13	\$0.00	\$0.00	\$387.13	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Edu - Duke University Executive Education Program - Corporate Social X \$0.00 \$		Attendee Totals	5: \$387.13	\$0.00	\$0.00	\$387.13	\$0.00		\$0.00		\$0.00		\$0.00
Responsibility - Durham NC - 09/23/2021 - 09/25/2021 - Host Canceled Shawn Kehoe	k Jones												
Shawn Kehoe		Х	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$616.80	12/31/2023	\$0.00
Edu - 2021 Milken Institute Global Conference - Los Angeles CA - 10/17/2021 - X \$23.96 \$0.00 \$23.96 \$0.00 \$0.00 Yes \$0.00 \$0.0		Attendee Totals	3: \$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$616.80		\$0.00
10/20/2021 - Canceled Edu - SACRS Fall Conference - Los Angeles CA - 11/09/2021 - 11/12/2021 - X \$120.00 \$120.00 \$0.00	n Kehoe												
Attendee Totals: \$143.96 \$120.00 \$23.96 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$	ŭ	021 - X	\$23.96	\$0.00	\$23.96	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Solid Attendee Totals: \$0.00 \$0.	ŭ	11 - X	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - Z \$0.00 \$0.		Attendee Totals	s: \$143.96	\$120.00	\$23.96	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
12/14/2021 - Canceled Attendee Totals: \$0.00 \$0	h Kelly												
Keith Knox Edu - 2022 Milken Institute Global Conference - Los Angeles CA - 05/01/2022 - X \$1,646.94 \$0.00 \$1,646.94 \$0.00 \$0.00 Yes \$0.00 <td>ŭ</td> <td>Z</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> <td>\$0.00</td> <td></td> <td>\$0.00</td> <td></td> <td>\$0.00</td> <td></td> <td>\$0.00</td>	ŭ	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Edu - AHIP Health Conference - Las Vegas NV - 06/21/2022 - 06/23/2022 - X \$919.28 \$400.00 \$519.28 \$0.00 \$0.00 \$0.00 \$0.00 \$90.00 \$90.00 \$97.96 \$1.646.94 \$0.00 \$0.		Attendee Totals	3: \$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
05/04/2022 - Canceled Attendee Totals: \$1,646.94 \$0.00 \$1,646.94 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Les Robbins Edu - AHIP Health Conference - Las Vegas NV - 06/21/2022 - 06/23/2022 - X \$919.28 \$400.00 \$519.28 \$0.00 \$0.00 \$0.00 \$97.96 12 Canceled	Knox												
Les Robbins Edu - AHIP Health Conference - Las Vegas NV - 06/21/2022 - 06/23/2022 - X \$919.28 \$400.00 \$519.28 \$0.00 Yes \$0.00 \$97.96 12 Canceled 12 12 12 12 12 12 13 14 14 14 14 14 14 14 14 15	· · · · · · · · · · · · · · · · · · ·	022 - X	\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Edu - AHIP Health Conference - Las Vegas NV - 06/21/2022 - 06/23/2022 - X \$919.28 \$400.00 \$519.28 \$0.00 \$0.00 Yes \$0.00 \$97.96 12 Canceled		Attendee Totals	\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Canceled	obbins												
Attendee Totals: \$919.28 \$400.00 \$519.28 \$0.00 \$0.00 \$0.00 \$97.96	· · · · · · · · · · · · · · · · · · ·	2 - X	\$919.28	\$400.00	\$519.28	\$0.00	\$0.00	Yes	\$0.00		\$97.96	12/31/2040	\$0.00
		Attendee Totals	: \$919.28	\$400.00	\$519.28	\$0.00	\$0.00		\$0.00		\$97.96		\$0.00

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Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Gina Sanchez												
Edu - 2021 CII Fall Conference - Chicago IL - 09/22/2021 - 09/24/2021 - Host Canceled	X	\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
	Attendee Totals:	\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
Herman Santos												
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - 12/14/2021 - Canceled	Х	\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Edu - NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/23/2022 - 03/24/2022 - Cancelled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
	Attendee Totals:	\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
	Grand Totals:	\$3,760.12	\$900.01	\$2,190.18	\$669.93	\$0.00		\$0.00		\$714.76		\$0.00

Category Legend:

X - Canceled events for which expenses have been incurred. Z - Trip was Canceled - Balance of \$0.00

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FOR INFORMATION ONLY

November 21, 2023

TO: Trustees

Board of Retirement Board of Investments

FROM: Ted Granger

Interim Chief Financial Officer

FOR: December 6, 2023 Board of Retirement Meeting

December 13, 2023 Board of Investments Meeting

SUBJECT: FY 23-24 1ST QUARTER STAFF TRAVEL REPORT

Attached for your information for trips between July 1, 2023 to September 30, 2023 (1) Staff Travel Report and (2) Q3 (Calendar Year) FPPC Form 801 Travel and Other Payments Paid by Third Parties.

REVIEWED AND APPROVED:

Santos H. Kreimann Chief Executive Officer

TG/EW/SC/SE/gj

Attachments

c: L. Lugo

J. Popowich

L. Guglielmo

J. Grabel

S. Rice

R. Contreras





STAFF TRAVEL REPORT FOR FISCAL YEAR 2023 - 2024 SEPTEMBER 2023

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
Executive Offices	S			
Santos Kreimann	1	Admin - RELAC Annual Luncheon - Alhambra CA	08/10/2023 - 08/10/2023	Attended
	2	Admin/Edu - CALAPRS Administrators Institute 2023 - Carmel CA	09/27/2023 - 09/29/2023	Attended
Luis Lugo	1	Admin - Anthem Blue Cross Due Diligence - Rancho Cardova CA	09/28/2023 - 09/28/2023	Attended
Internal Audit				
Leisha Collins	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA	07/16/2023 - 07/19/2023	Attended
Christina Logan	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA	07/16/2023 - 07/19/2023	Attended
Investments				
Didier Acevedo	1	Admin - Conduct onsite with Innovation Endeavors - Palo Alto CA	07/26/2023 - 07/26/2023	Attended
	2	Admin - Attend Great Hill Partners AGM - Boston MA	09/26/2023 - 09/27/2023	Attended
Amit Aggarwal	1	Admin - Due diligence meetings for Commercial Broker RFP's - Los Angeles CA	09/15/2023 - 09/19/2023	Attended
Noah Damsky	1	Admin - Conduct due diligence on Blackstone open ended fund - Long Beach CA	08/16/2023 - 08/16/2023	Attended
	2	Admin - Conduct due diligence on Copenhagen Infrastructure Partners - Los Angeles CA	08/17/2023 - 08/17/2023	Attended
Jon Grabel	1	Admin - National Institute of Public Finance 2023 - Los Angeles CA	07/18/2023 - 07/18/2023	Attended
	2	Admin - NASP CIO Roundtable - Philadelphia PA	07/25/2023 - 07/25/2023	Attended
	3	Admin - 2nd Annual GWI Partners SoCal Regional Summer Social - Los Angeles CA	08/01/2023 - 08/01/2023	Attended
	4	Admin - CII 2023 Fall Conference Next Frontier in Governance - Long Beach CA	09/11/2023 - 09/13/2023	Attended
	5	Admin - Fiduciary Investors Symposium - Stanford CA	09/19/2023 - 09/21/2023	Attended
Daniel Joye	1	Admin - Institutional Investor Public Funds Roundtable - Newport RI	07/25/2023 - 07/27/2023	Attended
	2	Admin - Conduct due diligence on Blackstone open ended fund - Long Beach CA	08/16/2023 - 08/16/2023	Attended
	3	Admin - Conduct due diligence on Copenhagen Infrastructure Partners - Los Angeles CA	08/17/2023 - 08/17/2023	Attended
Derek Kong	1	Edu - Attend the TIDE Spark 2023 - Dana Point CA	07/13/2023 - 07/13/2023	Canceled
Cheryl Lu	1	Admin - China Consulate General to apply for Visa to conduct LACERA business in The Republic of China - Los Angeles CA		Attended
	2	Admin - Attend Accel-KKR AGM and LPAC - Menlo	09/19/2023 - 09/20/2023	Attended

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		Park CA				
Jim Rice	1	Admin - Due diligence meetings for Commercial Broker RFP's - Los Angeles CA	09/15/2023 - 09/19/2023	Attended		
Michael Romero	1	Admin - Due diligence meetings for Commercial Broker RFP's - Los Angeles CA	09/15/2023 - 09/19/2023	Attended		
Kathryn Ton	1	Edu - Invest in Yourself SACRS Public Pension Investment Management Program - Berkeley CA	07/16/2023 - 07/19/2023	Canceled		
Mel Tsao	1	Admin - ILPA Legal Document Course - Chicago IL	07/16/2023 - 07/19/2023	Attended		
Scott Zdrazil	1	Edu - CII 2023 Fall Conference Next Frontier in Governance - Long Beach CA	09/11/2023 - 09/13/2023	Attended		
Legal Services						
Jasmine Bath	1	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	07/17/2023 - 07/19/2023	Attended		
Elaine Salon	1	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	07/17/2023 - 07/19/2023 Attended			
Member Service	s					
Fabio Ramirez	1	Edu - CALAPRS Management Leadership Academy 2023 - Pasadena CA	07/17/2023 - 07/19/2023	Attended		
Retiree Healthca	re					
Janet Chan	1	Admin - Anthem Blue Cross Due Diligence - Rancho Cardova CA	09/28/2023 - 09/28/2023	Attended		
Leilani Ignacio	1	Admin - Anthem Blue Cross Due Diligence - Rancho Cardova CA	09/28/2023 - 09/28/2023	Attended		
Kathy Migita	1	Edu - CVS Health 2023 Care Management Client Summit - Greensboro NC	09/19/2023 - 09/21/2023	Attended		
	2	Admin - Anthem Blue Cross Due Diligence - Rancho Cardova CA	09/28/2023 - 09/28/2023	Attended		
Cassandra Smith	1	Edu - CVS Health 2023 Care Management Client Summit - Greensboro NC	09/19/2023 - 09/21/2023	Attended		
	2	Admin - Anthem Blue Cross Due Diligence - Rancho Cardova CA	09/28/2023 - 09/28/2023	Attended		
Systems						
Lynn Francisco	1	Edu - IBM TechXchange Conference 2023 - Las Vegas NV	09/12/2023 - 09/14/2023	Attended		
Sandy Pang	1	Edu - IBM TechXchange Conference 2023 - Las Vegas NV	09/12/2023 - 09/14/2023	Attended		
Gina Shaferman	1	Edu - IBM TechXchange Conference 2023 - Las Vegas NV	09/12/2023 - 09/14/2023	Attended		

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	CY 2023 Q3 FPPC FORM 801 STAFF TRAVEL EXPENSES																		
2. Donor Name and Address					3. Payment Information														
Name				3.1(a) Trav	3.1(a) Travel Payment								3.2 Payment Description	3.3 Officials who used payment in Section 3.1					
	Individual		Entity's Business Activity	Address	Location		Transportation Provider	Туре	Name of Lodging Facility	Lodging Expenses		Transportation Expenses	Other Expenses	Total Expenses			First Name	Position/Title	Department/ Division
1		Accel-KKR Capital Partners		2180 Sand Hill Road, Suite 300					Rosewood						Payment is for travel to attend Accel-KKR Capital Partners' Advisory Board meeting. Per LACERA's contract with Accel-KKR Capital Partners, all travel expenses related to Advisory				
		VII Limited	Private equity fund sponsor	Menlo Park, CA	Menlo Park, CA	September 19-20, 2023	Southwest Airlines, Uber	Air, Auto	Sand Hill Road	\$758.03	\$525.00	\$442.33	\$0.00	\$1,725.36	Board meetings will be covered by the fund.		Cheryl	Investment Officer	Investments





FOR INFORMATION ONLY

October 24, 2023

TO: Trustees,

Board of Investments

FROM: Ted Granger

Interim Chief Financial Officer

FOR: November 8, 2023 – Board of Investments Meeting

SUBJECT: Semi-Annual Interest Crediting for Reserves as of June 30, 2023 (AUDITED)

Pursuant to the County Employees Retirement Law of 1937, California Government Code Section 31591, regular interest shall be credited semi-annually on June 30 and December 31 to all eligible member contributions in the retirement fund, which have been on deposit six months immediately prior to such date at an interest rate determined by the Board.

The Retirement Benefit Funding Policy requires that LACERA conduct an experience and assumption study every three years and perform annual valuations of the retirement benefits plan. Milliman, LACERA's consulting actuary, prepares the valuation to confirm the existing actuarial assumptions and methods, and calculate the employer and employee contribution rates for the beginning of the upcoming fiscal year.

Interest Credit Application – Fiscal Year 2022-2023

Rate

Plan sponsors and LACERA require ample time to prepare for annual changes to employer and employee contribution rates and interest crediting rates, so the interest crediting target rate effective July 1 of a given fiscal year is based on the actuarial valuation from one year prior. For the fiscal year 2022-2023, the interest crediting rate is based upon the investment return assumption from the June 30, 2021 actuarial valuation. Therefore, the semi-annual interest crediting target rate applicable June 30, 2023 is 3.50% (i.e., one-half of the 7.00% annual investment return assumption used in the 2021 valuation).

Looking back, the Board approved a reduction in the investment return assumption from 7.25% to 7.00% in January 2020 based on the 2019 Experience Study. This new rate was originally implemented effective July 1, 2020 with the Board's adoption of the June 30, 2019 actuarial valuation and has not changed since then.

Realized Earnings

The Retirement Benefit Funding Policy stipulates that interest credits are allocated to Reserve accounts in the same priority order as the allocation of actuarial assets, to the extent there are Realized Earnings available in the six-month period to perform such an allocation. Interest crediting application to Reserve accounts for the six-month period stops once all Realized Earnings have been allocated.

As of June 30, 2023, all available Realized Earnings were applied to Priority 1, the Member Reserve, which is equivalent to an interest credit rate of 3.29%. Thus, there were no additional earnings available to apply to other Priorities.

Semi-Annual Interest Crediting for Reserves as of June 30, 2023 (AUDITED) October 24, 2023 Page 2 of 2

The table below depicts the actual interest credit allocations for the six-month period ended June 30, 2023.

Priority Order	Reserve Account	Interest Credit Rate Applied
1	Member	3.29%
2	Advanced Employer Contributions	N/A
3	Employer	0.0%

Next Cycle

For Fiscal Year 2023-2024, the Board of Investments approved the plan's actuarial assumptions based on Milliman's 2022 Investigation of Experience Study report at the December 2022 meeting, reconfirming the 7.00% investment return assumption. Milliman applied this assumption in preparing the June 30, 2022 Actuarial Valuation report. The interest credit target amount will remain at 3.50% for the upcoming interest crediting cycles until the Board changes this assumption. The next experience study is scheduled for June 30, 2025.

REVIEWED AND APPROVED:

Santos H. Kreimann Chief Executive Officer

SHK:tg:mh

c: Board of Retirement, LACERA Fesia Davenport, CEO, Los Angeles County





FOR INFORMATION ONLY

November 16, 2023

TO: Each Trustee

Board of Retirement

FROM: Elaine K. Salon

Interim Senior Staff Counsel

DATE: Meeting of December 6, 2023

SUBJECT: REPORT OF COMPENSATION EARNABLE AND PENSIONABLE

COMPENSATION ITEMS

Over the years, staff submitted recommendations defining compensation earnable and pensionable compensation of newly created pay items. Occasionally, staff is tasked with reviewing revised, pay event, or pay tracking codes. This memorandum will address two existing pay items for which determinations have previously been made by the Board. These pay items have been slightly changed by adding a new classification or expanding to provide an additional bonus to eligible classifications.

ITEMS OF COMPENSATION

The Board of Retirement is charged with determining which items of compensation qualify as pensionable earnings includable in the member's retirement allowance. Items of compensation are analyzed as pensionable under the definition of "compensation earnable" in Government Code Section 31461 of the County Employees Retirement Law of 1937 (CERL), and the definition of "pensionable compensation" in Section 7522.34 of the California Public Employees' Pension Reform Act of 2013 (PEPRA). Based on the criteria, LACERA staff reviewed and analyzed these items of remuneration to determine whether the items should be included in the member's final compensation when calculating a retirement benefit.

The Board has already made determinations regarding the inclusion of the attached two items of compensation in the definition of compensation earnable and pensionable compensation. However, as these pay items have been modified, staff reviewed the revised items to ensure that the prior determinations are still applicable. Our review of these revised pay items is attached. For your convenience, the revisions to the pay items have been bolded.

The pay items have been modified for the following reasons:

- 1. Inclusion of additional employment titles or classifications; and/or
- 2. Inclusion of an additional lump sum shortage bonus for Probation Department employees assigned to the Juvenile Halls.

Trustees – Board of Retirement November 16, 2023

Re: Comp Earn Pen Comp

Page 2

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

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

Reviewed and Approved

Steven P. Rice Chief Counsel

EKS/et Attachment

Salon/BOR FIO Memo/11.16.2023

365

Revised Pay Codes reviewed under Sections 31461 (CERL/Legacy) and 7522.34 (PEPRA)

Event Description Earnings Code Description

INCLUDED under Section 31461 and EXCLUDED under 7522.34

This pay event is being revised to add an eligible classification in Bargaining Unit 701 (Deputy Probation Officers):

- Transportation Deputy, Probation (Item 8626)
- Investigator Aid, Probation (Item 8670)
- Senior Investigator Aid, Probation (Item 8671)

Employees in a permanent, full-time position who possess a bachelor's degree from an accredited university are eligible for a 2% bonus (8 levels). Employees must request the bonus and supply a set of official transcripts to their Department's Human Resources Office. The bonus is effective the first pay period following the Department's receipt of the transcripts.

EXCLUDED under Sections 31461 and 7522.34

BACHELOR DEGREE BONUS

This pay event is being **expanded to provide a lump sum staff shortage bonus** for Probation Department employees assigned to the Juvenile Halls. Field staff in the following classifications who provide direct supervision over any population in the Department's care at the Juvenile Halls, including programming and services, receive this payment if eligibility criteria are met.

Eligible classifications:

- 8607 Deputy Probation Officer II, Field
- $8608- Deputy\ Probation\ Officer\ I,\ Residential\ Treatment/Detention\ Services$
- 8609 Deputy Probation Officer II, Residential Treatment/Detention Services
- 8610 Supervising Deputy Probation Officer
- 8618 Group Supervisor, Nights, Probation
- 8626 Transportation Deputy, Probation
- 8655 Detention Services Officer
- 8657 Senior Detention Services Officer
- 8659 Supervising Detention Services Officer

MISCELLANEOUS LUMP SUM NOT INCLUDED IN REG OT / Staff Shortage Bonus - Probation

Eligibility Criteria:

- Active employees in one of the eligible classifications who are assigned to either Central Juvenile Hall or Barry J.
 Nidorf Juvenile Hall, or
- · New Deputy Probation Officer employees who are mandatorily re-assigned to one of the Juvenile Halls

Bonus Rate:

1,000 hours worked within 6 months (April 1, 2023 to September 30, 2023): Flat payment of \$3,500 1,500 hours worked within 9 months (April 1, 2023 to December 31, 2023): Flat payment of \$3,500 2,000 hours worked within 12 months (April 1, 2023 to March 31, 2024): Flat payment of \$10,000

These payments accumulate based on the total hours worked in the Juvenile Halls, with a maximum cap of \$17,000. The County indicated that overtime hours count toward the requirement for bonus eligibility. The bonus will be paid in a lump sum at the end of each commitment period.

All payments are subject to the discretion of the Board of Supervisors and may be rescinded at any time deemed necessary.

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FOR INFORMATION ONLY

November 28, 2023

TO: Each Trustee

Board of Retirement

FROM: Tamara Caldwell, Division Manager

Disability Retirement Services

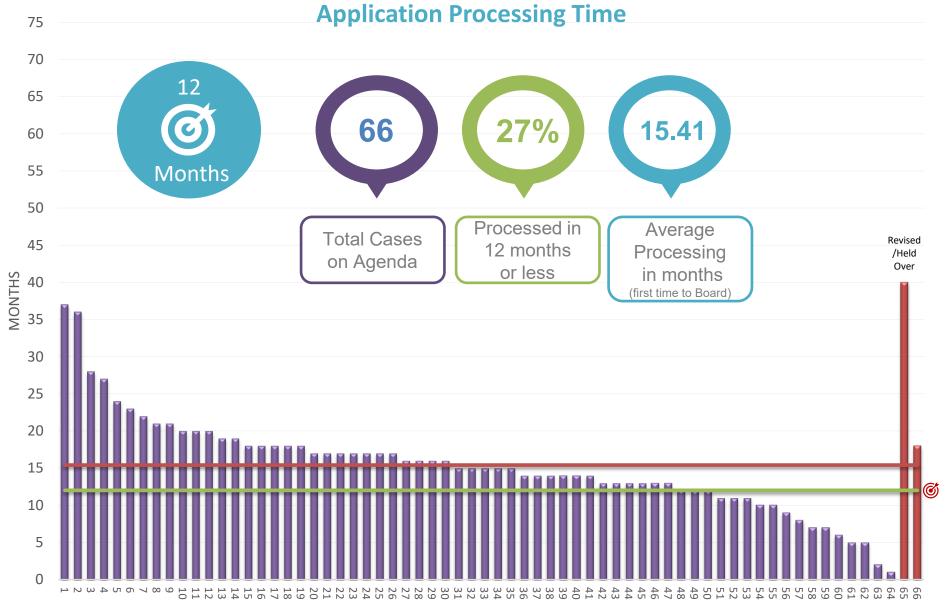
FOR: December 6, 2023, Board of Retirement Meeting

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 December 6, 2023, Disability Retirement Applications Agenda.

Consent & Non-Consent Calendar		
6	64	
15	15.41	
Revised/Held Over Calendar		
2	2	
Case 1 40	Case 2 18	
	15 Case 1	

DISABILITY RETIREMENT SERVICES Application Processing Time



DISABILITY RETIREMENT SERVICES Pending Applications/Months

